

Safeguarded Wharves Review 2018

Equalities Impact Assessment

March 2018

Document history			
Version	Date	Prepared by:	Checked by:
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Equalities Impact Assessment (EqIA)

1. Introduction

1.1 This document set out the Equalities Impact Assessment (EqIA) for the draft Safeguarded Wharves Review 2018. The Mayor and GLA have “general public body duties” under equalities legislation and like all public bodies, have statutory duties to promote equality arising from the Equality Act 2010. The Mayor and the GLA also have an additional duty to promote equality of opportunity arising from the GLA Act 1999 (as amended).

1.2 Section 149 of the Equality Act 2010 includes a new single public sector equality duty (“the Duty”) which brings together the previous race, disability and gender duties and extends coverage to the following:

- age
- disability
- gender reassignment
- pregnancy and maternity
- race
- religion or belief
- sex
- sexual orientation
- marriage and civil partnership (applicable only to the need to eliminate unlawful discrimination)

1.3 These are the grounds upon which discrimination is unlawful and are referred to as ‘protected characteristics.’ The Duty requires the Mayor and the GLA when exercising their functions to have *due regard* to the following:

1. **Eliminate unlawful discrimination, harassment and victimisation** and any other conduct which is unlawful under the Equality Act 2010
2. **Advance equality of opportunity** between people who share a protected characteristic, and those who don’t have that characteristic. This means in particular:
 - a. **Removing or minimising disadvantages** suffered by people who share a protected characteristic that are connected to that characteristic
 - b. **Taking steps to meet the needs of people** who share a protected characteristic that are different from the needs of people who don’t have that characteristic
 - c. **Encouraging people** who share a protected characteristic **to participate in public life or in any other activity** in which their participation is disproportionately low
3. **Foster good relations** between people who share a protected characteristic, and those who don’t have that characteristic. This means, in particular:
 - a. **Tackling prejudice**
 - b. **Promoting understanding**

Compliance with these duties may involve treating some persons more favourably than others

1.4 In 2014 the Mayor published Equal Life Chances for All, a strategy to reduce inequality. In June 2017 he published a consultation draft of The Mayor’s Vision for a Diverse and Inclusive City.

Identifying users/beneficiaries

1.5 The main users of the Safeguarded Wharves Review 2018 will be borough planning departments and developers. The Greater London Authority has produced and published the Supplementary Planning Guidance (SPG): Meeting the spatial needs of London’s diverse communities. It sets out the main needs and priorities of each Equality Target Group and they are summarised in the following table:

Table 1: Target Equality Group needs

Equality Target Groups		Needs / Priorities	Evidence
Black, Asian and Minority Ethnic (BAME) people	Asian or Asian British	<ul style="list-style-type: none"> Reduction in multiple deprivation Access to employment and training 	<p>London Divided (GLA 2002)</p> <p>DMAG 2006/2 Simpson’s diversity indices for wards 1991 and 2001 (Mayor of London, 2006)</p>
	Black or Black British	<ul style="list-style-type: none"> Reduction in multiple and employment deprivation affecting black people.. Increase in level of skills Support for ethnic SME businesses 	<p>Indices of multiple deprivation 2004</p> <p>Focus on London (Office for National Statistic, Mayor of London 2007)</p>
	People of mixed race	<ul style="list-style-type: none"> Reduction in multiple and employment deprivation Increase in level of skills Access to employment and training 	<p>The contribution of Asian-owned businesses to London’s economy (Mayor of London, 2007)</p>
	Irish People		<p>The state of equality in London report (Mayor of London, 2016/7)</p> <p>SPG: Planning for Equality and Diversity in London (GLA 2007)</p> <p>Hate Crime Reduction Strategy (Mayor of London 2014-17)</p> <p>Assessment of GLA’s Impact on Race Equality (GLA 2012)</p>
	White British People		
Chinese people and other ethnic minority communities not listed above.			
Gypsies and Travellers	<ul style="list-style-type: none"> Require more permanent sites with access to healthcare and education facilities, local services and play space. 	<p>SPG: Planning for Equality and Diversity in London (GLA 2007)</p> <p>London enriched the Mayor’s draft strategy for Refugee integration in London (Mayor of London, 2007)</p> <p>Assessment of GLA’s Impact on Race Equality (GLA 2012)</p> <p>The state of equality in London Report (Mayor of London 2016/7)</p>	
Asylum seekers, refugees and other migrants	<ul style="list-style-type: none"> Require improved accommodation facilities and access to support services and social facilities are vital as is the location of accommodation 	<p>SPG: Planning for Equality and Diversity in London (GLA 2007)</p> <p>The state of equality in London report (Mayor of London, 2016/7)</p>	

		within reach of good public transport links.	<p>Focus on London (Office for National Statistic, Mayor of London 2007)</p> <p>Assessment of GLA's Impact on Race Equality (GLA 2012)</p> <p>Assessment of GLA's Impact on Faith Equality (GLA 2015)</p>
Gender	Women	<ul style="list-style-type: none"> • Greater access to employment and training and reduction of pay gap. • Affordable childcare provision • Better access to cheap, safe and reliable public transport • Safer public realm • Specialist accommodation such as sheltered accommodation for domestic violence victims. 	<p>SPG: Planning for Equality and Diversity in London (GLA 2007)</p> <p>Women in London's Economy (GLA 2005)</p> <p>Focus on London (Office for National Statistic, Mayor of London 2007)</p> <p>The state of equality in London report (Mayor of London, 2016/7)</p> <p>Assessment of the GLA's impact on gender equality (GLA 2013)</p>
	Men	<ul style="list-style-type: none"> • Greater access to employment and training 	<p>Women in London (GLA 2009)</p> <p>Violence against women and girls 2014-2017 (GLA 2014)</p>
Age	Children and Young people (0-17)	<ul style="list-style-type: none"> • A need for access to open space and playspace • Child poverty is an important issue to address and improving access to employment and training for parents and providing affordable childcare have a role to play in this. 	<p>SPG: Planning for Equality and Diversity in London (GLA 2007)</p> <p>SPG: Play and Informal Recreation (GLA 2012)</p> <p>State of London Children's Report (GLA 2004)</p> <p>Focus on London (Office for National Statistic, Mayor of London 2007)</p> <p>The state of equality in London report (Mayor of London, 2016/7)</p>
	Young adults (18 – 25)	<ul style="list-style-type: none"> • Better access to skills training and to employment 	<p>SPG: Planning for Equality and Diversity in London (GLA 2007)</p> <p>The state of equality in London report (Mayor of London, 2016/7)</p>

	Older people (60+)	<ul style="list-style-type: none"> • Access to hospital, healthcare facilities, open space and shopping amenities • Appropriate housing (both sheltered and supported) is provided in areas to tackle social isolation and poverty. • Safe public realm • Support into part time employment • Provision of community facilities are also essential to allow older people the chance to get out of the house and socialise with peers. Where necessary, these facilities should be appropriate to different cultures. 	<p>SPG: Planning for Equality and Diversity in London (GLA 2007)</p> <p>SPG Accessible London (2014)</p> <p>Valuing Older People GLA (2006)</p> <p>The state of equality in London report (Mayor of London, 2016/7)</p> <p>Assessment of GLA's Impact on Older people (GLA 2013)</p> <p>An age-friendly city? (Kings College London 2015)</p>
Disability	Disabled people	<ul style="list-style-type: none"> • Step free access in the built environment • Housing meeting Lifetimes Homes Standard. • Step free access for transport • Employment and business support • Experiencing discrimination when accessing key services and going about their daily routines. 	<p>SPG: Planning for Equality and Diversity in London (GLA 2007)</p> <p>The State of Equality in London: London Equalities Commission (2007)</p> <p>SPG: Accessible London: (GLA 2014)</p> <p>Assessment of GLA's impact on Disability equality (GLA 2013)</p> <p>The state of equality in London report (Mayor of London, 2016/7)</p>
Sexual Orientation and Gender Identity	Lesbian, Gay, Bisexual Trans (LGBT) people	<ul style="list-style-type: none"> • have particular concerns relating to their personal safety and security in the public realm, especially with regard to harassment. • Experiencing discrimination in accessing housing, employment and social facilities such as healthcare, employment and social facilities. 	<p>SPG: Planning for Equality and Diversity in London (GLA 2006)</p> <p>The State of Equality in London: London Equalities Commission (2007)</p> <p>Stonewall</p> <p>Press for Change</p> <p>The state of equality in London report (Mayor of London, 2016/7)</p> <p>Transexual People in the Workplace: PFC Code of Practice (1998)</p> <p>Assessment of GLA's Impact on Trans Equality (GLA 2011)</p> <p>Assessment of GLA's Impact on Lesbian, Gay and bi-sexual Equality (GLA 2012)</p>

People of faith	Christians/Buddists/ Hindu/Muslims/Jewish/Sikh/other religions	<ul style="list-style-type: none"> • Reduction in hate crimes. • Able to practice their religions without fear, hatred and prosecution. • Provision of modern religious facilities. • Need for faith schools/community facilities. 	<p>SPG: Planning for Equality and Diversity in London (GLA 2007)</p> <p>The State of Equality in London: London Equalities Commission (2007)</p> <p>The state of equality in London report (Mayor of London, 2016/7)</p> <p>Hate Crime Reduction Strategy 2014-2017 (GLA 2014)</p> <p>Assessment of GLA's Impact on Faith Equality (2015)</p>
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Monitoring Systems

1.6 The London Plan Annual Monitoring Report contains 25 Key Performance Indicators, which cover broad equalities issues and set out progress made against the Mayor's social inclusion objectives. These objectives have significant equalities impacts, although it might be difficult to identify impacts on specific Equality Target Groups. The sustainability appraisal has also identified equality objectives, these will be incorporated into the monitoring process.

Other evidence

1.7 A literature review was conducted to identify the most recent research reports and policy documents relevant to each Equality Target Group. Responses from the specialist stakeholders will be incorporated into the final version of the Safeguarded Wharves Review following the public consultation.

2. Findings of the EqIA

2.1 The draft Safeguarded Wharves Review will generally have a cumulative positive and long-term impact on most Londoners. These benefits are:

- Improving air quality by reducing pollution from road vehicles.
- Mitigating and adapting to the effects of climate change.
- Reducing road injuries by reducing vehicle movements.
- Increasing employment opportunities by bringing vacant wharves back into use.

2.2 The following table looks at each of the equalities target groups in turn and assesses known or potential impacts as a result of the draft Safeguarded Wharves Review.

Table 2 Impact of Safeguarded Wharves Review of Equality Groups

Equality Target Groups		Potential positive impacts	Potential neutral impacts	Potential negative impacts	Mitigating actions
Race	Asian or Asian British	<p>Improved health outcomes due to fewer road traffic accidents and improved air quality by moving more freight on the river.</p> <p>Higher than average unemployment amongst these groups should be reduced through trainings. Improved access to employment and business support.</p>		<p>Maintaining use as a wharf precludes redevelopment for affordable housing</p> <p>Training initiatives may not be promoted in a way that BAME groups can easily access.</p>	<p>Draft London Plan shows sufficient alternate sites available.</p> <p>Ensure that appropriate media is used to target BAME and socially excluded groups</p>
	Black or Black British				
	People of mixed race				
	Irish People				
	White British People				
	Chinese people and other ethnic minority communities not listed above.				
Gypsies and Travellers		<p>Improved health outcomes due to fewer road traffic accidents and improved air quality by moving more freight on the river.</p> <p>Higher than average unemployment amongst these groups should be reduced through trainings. Improved access to employment and business support.</p>		<p>Maintaining use as a wharf precludes redevelopment for affordable housing</p> <p>Training initiatives may not be promoted in a way that G&T groups can easily access</p>	<p>Draft London Plan shows sufficient alternate sites available.</p> <p>Ensure that appropriate media is used to target G&T groups and socially excluded groups</p>

Gender	Women	<p>Improved health outcomes due to fewer road traffic accidents and improved air quality by moving more freight on the river.</p> <p>Improvements to training opportunities</p>		<p>Maintaining use as a wharf precludes redevelopment for affordable housing</p> <p>Training initiatives may not be promoted in a way that women can easily access</p>	<p>Draft London Plan shows sufficient alternate sites available.</p> <p>Ensure that appropriate media is used to target women and socially excluded groups</p>
	Men	<p>Improved health outcomes due to fewer road traffic accidents and improved air quality by moving more freight on the river.</p> <p>Improvements to training opportunities.</p>		<p>Maintaining use as a wharf precludes redevelopment for affordable housing</p> <p>Training initiatives may not be promoted in a way that men can easily access</p>	<p>Draft London Plan shows sufficient alternate sites available.</p> <p>Ensure that appropriate media is used to target men and socially excluded groups</p>
Age	Children and Young people (0-17)	<p>Improved health outcomes due to fewer road traffic accidents and improved air quality by moving more freight on the river.</p>		<p>Maintaining use as a wharf precludes redevelopment for affordable housing</p>	<p>Draft London Plan shows sufficient alternate sites available.</p>

	Young adults (18 – 25)	Improved health outcomes due to fewer road traffic accidents and improved air quality by moving more freight on the river. Young adults could benefit from increased training and better access to employment.		Training may not fulfill the requirements / demand needs for young adults.	The content of training programmes should match needs.
	Older people (60+)	Improved health outcomes due to fewer road traffic accidents and improved air quality by moving more freight on the river.		.	
Disability	Disabled people	Improved health outcomes due to fewer road traffic accidents and improved air quality by moving more freight on the river.		Maintaining use as a wharf precludes redevelopment for affordable housing	Draft London Plan shows sufficient alternate sites available.
Sexual Orientation and Gender Identity	Lesbian, Gay, Bisexual Trans (LGBT) people	Improved health outcomes due to fewer road traffic accidents and improved air quality by moving more freight on the river.		Maintaining use as a wharf precludes redevelopment for affordable housing	Draft London Plan shows sufficient alternate sites available.
People of faith	Christians/Buddhists/Hindu/Muslims/Jewish/Sikh/other religions	Improved health outcomes due to fewer road traffic accidents and improved air quality by moving more freight on the river.		Maintaining use as a wharf precludes redevelopment for affordable housing	Draft London Plan shows sufficient alternate sites available.