



**South Quay Masterplan
Supplementary Planning Document (SPD)**

Equalities Analysis

October 2015

Section 1 – General Information (Aims and Objectives of SPD)

Name:	South Quay Masterplan Supplementary Planning Document (SPD)
Purpose:	The South Quay Masterplan SPD is required to help manage the unprecedented level of housing growth proposed in South Quay and to secure the associated benefits for the wider community. Specifically, it is needed to ensure that development contributes to a high quality and sustainable morphology, delivers an optimum level of affordable housing on site and that infrastructure requirements are planned for and delivered.
Aim / Objective:	<p>The Masterplan is a design-led document to help manage and coordinate growth. It has been developed through extensive engagement with a number of stakeholders and technical expertise commissioned from external consultants. It provides guidance on:</p> <ul style="list-style-type: none"> • Design approaches in terms of form and scale of development using a design parameter approach • The provision of new public open spaces, high quality public realm and improved connectivity and legibility • Visually engaging the skyline so that it respects the Maritime Greenwich World Heritage site • Identifying infrastructure requirements to support population growth
Who is expected to benefit from the proposal?	Key stakeholders in the area who include the local community, people in housing need, businesses, developers, landowners, Registered Providers, and service providers.
Service area:	Planning and Building Control
Team name:	Strategic Planning - Plan Making
Service manager:	Owen Whalley (Planning & Building Control Service Head)
Name and role of the officer completing the Equalities Analysis:	Tom Clarke, Planning Officer (Plan Making - Strategic Planning)

Section 2 – Evidence (Consideration of Data and Information for Equalities Analysis)

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

- The Council's Core Strategy 2025, which was formally adopted by the Council in September 2010, and sets out a vision for the borough, including the 'places' of Canary Wharf, Cubitt Town and Millwall.
- The Council's Managing Development Document, which sets out development principles for the borough, and was formally adopted in April 2013.
- A full Equalities Impact Assessment (EqIA), which was undertaken for the Council's Core Strategy 2025 and Managing Development Document.

The South Quay Masterplan SPD is required to be consistent with the vision and objectives set out in the Core Strategy and the Managing Development Document.

During the statutory consultation period on the South Quay Masterplan SPD the Council collected equalities monitoring information on attendees to public events. This collected data on age, gender, disability, religion and belief, ethnicity, sexual orientation, relationship status, and pregnancy and maternity. This demonstrated that with the exception of gender reassignment and pregnancy and maternity, the Council was successful in engaging with members of the community with different needs within the ten protected characteristic groups.

Section 3 – Assessing the Impacts on the 9 Equalities Groups

How will what you're proposing impact upon the ten Protected Characteristics?

Target Group	Impact	Reason(s) and mitigation
Race	Neutral	<p>According to 2011 Census data, there is a relatively high BME population in South Quay which equates to approximately 56% of the resident population within the boundary of the Masterplan area.</p> <p>The Masterplan SPD supports the Local Plan in delivery of new affordable housing for existing and future residents through new development and therefore has a positive impact. It is likely that people with a lower socio-economic status, which can include those from BME groups, will benefit from the additional provision of affordable housing.</p> <p>The Local Plan requirement for new community infrastructure including community centres will continue to be implemented to allow the whole community, including all BME groups, better access to community facilities and meeting space. The Masterplan will also promote the delivery of new primary schools.</p> <p>Residents of all races will benefit from better designed public spaces and lighting and the promotion of more ground floor activity, making neighbourhoods and streets safer by providing natural surveillance and activity. It is anticipated that this will result in a reduction in hate crime and harassment.</p> <p>With regard to local job provision and employment, there will be a loss of existing employment floorspace but elements of it will be reprovided to more modern standards, including space conducive to the needs of start-ups and SMEs. It is expected therefore that the Masterplan SPD will generate economic investment in the area and provide a variety of employment and enterprise opportunities which in turn will promote better access to a diverse range of jobs for BME groups within the area.</p> <p>A statutory 6 week public consultation was undertaken on the draft South Quay Masterplan SPD between January 5th and February 16th 2015. During this extensive consultation period the involvement and participation of stakeholders was encouraged in accordance with the Council's Statement of Community Involvement and Local Plan Regulations 2012.</p>

Religion or Belief	Neutral	<p>The Local Plan requirement for new community infrastructure including community centre facilities will continue to be implemented to allow the whole community, including all religious groups, better access to community facilities and meeting space. The Masterplan will also promote the delivery of new primary schools.</p> <p>Residents of all religions or beliefs will benefit from better designed public spaces and lighting and the promotion of more ground floor activity, making neighbourhoods and streets safer by providing natural surveillance and activity. It is anticipated that this will result in a reduction in hate crime and harassment.</p> <p>A statutory 6 week public consultation was undertaken on the draft South Quay Masterplan SPD between January 5th and February 16th 2015. During this extensive consultation period the involvement and participation of stakeholders was encouraged in accordance with the Council's Statement of Community Involvement and Local Plan Regulations 2012.</p>
Disability	Positive	<p>The Masterplan boundary has a range of PTAL ratings between 2 (poor) and 5, which equates to very good levels of public transport access including buses, trains and the underground. Measures are proposed to implement additional bridge crossings which would improve access to transport interchanges in Canary Wharf. Additionally, the new Crossrail station due to open in Canary Wharf in 2018 will greatly improve access for all of the community and for those with mobility related disabilities, allowing enhanced access to a wide range of shops, services and employment London-wide using this strategic transport network.</p> <p>The Masterplan SPD has identified current access issues including physical severance of dockside paths and desire lines and lack of connectivity between South Dock and Marsh Wall. These create barriers to pedestrian movement and are exacerbated by the general lack of permeability within the existing street network and publicly restrictive estate ownership. The Masterplan SPD seeks to address these issues through establishing continuity of the dockside paths including implementing footbridges across the Millwall Cutting and South Dock and reconfiguring the street network by creating new links to better connect through emerging areas of public spaces and maximise the opportunities presented by larger development sites to improve permeability through the area.</p> <p>The Local Plan requirement for new community infrastructure including community centres will continue to be implemented to allow the whole community, including all disability groups, better access to community facilities and meeting space. The Masterplan will also promote the delivery of new primary schools.</p> <p>Employment opportunities will likely be diversified through the implementation of Local Plan policies. Therefore, along with enhanced access to Canary Wharf and the rest of London, this should lead to increased access to employment opportunities for people with</p>

		<p>disabilities.</p> <p>The Masterplan SPD accords with housing and design guidance, which has regard to Lifetime Homes standards and will provide additional guidance for wheelchair accessibility standards to deliver additional wheelchair accessible homes. Improvements to the public realm and the detailed design of buildings will take account of the needs of people with disabilities.</p> <p>A statutory 6 week public consultation was undertaken on the draft South Quay Masterplan SPD between January 5th and February 16th 2015. During this extensive consultation period the involvement and participation of stakeholders was encouraged in accordance with the Council's Statement of Community Involvement and Local Plan Regulations 2012.</p>
Age	Neutral	<p>According to 2011 Census data, South Quay has a young population with over half of the Masterplan area's population being under the age of 30. Working age people will benefit from the potential diversification of employment opportunities, potentially enhanced opportunities for local employment and improved access to employment opportunities.</p> <p>Residents of all ages will benefit from better designed public spaces and lighting and the promotion of more ground floor activity, making neighbourhoods and streets safer by providing natural surveillance and activity. It is anticipated that this will result in a reduction in crime and harassment.</p> <p>New housing will be required to meet Lifetime Homes standards, which ensure that the design of homes support the changing needs of people at different stages in their lives, including the young, those with families, and the elderly.</p> <p>The Local Plan requirement for new community infrastructure including community centres will continue to be implemented to allow the whole community of all ages better access to community facilities and meeting space. The Masterplan will also promote the delivery of new primary schools.</p> <p>A statutory 6 week public consultation was undertaken on the draft South Quay Masterplan SPD between January 5th and February 16th 2015. During this extensive consultation period the involvement and participation of stakeholders was encouraged in accordance with the Council's Statement of Community Involvement and Local Plan Regulations 2012.</p>

Gender	Neutral	<p>Employment opportunities will likely be diversified to include a broader and enhanced offer. This should lead to more balanced employment opportunities for different genders.</p> <p>Residents of all genders will benefit from better designed public spaces and lighting and the promotion of more ground floor activity, making neighbourhoods and streets safer by providing natural surveillance and activity. It is anticipated that this will result in a reduction in crime and harassment.</p> <p>The Local Plan requirement for new community infrastructure including community centres will continue to be implemented to allow the whole community better access to community facilities and meeting space. The Masterplan will also promote the delivery of new primary schools.</p> <p>A statutory 6 week public consultation was undertaken on the draft South Quay Masterplan SPD between January 5th and February 16th 2015. During this extensive consultation period the involvement and participation of stakeholders was encouraged in accordance with the Council's Statement of Community Involvement and Local Plan Regulations 2012.</p>
Gender Reassignment	Neutral	<p>Residents from all backgrounds, including those with gender reassignment, will benefit from better designed public spaces and lighting and the promotion of more ground floor activity, making neighbourhoods and streets safer by providing natural surveillance and activity. It is anticipated that this will result in a reduction in hate crime and harassment.</p> <p>The Local Plan requirement for new community infrastructure including community centres will allow the whole community better access to community facilities and meeting space, reducing the possibility of isolation for all groups including those with gender reassignment. The Masterplan will also promote the delivery of new primary schools.</p> <p>A statutory 6 week public consultation was undertaken on the draft South Quay Masterplan SPD between January 5th and February 16th 2015. During this extensive consultation period the involvement and participation of stakeholders was encouraged in accordance with the Council's Statement of Community Involvement and Local Plan Regulations 2012.</p>

Sexual Orientation	Neutral	<p>Residents from all backgrounds, including those with different sexual orientations, will benefit from better designed public spaces and lighting and the promotion of more ground floor activity, making neighbourhoods and streets safer by providing natural surveillance and activity. It is anticipated that this will result in a reduction in hate crime and harassment.</p> <p>The Local Plan requirement for new community infrastructure including community centres will continue to be implemented to allow the whole community, of all sexual orientations, better access to community facilities and meeting space. The Masterplan will also promote the delivery of new primary schools.</p> <p>A statutory 6 week public consultation was undertaken on the draft South Quay Masterplan SPD between January 5th and February 16th 2015. During this extensive consultation period the involvement and participation of stakeholders was encouraged in accordance with the Council's Statement of Community Involvement and Local Plan Regulations 2012.</p>
Marriage or Civil Partnership	Neutral	<p>The Local Plan requirement for new community infrastructure including community centres will allow the whole community better access to community facilities and meeting space which could be utilised for ceremonies or receptions, and reduce social isolation for all groups. The Masterplan will also promote the delivery of new primary schools.</p> <p>A statutory 6 week public consultation will be undertaken on the draft South Quay Masterplan SPD at the end of 2014. During this extensive consultation period the involvement and participation of stakeholders will be encouraged in accordance with the Council's Statement of Community Involvement and Local Plan Regulations 2012.</p>
Pregnancy and Maternity	Neutral	<p>The Masterplan boundary has a range of PTAL ratings between 2 (poor) and 5, which equates to very good levels of public transport access including buses, trains and the underground. Measures are proposed to implement additional bridge crossings which would improve access to transport interchanges in Canary Wharf. Additionally, the new Crossrail station due to open in Canary Wharf in 2018 will greatly improve access for all of the community and for those with mobility related disabilities, allowing enhanced access to a wide range of shops, services and employment London-wide using this strategic transport network.</p> <p>The Masterplan SPD has identified current access issues including physical severance of dockside paths and desire lines and lack of connectivity between South Dock and Marsh Wall. These create barriers to pedestrian movement and are exacerbated by the general lack of permeability within the existing street network and publicly restrictive estate ownership. The Masterplan SPD seeks to address these issues through establishing continuity of the dockside paths including implementing a footbridge across the Millwall Cutting and</p>

		<p>reconfiguring the street network by creating new links to better connect emerging areas of public spaces and maximise the opportunities presented by larger development sites to improve permeability through the area.</p> <p>The new Crossrail station due to open in Canary Wharf in 2018 will greatly improve access for all of the community and for those with mobility difficulties including pregnant women, allowing enhanced access to a wide range of shops, services and employment London-wide using this strategic transport network.</p> <p>The Local Plan requirement for new community infrastructure including community centres will allow the whole community better access to community facilities and meeting space, reducing the possibility of isolation for all groups. The Masterplan will also promote the delivery of new primary schools.</p> <p>A statutory 6 week public consultation was undertaken on the draft South Quay Masterplan SPD between January 5th and February 16th 2015. During this extensive consultation period the involvement and participation of stakeholders was encouraged in accordance with the Council's Statement of Community Involvement and Local Plan Regulations 2012.</p>
Socio-economic	Positive	<p>The Masterplan's managed approach to providing high-quality housing development in the area along with improved social and community facilities, transport accessibility, employment opportunities and public realm will help focus and capture the benefits of investment towards targeting the socio-economic groups most in need.</p> <p>A statutory 6 week public consultation was undertaken on the draft South Quay Masterplan SPD between January 5th and February 16th 2015. During this extensive consultation period the involvement and participation of stakeholders was encouraged in accordance with the Council's Statement of Community Involvement and Local Plan Regulations 2012.</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

The impact of the Masterplan SPD has been assessed with an overall rating as positive. It is therefore not relevant to complete a full Equalities Impact Assessment for the Masterplan SPD. In addition, a full Equalities Analysis was undertaken for the Council's Core Strategy 2025 and Managing Development Document, and the Masterplan SPD is required to be consistent with this. As such, in accordance with internal Corporate Guidance on Equalities Analysis assessments relating to policy proposals in line with the Equality Act 2010 and public sector equality duty, the Masterplan SPD will be subject only to a Scoping Equalities Analysis.

Detailed assessments of the social impacts of new developments will be submitted for major planning applications and included within supporting Environmental Impact Assessments for the largest development sites. It is also important to note that the likely impact of the South Quay Masterplan SPD is positive, as the aims and objectives of the Masterplan SPD are in place to address local issues and needs.

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 Equalities Analysis process is to show that we have made reasonable and informed attempts to mitigate any negative impacts. An Equalities Analysis 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.)

N/A

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 Council's annual Monitoring Report has the potential to review the SPD and this Equalities Analysis scoping report on an annual basis. This will be considered as part of the action plan stated in section 6.

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:

None

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

- The outputs of this scoping exercise will be reviewed and acknowledged within the Plan Making section of the Planning and Building Control Service Plan (updated annually).
- The SPD and this scoping report were subject to a 6-week consultation period in accordance with the Council's 'Statement of Community Involvement'.

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
Ensure that all key stakeholders including the local community are effectively consulted on the draft South Quay Masterplan as required by the Statement of Community Involvement.	<p>Undertake consultation with key stakeholders including the local community to ensure that, where appropriate, their views are taken in to account in the finalisation of the SPD. See the Consultation Statement for further details.</p> <p>Ensure appropriate forms of consultation to reflect the diversity of the borough and the 10 target equalities groups identified in the Screening Report.</p>	<p>Update draft SPD to reflect representations received.</p> <p>Cabinet approval of SPD in October 2015.</p>	TC	A formal public consultation on the SPD was undertaken between January 5 th - February 16 th 2015
Ensure the SPD and Equalities Analysis scoping report are reviewed annually	The Council's annual Monitoring Report will review the SPD and in turn this Equalities Analysis on an annual basis.	Review on an annual basis in line with Council's annual Monitoring Report	TC	Current SPD and Equalities Analysis scoping provides baseline position for review

Section 7 – Sign Off and Publication

Name:	Adele Maher
Position:	Strategic Planning Manager
Date signed off:	24/09/2015