OPDC
OLD OAK AND
PARK ROYAL
DEVELOPMENT
CORPORATION

Public Realm and Green Infrastructure

Supplementary Planning Document

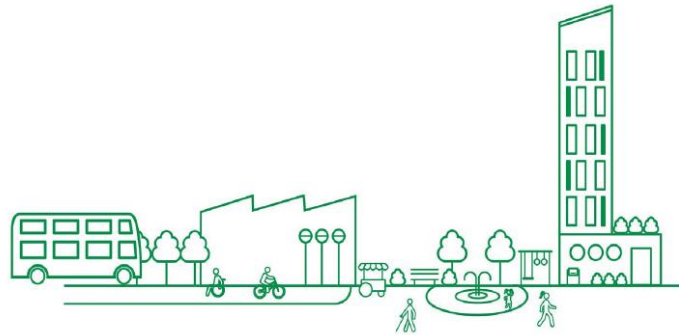## Equity, Diversity and Inclusion Statement

February 2024

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1. Introduction

1.1. OPDC has prepared a draft Public Realm and Green Infrastructure Supplementary Planning Document ("SPD"). The SPD provides additional information and detail on how OPDC will implement policies in the public realm and green infrastructure related policies in the Local Plan. The SPD applies to the whole OPDC area with a coordinated approach on:

- enhanced movement routes that will improve accessibility, increase usability and safety, support health and well-being and provide multi-functional public realm.
- protecting, improving, delivering and connecting the natural environment that adds value to the ecological network, provides multiple benefits and diverse functionality for the local residents, business communities and to those visiting.
- environmental sustainability and climate resilience to deliver comfortable environment, minimise carbon footprint of materials and enable low maintenance design.

1.2. OPDC recognises the important role that our organisation has in supporting equity, diversity and inclusion (EDI) set out in the Equity, Diversity and Inclusion Strategy and Action Plan 2022-2027 (EDI Strategy). The vision of the Strategy is to plan for a welcoming, accessible and inclusive place. The built environment has a strong influence on our everyday lives and how it's shaped can affect how we experience the world. Therefore, the design and planning of development needs to proactively support equitable opportunities for everyone.

1.3. The vision and definitions identified in the EDI strategy are:

VISION

'*Our Equity, Diversity and Inclusion vision is to be an organisation that identifies, prioritises, enables and champions equitable opportunities for everyone – both staff and our communities – regardless of background, race, age, gender identity, gender expression, sexual orientation or ability and to ensure that the area's regeneration is accessible and inclusive which helps to create a more level playing field'.*

Definitions

Equality
Means equal rights and opportunities are afforded to all. The 2010 Equality Act protects those with protected characteristics from direct and indirect discrimination in the workplace.

Equity
Recognises that treating everyone equally has shortcomings when the playing field is not level. An equitable approach emphasises that everyone should not be treated the same, but according to their own needs.

Diversity
Refers to demographic differences of a group often at team or organisational level. Often, diversity references protected characteristics in UK law: age, disability, gender reassignment, marriage, and civil partnership pregnancy and maternity, race, religion, or belief, sex and sexual orientation.

Inclusion
Is often defined as the extent to which everyone at work, regardless of their background, identity or circumstance, feels valued, accepted and supported to succeed at work.

Intersectionality
Refers to the interconnected nature of social categorisations such as race, class, and gender as they apply to a given individual or group, regarded as creating overlapping and interdependent systems of discrimination and disadvantage.

1.4. Under the Equality Act 2010, all public sector bodies must have due regard to the need to eliminate unlawful discrimination, harassment and victimisation, and to advance equality of opportunity and foster good relations between people who share a protected characteristic and those who do not. This is known as the Public Sector Equality Duty (PSED).

1.5. The protected characteristics covered by the PSED are:
- Age
- Disability
- Gender re-assignment
- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexual orientation
- Marriage or civil partnership status[1]

1.6. These protected characteristics are used as the basis for our assessment. The legislation sets these out as categories, but we recognise that intersectionality can also exacerbate issues. We hope that by looking at all of the protected characteristics together in this way will ensure intersectional issues are also covered.

2. Local context

2.1. The OPDC area is very diverse, home to many different communities, ethnicities and cultures. The dynamics of demographics reveal the types of people that are likely to be affected by regeneration in Old Oak and Park Royal and what their everyday needs might be. Areas in and around Old Oak and Park Royal are also some of the most deprived areas in the country. Figure 2 (see Appendix Table 2 more for details) sets out some key contextual statistics related to protected characteristics where all indicators show a higher level of diversity.

2.2. The SPD has also considered other individual factors (See Figure 1) that contribute to health inequality. These conditions influence access to nature, shape our mental health, physical health and wellbeing.

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[1] the duty in respect of this last characteristic is to eliminate unlawful discrimination only

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Protected characteristics	**Socio-economic deprived population** includes those people impacted by wider determinants for example, low income, unemployment etc
Inclusion health and vulnerable groups includes Gypsy, Travellers, Boater communities, people experiencing homelessness and issues related to mental health	**Geography** population composition through features of built and natural environment or levels of social connectedness

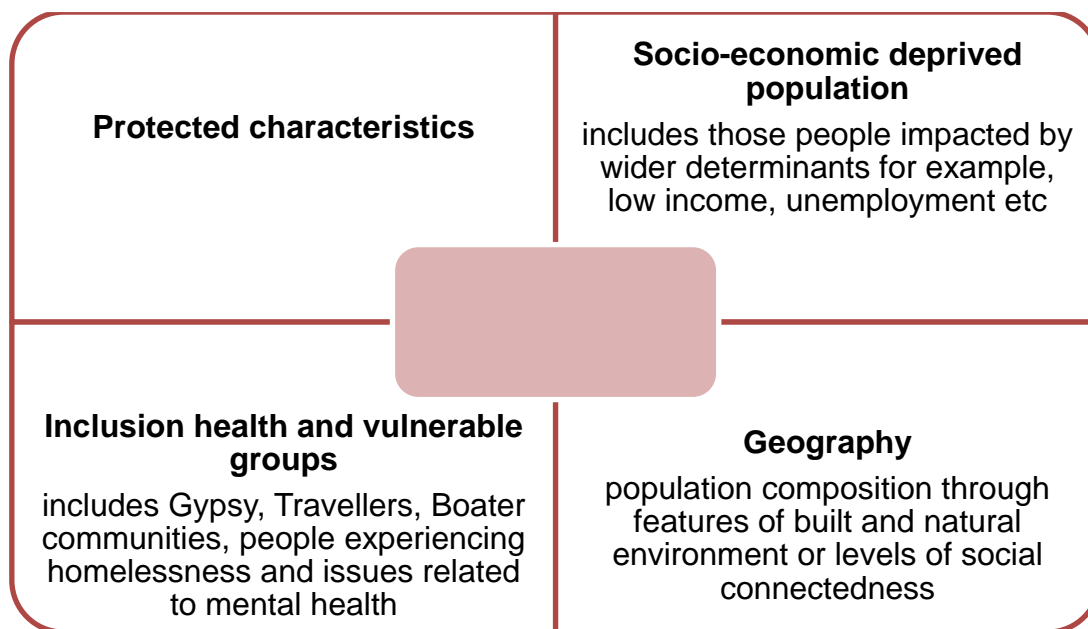*Figure 1:Broad range of individual characteristics and societal factors that have been identified as contributing to inequalities (adapted from Health inequalities: place-based approaches to health inequalities)[2]*

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[2] Source: Office for Health Improvement and Disparities, October 2021. Health disparities and health inequalities: applying All Our Health - GOV.UK (www.gov.uk)
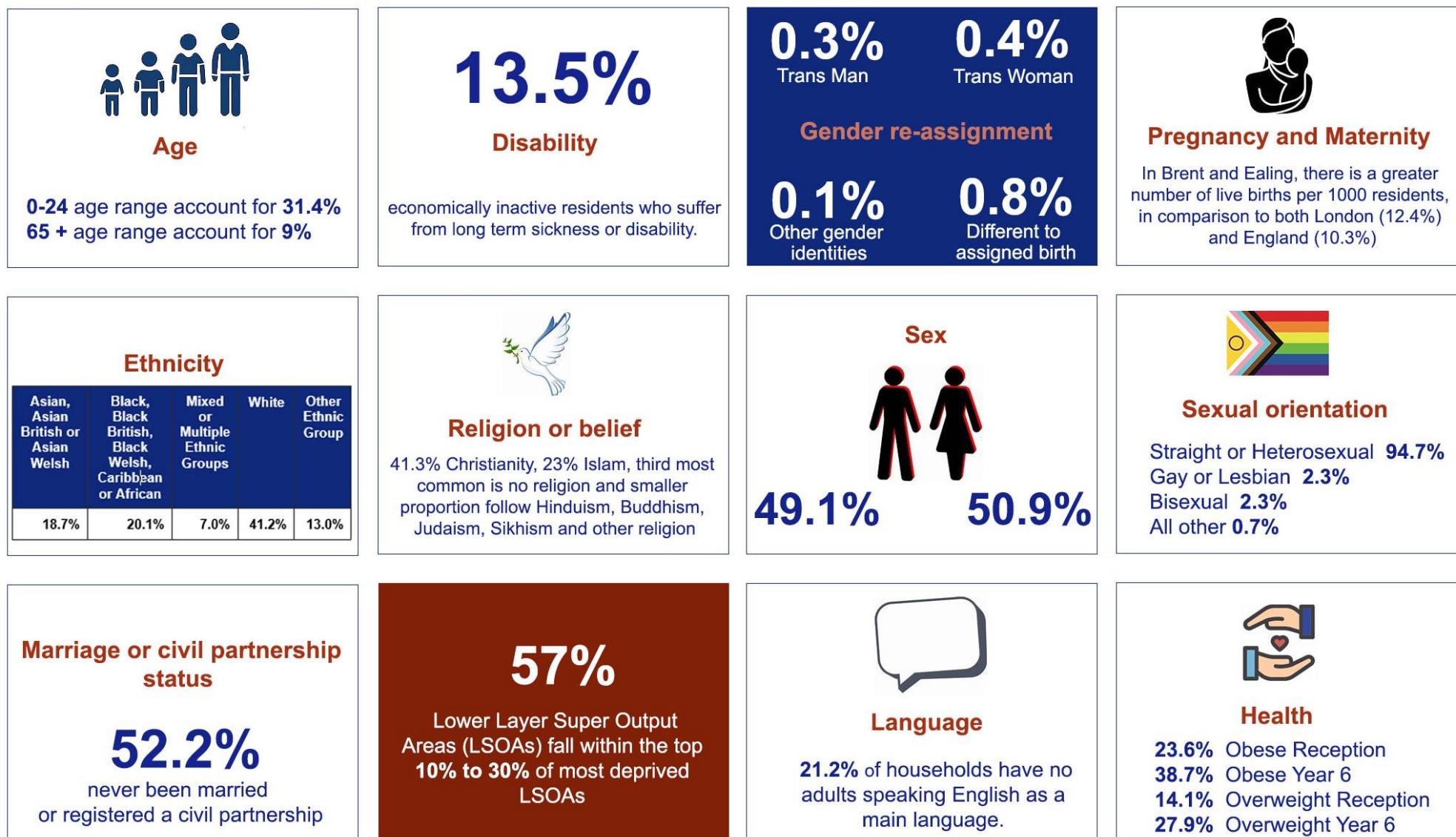
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Age

0-24 age range account for **31.4%**
65 + age range account for **9%**

13.5%

Disability

economically inactive residents who suffer from long term sickness or disability.

0.3%
Trans Man

0.4%
Trans Woman

Gender re-assignment

0.1%
Other gender identities

0.8%
Different to assigned birth

Pregnancy and Maternity

In Brent and Ealing, there is a greater number of live births per 1000 residents, in comparison to both London (12.4%) and England (10.3%)

Ethnicity

Asian, Asian British or Asian Welsh	Black, Black British, Black Welsh, Caribbean or African	Mixed or Multiple Ethnic Groups	White	Other Ethnic Group
18.7%	20.1%	7.0%	41.2%	13.0%

Religion or belief

41.3% Christianity, 23% Islam, third most common is no religion and smaller proportion follow Hinduism, Buddhism, Judaism, Sikhism and other religion

Sex

49.1%   **50.9%**

Sexual orientation

Straight or Heterosexual **94.7%**
Gay or Lesbian **2.3%**
Bisexual **2.3%**
All other **0.7%**

Marriage or civil partnership status

52.2%

never been married
or registered a civil partnership

57%

Lower Layer Super Output Areas (LSOAs) fall within the top **10% to 30%** of most deprived LSOAs

Language

21.2% of households have no adults speaking English as a main language.

Health

23.6% Obese Reception
38.7% Obese Year 6
14.1% Overweight Reception
27.9% Overweight Year 6

Figure 2: Contextual statistics of protected characteristics and other factors

3. Process embedding EDI into the SPD

1

OPDC EDI STRATEGY
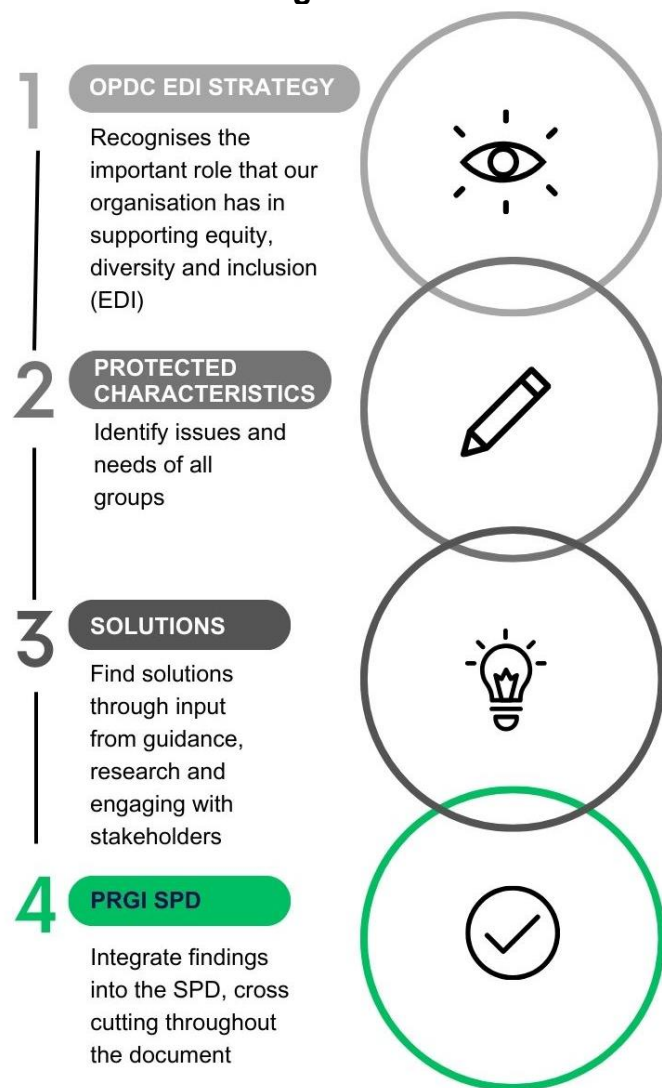
Recognises the important role that our organisation has in supporting equity, diversity and inclusion (EDI)

2

PROTECTED CHARACTERISTICS

Identify issues and needs of all groups

3

SOLUTIONS

Find solutions through input from guidance, research and engaging with stakeholders

4

PRGI SPD

Integrate findings into the SPD, cross cutting throughout the document

Figure 3: Multi-stepped approach to embedding EDI into the SPD

3.1. We have taken a multi-stepped approach (see Figure 3) to embedding EDI into the SPD. Firstly, identifying protected characteristics and any relevant baseline statistics (see Table 1) to form the basis for evaluating EDI, and then considering the different types of issues that these groups might face/be affected by that relate to the scope of the SPD guidance. We then considered relevant research with input from stakeholders such as staff and the community.

Relevant stakeholders
- EDI staff peer review panel: Individual lived experiences are instrumental in guiding discussions around identifying and developing solutions to issues we find in the built environment today. OPDC's EDI strategy was developed through the lived experiences shared by staff members and an OPDC EDI peer review group is an informal and open forum that give staff an opportunity to comment on emerging work from an EDI perspective.
- Community Review Panel (CRG): CRG is made up of people who live locally and members include people of different ages and backgrounds, reflecting the diverse make up of the Old Oak and Park Royal community. It plays an active role in ensuring that proposals serve the needs of the community. The group meets to discuss policy and development proposals and to give its views. These discussions are turned into a formal report and feed into decisions made by OPDC and the OPDC Planning Committee.
- Place Review Panel (PRG): PRG brings together leading practitioners across a range of different disciplines with a range of expertise of particular relevance to Old Oak and Park Royal. It provides independent, objective expert advice to the planning authority as a 'critical friend' to support delivery of high-quality development, in accordance with the Mayor of London's 'Good Growth by Design' agenda.
- GLA: Early discussions with GLA officers working in EDI related fields and that GLA Group Public Health Unit has helped shape the document in relation to the wider determinants of health.

3.2. We used this information to develop the Principles and Ambitions in the SPD, and more detail on the priority issues and proposed mitigations identified so far and how these have fed into the draft SPD is set out in the Section 4: Table 1 of this document. We want to continue to build on this and will publish this Statement alongside the SPD for consultation to get a diverse and inclusive range of views. All responses will be considered by OPDC planning officers to help shape the final version of the SPD.

4. **EDI matrix identifying issues and proposed mitigation measures addressed in the SPD**

Table 1: EDI matrix identifying issues and proposed mitigation measures addressed in the SPD

PRIORITY ISSUES AND GROUPS THAT MIGHT BE AFFECTED	SPD THEMES, PRINCIPLES AND AMBITIONS						
	Greening	**Movement**	**Design**	**EDI**	**Environment and Sustainability**	**Management and Maintenance**	**Delivery**
Issue: Inclusive access and mobility across all movement routes and modes of transport **Groups:** Age Disability Gender re-assignment Pregnancy and maternity Race Religion or belief Sex Sexual orientation	OS-GIBP1: Delivering urban greening and biodiversity in all public open spaces OS-GIBA1: Delivering urban greening and biodiversity in all public open spaces	MIP1: Inclusive, safe and accessible movement MIP2: Pedestrian routes MIP3: Cycling MIP4: Public transport MIP5: Freight, servicing and emergency access MIP6: Parking and loading bays	HCDP2: Approaches, frontages and boundary treatments HCDP4: High quality and inclusive active destinations and meeting points HCDP5: Choice of materials HCDP8: Street furniture THCDP1: Approaches, frontages and boundary treatments	EDIP1: Delivering equitable, diverse and inclusive Public Realm and Open Spaces EDIP2: Designing in and improving accessibility EDIP3: Designing and improving usability and comfort EDIP4: Designing and improving 24hour safety EDIP5: Designing and improving physical, mental	MPP1: Improving microclimate and pollution MPA1: Improving microclimate and pollution	MMP1: Long term management and maintenance	

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PRIORITY ISSUES AND GROUPS THAT MIGHT BE AFFECTED	SPD THEMES, PRINCIPLES AND AMBITIONS						
	Greening	**Movement**	**Design**	**EDI**	**Environment and Sustainability**	**Management and Maintenance**	**Delivery**
		PMIP1: Supporting inclusive, safe and accessible movement PMIP2:Cycling SMIP1: Supporting inclusive, safe and accessible movement SMIP2:Cycling LMIP1: Supporting inclusive, safe and accessible movement LMIP2: Cycling TMIP1: Supporting		and emotional wellbeing OS-EDIP1: Delivering equitable, diverse and inclusive public open spaces LSP-EDIP1: Delivering equitable, diverse and inclusive parks			

PRIORITY ISSUES AND GROUPS THAT MIGHT BE AFFECTED	SPD THEMES, PRINCIPLES AND AMBITIONS						
	Greening	**Movement**	**Design**	**EDI**	**Environment and Sustainability**	**Management and Maintenance**	**Delivery**
		inclusive, safe and accessible movement TMIP2:Cycling TMIP3: Freight, servicing and emergency access LC-MIP1: Supporting inclusive, safe and accessible movement LC-MIP2: Cycling LC-MIP3: Freight, servicing and emergency access					

PRIORITY ISSUES AND GROUPS THAT MIGHT BE AFFECTED	SPD THEMES, PRINCIPLES AND AMBITIONS						
	Greening	**Movement**	**Design**	**EDI**	**Environment and Sustainability**	**Management and Maintenance**	**Delivery**
		OS-MIP1: Supporting inclusive, safe and accessible movement					
Issue: Safety and perception of safety during the day and night **Groups:** Age Disability Gender re-assignment Pregnancy and maternity Race Religion or belief Sex Sexual orientation	OS-GIBP1: Delivering urban greening and biodiversity in all public open spaces OS-GIBA1: Delivering urban greening and biodiversity in all public open spaces	MIP1: Inclusive, safe and accessible movement MIP2: Pedestrian routes MIP3: Cycling MIP4: Public transport MIP5: Freight, servicing and emergency access	HCDP2: Approaches, frontages and boundary treatments HCDP3: Creating a safe environment HCDP6: Lighting THCDP1: Approaches, frontages and boundary treatments OS-HCDP1: Open space	EDIP2: Designing in and improving accessibility EDIP3: Designing and improving usability and comfort EDIP4: Designing and improving 24hour safety OS-EDIP1: Delivering equitable, diverse and inclusive public open spaces		MMP1: Long term management and maintenance	

PRIORITY ISSUES AND GROUPS THAT MIGHT BE AFFECTED	SPD THEMES, PRINCIPLES AND AMBITIONS						
	Greening	**Movement**	**Design**	**EDI**	**Environment and Sustainability**	**Management and Maintenance**	**Delivery**
		MIP6: Parking and loading bays PMIP1: Supporting inclusive, safe and accessible movement PMIP2:Cycling SMIP1: Supporting inclusive, safe and accessible movement SMIP2:Cycling LMIP1: Supporting inclusive, safe and accessible movement	views and sightlines	LSP-EDIP1: Delivering equitable, diverse and inclusive parks			

PRIORITY ISSUES AND GROUPS THAT MIGHT BE AFFECTED	SPD THEMES, PRINCIPLES AND AMBITIONS						
	Greening	**Movement**	**Design**	**EDI**	**Environment and Sustainability**	**Management and Maintenance**	**Delivery**
		LMIP2: Cycling TMIP1: Supporting inclusive, safe and accessible movement TMIP2:Cycling TMIP3: Freight, servicing and emergency access LC-MIP1: Supporting inclusive, safe and accessible movement LC-MIP2: Cycling LC-MIP3: Freight,					

PRIORITY ISSUES AND GROUPS THAT MIGHT BE AFFECTED	SPD THEMES, PRINCIPLES AND AMBITIONS						
	Greening	**Movement**	**Design**	**EDI**	**Environment and Sustainability**	**Management and Maintenance**	**Delivery**
		servicing and emergency access OS-MIP1: Supporting inclusive, safe and accessible movement					
Issue: Design and maintenance of the public realm doesn't meet needs of diverse communities which prevents use of spaces and limits self-expression **Groups**: All	OS-GIBP1: Delivering urban greening and biodiversity in all public open spaces OS-GIBA1: Delivering urban greening and biodiversity in all public open spaces	MIP1: Inclusive, safe and accessible movement MIP2: Pedestrian routes MIP4: Public transport PMIP1: Supporting inclusive, safe and accessible movement	HCDP1: Heritage and locally distinctive public realm and open spaces HCDP4: High quality and inclusive active destinations and meeting points HCDP6: Lighting HCDP7: Public art	EDIP1: Delivering equitable, diverse and inclusive Public Realm and Open Spaces EDIP2: Designing in and improving accessibility EDIP3: Designing and improving usability and comfort		MMP1: Long term management and maintenance	DA1: Social value

PRIORITY ISSUES AND GROUPS THAT MIGHT BE AFFECTED	SPD THEMES, PRINCIPLES AND AMBITIONS						
	Greening	**Movement**	**Design**	**EDI**	**Environment and Sustainability**	**Management and Maintenance**	**Delivery**
		SMIP1: Supporting inclusive, safe and accessible movement LMIP1: Supporting inclusive, safe and accessible movement TMIP1: Supporting inclusive, safe and accessible movement LC-MIP1: Supporting inclusive, safe and accessible movement	HCDP8: Street furniture	EDIP4: Designing and improving 24hour safety EDIP5: Designing and improving physical, mental and emotional wellbeing OS-EDIP1: Delivering equitable, diverse and inclusive public open spaces LSP-EDIP1: Delivering equitable, diverse and inclusive parks			

PRIORITY ISSUES AND GROUPS THAT MIGHT BE AFFECTED	SPD THEMES, PRINCIPLES AND AMBITIONS						
	Greening	**Movement**	**Design**	**EDI**	**Environment and Sustainability**	**Management and Maintenance**	**Delivery**
Issue: Environmental sustainability and vulnerability to impacts from emissions, nuisance and climate change **Groups:** All	GIBP1: Conserving, restoring, enhancing and delivering urban greening and biodiversity GIBP2: Delivering resilience and high quality greening GIBP3: Delivering replacement and compensation for greening GIBP4: Water management through greening	MIP2: Pedestrian routes MIP3: Cycling MIP4: Public transport MIP5: Freight, servicing and emergency access MIP6: Parking and loading bays PMIP2:Cycling SMIP2:Cycling LMIP2: Cycling TMIP2:Cycling	HCDP4: High quality and inclusive active destinations and meeting points HCDP8: Street furniture	EDIP5: Designing and improving physical, mental and emotional wellbeing	MPP1: Improving microclimate and pollution MPA1: Improving microclimate and pollution ESP1: Achieving environmental sustainability ESA1: Achieving environmental sustainability	MMP1: Long term management and maintenance	

PRIORITY ISSUES AND GROUPS THAT MIGHT BE AFFECTED	SPD THEMES, PRINCIPLES AND AMBITIONS						
	Greening	**Movement**	**Design**	**EDI**	**Environment and Sustainability**	**Management and Maintenance**	**Delivery**
	GIBA1 Optimising urban greening and biodiversity PGIBP1: Conserving, restoring, enhancing and delivering urban greening and biodiversity OS-GIBP1: Delivering urban greening and biodiversity in all public open spaces OS-GIBA1: Delivering urban greening and biodiversity in all public open spaces	TMIP3: Freight, servicing and emergency access LC-MIP2: Cycling LC-MIP3: Freight, servicing and emergency access					

PRIORITY ISSUES AND GROUPS THAT MIGHT BE AFFECTED	SPD THEMES, PRINCIPLES AND AMBITIONS						
	Greening	**Movement**	**Design**	**EDI**	**Environment and Sustainability**	**Management and Maintenance**	**Delivery**
	LSP-GIBP1: Delivering urban greening and biodiversity in parks LOS-GIBP1: Delivering urban greening and biodiversity in linear open spaces LOS-GIBA1: Delivering urban greening and biodiversity in linear open space CP-GIBA1: Delivering urban greening and biodiversity in							

PRIORITY ISSUES AND GROUPS THAT MIGHT BE AFFECTED	SPD THEMES, PRINCIPLES AND AMBITIONS						
	Greening	**Movement**	**Design**	**EDI**	**Environment and Sustainability**	**Management and Maintenance**	**Delivery**
	communal and private spaces						
Issue: Social isolation and loneliness **Groups:** All	OS-GIBP1: Delivering urban greening and biodiversity in all public open spaces OS-GIBA1: Delivering urban greening and biodiversity in all public open spaces LOS-GIBA1: Delivering urban greening and biodiversity in linear open space CP-GIBA1: Delivering urban greening and	MIP2: Pedestrian routes	HCDP2: Approaches, frontages and boundary treatments HCDP4: High quality and inclusive active destinations and meeting points HCDP6: Lighting HCDP7: Public art HCDP8: Street furniture THCDP1: Approaches, frontages and	EDIP1: Delivering equitable, diverse and inclusive Public Realm and Open Spaces EDIP2: Designing in and improving accessibility EDIP3: Designing and improving usability and comfort EDIP5: Designing and improving physical, mental and emotional wellbeing LSP-EDIP1: Delivering equitable, diverse			DA1: Social value

PRIORITY ISSUES AND GROUPS THAT MIGHT BE AFFECTED	SPD THEMES, PRINCIPLES AND AMBITIONS						
	Greening	**Movement**	**Design**	**EDI**	**Environment and Sustainability**	**Management and Maintenance**	**Delivery**
	biodiversity in communal and private spaces		boundary treatments	and inclusive parks			
Issue: Lack of delivering Social value and poor sense of belonging **Groups:** All	GIBP1: Conserving, restoring, enhancing and delivering urban greening and biodiversity GIBP2: Delivering resilience and high quality greening GIBP3: Delivering replacement and compensation for greening GIBP4: Water management	MIP1: Inclusive, safe and accessible movement MIP2: Pedestrian routes MIP3: Cycling MIP4: Public transport MIP6: Parking and loading bays PMIP1: Supporting inclusive, safe and accessible movement	HCDP4: High quality and inclusive active destinations and meeting points HCDP5: Choice of materials HCDP6: Lighting HCDP7: Public art HCDP8: Street furniture OS-HCDP1: Open space views and sightlines	EDIP1: Delivering equitable, diverse and inclusive Public Realm and Open Spaces EDIP2: Designing in and improving accessibility EDIP3: Designing and improving usability and comfort EDIP4: Designing and improving 24hour safety EDIP5: Designing and improving physical, mental	MPP1: Improving microclimate and pollution MPA1: Improving microclimate and pollution ESP1: Achieving environmental sustainability ESA1: Achieving environmental sustainability	MMP1: Long term management and maintenance	DA1: Social value

PRIORITY ISSUES AND GROUPS THAT MIGHT BE AFFECTED	SPD THEMES, PRINCIPLES AND AMBITIONS						
	Greening	**Movement**	**Design**	**EDI**	**Environment and Sustainability**	**Management and Maintenance**	**Delivery**
	through greening PGIBP1: Conserving, restoring, enhancing and delivering urban greening and biodiversity OS-GIBP1: Delivering urban greening and biodiversity in all public open spaces OS-GIBA1: Delivering urban greening and biodiversity in all public open spaces	PMIP2:Cycling SMIP1: Supporting inclusive, safe and accessible movement SMIP2:Cycling LMIP1: Supporting inclusive, safe and accessible movement LMIP2: Cycling TMIP1: Supporting inclusive, safe and accessible movement TMIP2:Cycling		and emotional wellbeing OS-EDIP1: Delivering equitable, diverse and inclusive public open spaces LSP-EDIP1: Delivering equitable, diverse and inclusive parks			

PRIORITY ISSUES AND GROUPS THAT MIGHT BE AFFECTED	SPD THEMES, PRINCIPLES AND AMBITIONS						
	Greening	**Movement**	**Design**	**EDI**	**Environment and Sustainability**	**Management and Maintenance**	**Delivery**
	LSP-GIBP1: Delivering urban greening and biodiversity in parks LOS-GIBP1: Delivering urban greening and biodiversity in linear open spaces LOS-GIBA1: Delivering urban greening and biodiversity in linear open space CP-GIBA1: Delivering urban greening and biodiversity in communal and private spaces	LC-MIP1: Supporting inclusive, safe and accessible movement LC-MIP2: Cycling OS-MIP1: Supporting inclusive, safe and accessible movement						

PRIORITY ISSUES AND GROUPS THAT MIGHT BE AFFECTED	SPD THEMES, PRINCIPLES AND AMBITIONS						
	Greening	**Movement**	**Design**	**EDI**	**Environment and Sustainability**	**Management and Maintenance**	**Delivery**
Issue: Health inequality and poor wellbeing **Groups:** All	GIBP1: Conserving, restoring, enhancing and delivering urban greening and biodiversity GIBP2: Delivering resilience and high quality greening PGIBP1: Conserving, restoring, enhancing and delivering urban greening and biodiversity OS-GIBP1: Delivering urban greening and biodiversity in all	MIP1: Inclusive, safe and accessible movement MIP2: Pedestrian routes MIP3: Cycling PMIP1: Supporting inclusive, safe and accessible movement PMIP2:Cycling SMIP1: Supporting inclusive, safe and accessible movement SMIP2:Cycling	HCDP4: High quality and inclusive active destinations and meeting points HCDP6: Lighting HCDP8: Street furniture	EDIP1: Delivering equitable, diverse and inclusive Public Realm and Open Spaces EDIP2: Designing in and improving accessibility EDIP3: Designing and improving usability and comfort EDIP5: Designing and improving physical, mental and emotional wellbeing OS-EDIP1: Delivering equitable, diverse and inclusive	MPP1: Improving microclimate and pollution MPA1: Improving microclimate and pollution	MMP1: Long term management and maintenance	DA1: Social value

PRIORITY ISSUES AND GROUPS THAT MIGHT BE AFFECTED	SPD THEMES, PRINCIPLES AND AMBITIONS						
	Greening	**Movement**	**Design**	**EDI**	**Environment and Sustainability**	**Management and Maintenance**	**Delivery**
	public open spaces OS-GIBA1: Delivering urban greening and biodiversity in all public open spaces LSP-GIBP1: Delivering urban greening and biodiversity in parks LOS-GIBP1: Delivering urban greening and biodiversity in linear open spaces LOS-GIBA1: Delivering urban greening and	LMIP1: Supporting inclusive, safe and accessible movement LMIP2: Cycling TMIP1: Supporting inclusive, safe and accessible movement TMIP2:Cycling LC-MIP1: Supporting inclusive, safe and accessible movement LC-MIP2: Cycling		public open spaces LSP-EDIP1: Delivering equitable, diverse and inclusive parks			

PRIORITY ISSUES AND GROUPS THAT MIGHT BE AFFECTED	SPD THEMES, PRINCIPLES AND AMBITIONS						
	Greening	**Movement**	**Design**	**EDI**	**Environment and Sustainability**	**Management and Maintenance**	**Delivery**
	biodiversity in linear open space CP-GIBA1: Delivering urban greening and biodiversity in communal and private spaces	OS-MIP1: Supporting inclusive, safe and accessible movement					

5. Ongoing implementation

5.1. If adopted, the guidance in the SPD will be a material consideration for the determination of planning applications alongside relevant planning policies and guidance. EDI considerations embedded in the SPD will be taken into account as part of this process.

5.2. Statutory public consultation is undertaken on valid planning applications to give stakeholders the opportunity to comment on proposals. As part of the decision making process for planning applications, officers also refer OPDC Planning Committee to the provisions of the Human Rights Act 1998 and Equality Act 2010 and provide commentary on how these have been taken into account.

Appendix A

Table 2 showing contextual statistics of protected characteristics and other factors.

GENERAL	
Index of Multiple Deprivation	57% of the Lower Layer Super Output Areas (LSOAs) fall within the top 10% to 30% of most deprived LSOAs[3] faced by working age adults and the elderly.
Health	The health of the community in the OPDC region is broadly in line with London average levels, with childhood overweight and obesity levels[4]: • Obese Reception - 23.6% • Obese Year 6 - 38.7% • Overweight reception - 14.1% • Overweight Year 6 - 27.9%
Language	The 2021 census revealed that 60.3% of all adults in a household within the OPDC boundary has English as a main language. 21.2% of households, however, have no adults speaking English as a main language; significantly higher than the London average which sits at just over 5%[5,6].
PROTECTED CARCATERISTICS	
Age	Population within the 0-24 age range account for 31.4% of the residents within the OPDC boundary, compared to the 39% for the host boroughs and 40% for London as a whole. Older people (65 years and older) account for a proportion of the population at 9%, compared to 18% of residents in the whole of England[7]. The working age population of Old Oak and Park Royal is 11% greater than for England as a whole.
Disability	The non-disabled population within the OPDC boundary is in line with London's non-disabled population; both accounting for 86.7%. This compares to the national average of 82.7%. The

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[3] Census 2021. Household by deprivation dimensions. https://www.nomisweb.co.uk/datasets/c2021ts011
[4] NHS health and social care information centre - Obesity, Physical Activity and Diet 2019
[5] Census 2021. Household Language. https://www.nomisweb.co.uk/query/construct/summary.asp?mode=construct&version=0&dataset=2044
[6] Census 2021. Main Language. https://www.nomisweb.co.uk/query/construct/components/simpleapicomponent.aspx?menuopt=20430&subcomp=
[7] Census 2021. Population estimates - small area based by single year of age. https://www.nomisweb.co.uk/sources/census

	proportion of economically inactive residents who suffer from long term sickness or disability is 13.5%, with 5.9% of them considering their day-to-day activities limited a lot and 7.6% limited a little[8].
Gender re-assignment	A large proportion of the population (98.4%) are the same sex as at birth. However, there is a higher proportion of people in this area than in the rest of London who do not identify with the sex that they were assigned to at birth. These minority groups together make up almost 2% of the entire area population (1.64%). In contrast, within London only 0.99% of residents do not identify with the sex they were assigned at birth and fewer across England do not (0.58%). Gender re-assignment data for the OPDC area account for 0.3% as Trans Man, 0.4% as Trans Woman and 0.1% as all other Gender Identities. 0.8% account for no specific identity but different to assigned at birth[9].
Pregnancy and maternity	In Brent and Ealing, there is a greater number of live births per 1000 residents, in comparison to both London (12.4) and England (10.3). Hammersmith and Fulham has a lower birth rate per 1000 compared to the regional averages, but is still higher than national averages[10].
Ethnicity	The OPDC area is an ethnically diverse part of London, with a large Black, Black British, Black Welsh, Caribbean or African community at 20.1% and Asian, Asian British or Asian Welsh community at 18.7%. Those identifying as White higher at 41.2%. Other Mixed or Multiple Ethnic Groups as 7% and other Ethnic group accounting for 13.0%[11].
Religion or belief	Christianity is the most widely observed religion at 41.3%. Second most widely practiced religion, with 23% of residents identifying as Muslim. This share is higher than regional figures. Third most common response was no religion and there are also smaller proportions of the population who follow Hinduism, Buddhism, Judaism, Sikhism and other religion[12].
Sex	The distribution of male and female population is almost in line across all the areas with female population accounting for a higher share at 50.9% and male at 49.1%[13].

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[8] Census 2021. Economic activity status. https://www.nomisweb.co.uk/datasets/c2021ts066
[9] Census 2021. Gender identity. https://www.nomisweb.co.uk/datasets/c2021ts078
[10] ONS 2020. Live births in England and Wales: birth rates down to local authority area. https://www.nomisweb.co.uk/datasets/lebirthrates
[11] Census 2021. Ethnicity. https://www.nomisweb.co.uk/sources/census_2021_ts
[12] Census 2021. Religion. https://www.nomisweb.co.uk/datasets/c2021ts030
[13] Census 2021. Sex. https://www.nomisweb.co.uk/datasets/c2021ts008

Sexual orientation	Around 94.7% of the people identify as straight or heterosexual in the OPDC area. Those who identify as gay or lesbian share the same proportion of the population as those who identify as bisexual at 2.3%. All other sexual orientations account for 0.7%. It is to be noted that since the question on sexual orientation was voluntary in nature, a significant proportion of the residents chose not to answer it (10%)[14].
Marriage or civil partnership status[15]	Within the OPDC area, 52.2% have never been married or registered a civil partnership. This is higher than London which stands at 46.2%[16]. This is perhaps influenced by the relatively young population in the area.

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[14] Census 2021. Sexual Orientation data. https://www.nomisweb.co.uk/datasets/c2021ts077
[15] the duty in respect of this last characteristic is to eliminate unlawful discrimination only
[16] Census 2021. Legal partnership data. https://www.nomisweb.co.uk/datasets/c2021ts002