

## Community and Equality Impact Assessment

As an authority we have made a commitment to apply a systematic screening process to both new policy development or changes to services.

This is to determine whether the proposals are likely to have a significant impact on different groups within our community.

This process has been developed, together with **full guidance** to support officers in meeting our duties under the:

- Equality Act 2010.
- The Best Value Guidance
- The Public Services (Social Value) 2012 Act

As well as supporting you to look at whether there is, or will be, a significant impact, the guidance will also consider ways in which you might mitigate this in the future.

**About the service or policy development**

Name of service or policy	Barking Riverside Gateways Housing Zone
Lead Officer	David Harley
Contact Details	David.Harley@lbbd.gov.uk

**Why is this service or policy development/review needed?**

Barking Riverside is London’s largest housing development site with outline planning approval for 10,800 homes and associated facilities. With 2km of River Thames frontage it offers superb potential to provide housing in a new community with superb accessibility to central London in a borough where property prices are more affordable for London’s workforce. One of Barking Riverside’s current challenges however is the oppressive entrances to the new development through a dated, unattractive industrial area. The contrast between Barking Riverside’s award winning architecture and the industrial area is stark. The negative image is raised by existing and potential residents and there have been numerous negative press articles highlighting this major barrier to Barking Riverside achieving its potential.

The Thames Road industrial area occupies a key strategic location within London Riverside Opportunity Area and forms a physical and perceptual barrier between significant housing development at Barking Riverside of 10,800 homes and the Thames View Estate and the Barking Town Centre Housing Zone. Unlocking development potential at Thames Road could release capacity for up over 3,000 homes.

Comprised of industrial premises coming to the end of their useful life, the area presents a key opportunity to deliver homes for Londoners across a range of tenures together with new types of workspace on the ground floor. The wider area will soon benefit from the London Overground extension to Barking Riverside, connecting Thames Road and Barking Riverside and an interchange at Barking with the existing c2c Fenchurch Street line, the District and Hammersmith & City lines. The new infrastructure will act as a catalyst to re-connect Barking and Dagenham residents with over 2 kilometres of Thames waterfront, providing access to new parks and open space, and act as an uplift for property values.

However, unlocking development potential at Thames Road is not without challenges and will not come forward without public sector intervention – and in recognition of this was designated as a Housing Zone in April 2016.

The key challenge is land assembly and the Housing Zone seeks to address this. It also is anticipated that much of the land will be contaminated owing to its current use of heavy industrial land and its proximity to water courses and the River Thames and Barking Creek means that flood risk is a design and delivery constraint which must be mitigated to unlock development in this area.

A Community and Equality Assessment is required in order to assess the impact upon equality and community within the bounds of the Housing Zone.

**1. Community impact (this can be used to assess impact on staff although a cumulative impact should be considered).**

What impacts will this service or policy development have on communities?  
Look at what you know? What does your research tell you?

*Consider:*

- National and local data sets
- Complaints
- Consultation and service monitoring information
- Voluntary and Community Organisations
- The Equality Act places a specific duty on people with 'protected characteristics'. The table below details these groups and helps you to consider the impact on these groups.

**Demographics**

The Barking Riverside Gateways Housing Zone is located entirely within the Thames ward of the London Borough of Barking and Dagenham. However, it is worth noting that the area that the Housing Zone comprises is made up almost entirely of industrial and employment land uses, and therefore the impact on equalities groups will mainly be experienced in surrounding areas.

The ward has the following key characteristics:

- Thames Ward has a total population of 10,728 residents and in general the age profile is very young compared to the borough and most other wards.

**Age**

- Thames Ward has significantly lower proportions of residents aged 16 and over with no qualifications.
- Residents aged 0-9 years in Thames Ward account for the second largest proportion of residents of this age group out of all wards at 22.1% after Gascoigne Ward. The proportion of this age group in Thames is also higher than the borough average of 17.7%.
- The proportion of the 10 - 19 year age group in Thames Ward are amongst the smallest in the borough
- Age bands over 45 years make up some of the lowest proportions in Thames Ward when compared to the rest of the borough.
- There are 419 residents aged 76 years and over representing 3.9% of the ward population compared to 5.4% for the borough.

**Household Composition**

- The ward has one of the highest proportions of households living in Social Rented properties both from the Council and Registered Social landlords, a relatively low proportion of households living in owned properties, and one of the highest proportions of households living in a shared ownership property.

- Compared to other wards, Thames Ward has the second largest proportion of Lone Parent Families with Dependent Children. There are 679 households of this type in the ward representing 17.2% of all ward households compared to 14.4% for the borough.
- Thames Ward has the second largest proportion of Lone Parent Families with Dependent Children in the borough.
- There are relatively low proportions of Older Person Households, Married Couples or Cohabiting Couples with no Children, and Lone Parent Families with no Dependant Children in Thames Ward when compared to the rest of the borough.

### **Ethnicity & Language**

- Thames Ward is one of the most ethnically diverse wards in the borough. It has high proportions of Mixed, Black and some Asian ethnic groups and low relative proportions of White British residents.
- The largest single ethnic group is White British representing 3,975 residents which make up 37.1% of the ward population and is significantly lower than the borough average of 49.5%.
- The ward has the largest proportion of Black African residents in the borough. This is significantly higher than the borough average of 15.4% and the highest proportion of all other borough wards. There is a significant larger proportion of Black Caribbean and Black Other residents in Thames Ward compared to other wards in the borough.
- The percentage of Asian Indian and Asian Pakistani ethnic groups are lower in Thames Ward when compared to the borough average. The Asian Bangladeshi group represents 567 residents which is higher than the borough average of 4.1%. Only Abbey and Longbridge Wards have higher proportions than this
- Apart from English there are sixty-nine different main languages spoken in Thames Ward, collectively spoken by 20.8% of residents spoken by 271 residents, which is 2.7% of the ward population. This is higher than the borough average of 2.0%. There are only two other wards with higher proportions for this group which are Longbridge and Abbey Wards.
- After English, the second most commonly used language used as a main language is Bengali (With Sylheti and Chatgaya)
- Whilst Lithuanian is the third most widely spoken main language in Thames Ward, it is not as widely spoken as in most other wards.
- The second largest ethnic group is Black African representing 2,906 residents, which is 27.1% of the ward population. This is significantly higher than the borough average of 15.4% and the highest proportion of all other borough wards.
- There is also a significant larger proportion of Black Caribbean and Black Other residents in Thames Ward compared to other wards in the borough.

### **Religion**

- Thames Ward has a slightly higher percentage of residents classifying themselves as a Muslim when compared to the rest of the borough average of 16.2%.
- Only three other wards in the borough have higher proportions of residents classifying themselves as Muslims; they are Abbey, Longbridge and Gascoigne Wards.
- The proportions of residents who are Hindu or Sikh in Thames Ward are below the borough average, and the percentage of residents with no religion at 16.6% is lower than the borough average of 18.9%.
- 57.8% of residents classify themselves as Christian at which is slightly above the

borough average of 56% of residents classifying themselves in the same way.

### **Health and Wellbeing**

- Thames has levels of income deprivation that are significantly lower than national averages; this is alongside having significantly worse unemployment, child poverty and general health than the national average.
- Thames Ward has the highest proportion of residents who reported that their health was very good when compared to all other wards in the borough.
- At 51.7%, Thames Ward has the highest proportion of residents who reported that their health was very good when compared to all other wards in the borough.
- There are 85.6% of Thames Ward residents who feel that their day to day activities were not limited, and this is above the borough average of 83.6%.
- Thames Ward also has the third highest percentage of residents providing no unpaid care when compared to all other wards in the borough after Abbey and Gascoigne Wards
- The ward has significantly higher levels of childhood obesity than is seen nationally, with 14.8% in Reception Year and 25.1% in Year Six classified as obese.
- Thames has significantly higher rates of admissions for all causes and for Chronic Obstructive Pulmonary Disease when compared to national averages.
- The ward has more stays at hospital for self-harm and alcohol related harm when compared with national averages.

### **Economic Activity**

- Thames Ward has a lower than average proportion of employed residents, higher than average proportion of unemployed residents and a higher than average proportion of economically inactive residents.
- There are 623 unemployed residents which is 8.8% of the ward population aged 16 to 74 years, which is higher than the borough average of 7.3% and the second highest proportion of all wards after Gascoigne Ward.
- Of these 623 residents 22.8% have never worked, which is higher than the borough average. Only Abbey, Longbridge and Eastbury Wards have higher proportions.
- In total there are 3,886 residents in employment which represents 55.0% of the ward population aged 16 to 74 years. This is lower than the borough average of 56.1%.
- There are 566 economically inactive residents due to looking after home or family which is 8.0% of the population aged 16 to 74 years, and higher than the borough average. Only Abbey and Gascoigne Ward have a higher proportion.

### **Education**

- Thames Ward has a significantly larger proportion of full time students compared to the borough average and most other wards, accounting for 13.1% of the population aged 16 to 74.
- There are only 1,803 residents in Thames Ward with no qualifications which equates to 24.1% of the ward population aged 16 years and over. This is significantly lower than the borough average of 27.9% and there are only three other borough wards with a lower proportion Abbey, Longbridge and Whalebone Wards.

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- Thames Ward has 1,827 residents holding a level 4 plus qualification which is 24.4% of the population aged 16 and over. There are only three other borough wards with higher proportions, which are Abbey, Gascoigne and Longbridge Wards
- There is a relatively low proportion of full time students in Thames Ward aged 16-17 compared to other wards, but one of the highest percentages of full time students aged 18 years plus. At 8.6% of the over 16 year population only Abbey and Gascoigne Wards have higher figures.

### Community Groups

- Situated between River Road and Renwick Road with access to Creek Road, Radford Way and Gallions Close, Thames Road is built up of small to large business centres; Barking Business Centre, Riverside Industrial Estate and the Cromwell Centre, informal Places of Worship places, small and large warehouses, offices and a few garages.
- Wholesalers mainly operate in this area selling food and other products for distribution, but a number of buildings classified for employment and industrial uses are being used as Places of Worship on an informal basis and in some instances contrary to their legal planning designation.
- There are a number of religious venues along Thames Road, including:
  - RCCG, Living Faith Connections – 23 Thames Road
  - Victorious Pentecostal Assembly - 19 – 21 Thames Road
  - Dominion Christian Centre – Unit 2, 6 Thames Road
  - Christ Embassy - 45 Thames Road, Barking

Potential impacts	Positive	Neutral	Negative	What are the positive and negative impacts?	How will benefits be enhanced and negative impacts minimised or eliminated?
<b>Local communities in general</b>	X			<ul style="list-style-type: none"> <li>• The local community in general will be impacted by the creation of up to 3,000 new homes in the area.</li> <li>• The impact on the area should be positive, as it will change what is currently an area comprised of predominantly employment and industrial uses into a housing led development.</li> <li>• Analysis undertaken illustrates that Thames Ward as a whole has a higher rate of people that are not employed. The proposed development seeks to reconfigure and retain an element of employment uses.</li> <li>• Access from the existing community at Thames View through to the emerging</li> </ul>	<ul style="list-style-type: none"> <li>• New homes will be accompanied by new social infrastructure to support the existing and emerging community within the Barking Riverside Gateways Housing Zone. The level of social infrastructure required will be defined through the statutory planning process.</li> <li>• New development will see the redevelopment of existing, poor quality employment and industrial uses, to be replaced by high quality residential homes.</li> <li>• Reconfigured employment uses may provide opportunities for employment of local residents. The level of employment use to be retained will be subject to dialogue with the Local Planning Authority and will be monitored as proposals develop.</li> </ul>

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			community at Barking Riverside and associated amenities will be improved.	
<b>Age</b>		X	<ul style="list-style-type: none"> <li>It is noted that the population of Thames Ward is relatively younger than the borough as a whole. Whilst the population over 76 years old is significantly low, there may be a small group with acute needs and potential for isolation given the significant increase in working population.</li> <li>A range of new homes will be constructed in line within planning policy to meet housing need within the borough, including homes for older people, which may include sheltered accommodation.</li> <li>A potential impact on the Thames ward is that the racial profile of the ward changes as new homes may attract a range of residents who may be of different age profile from the prevailing trends within the ward.</li> </ul>	<ul style="list-style-type: none"> <li>New homes will be built to high standards and will be compliant with applicable design standards including Lifetime Homes</li> <li>Provision for education facilities will be assessed during the design development process.</li> <li>Housing for older people will be designed in line with appropriate contact facilities.</li> </ul>
<b>Disability</b>	X		<ul style="list-style-type: none"> <li>Public realm improvements associated with the development of homes within the Housing Zone will result in new public realm which will have a positive impact upon accessibility within the local area.</li> <li>Analysis of the current demographics of the ward illustrates that there is a higher than average incidence of stays in hospital for self-harm or alcohol related injuries and this could be related to mental health issues.</li> <li>There is potential for increased impact and pressure upon Primary Care services in reference to mental health and other non-visible disability.</li> </ul>	<ul style="list-style-type: none"> <li>A range of improvements will have a positive impact for disabled residents including new pavements, footpaths and roads. This will improve access for disability groups within the area.</li> <li>New homes and buildings will be DDA compliant.</li> <li>The Council's Access Officer will be consulted at an early stage on plans to ensure that best practice is being perused in relation to the design of new schemes.</li> <li>The provision of health facilities within the development shall be considered as site wide design proposals are formed, which will be subject to planning consent and in accordance with planning policy.</li> <li>Proposals will be brought forward in consideration of the neighbouring 'Healthy New Town' at Barking Riverside.</li> </ul>
<b>Gender reassignment</b>		X	<ul style="list-style-type: none"> <li>No perceived impact</li> </ul>	<ul style="list-style-type: none"> <li>No perceived impact</li> </ul>
<b>Marriage and civil partnership</b>	X		<ul style="list-style-type: none"> <li>No direct impact</li> </ul>	<ul style="list-style-type: none"> <li>A range of new homes will be constructed in line within planning</li> </ul>

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				policy to meet housing need within the borough meeting demand for homes for new households.
<b>Pregnancy and maternity</b>	X		<ul style="list-style-type: none"> <li>It is anticipated that the new development will attract working age people probably without dependents – there may be a possible increase on primary care services as a result of more economically stable couples buying either a 'starter home' or 'a home for life' and starting families.</li> <li>In turn there may be an impact on nursery and school provision in the longer term as families grow,</li> </ul>	<ul style="list-style-type: none"> <li>A range of new homes will be constructed in line within planning policy to meet housing need within the borough meeting demand for homes for growing households.</li> <li>Health and education provision for younger people will be assessed as part of the design development process.</li> <li>The provision of health facilities within the development shall be considered as site wide design proposals are formed, which will be subject to planning consent and in accordance with planning policy.</li> <li>The provision of nursely and childcare facilities within the development shall be considered as site wide design proposals are formed, which will be subject to planning consent and in accordance with planning policy.</li> </ul>
<b>Race (including Gypsies, Roma and Travellers)</b>		X	<ul style="list-style-type: none"> <li>A potential impact on the Thames ward is that the racial profile of the ward changes as new homes may attract a range of residents who may be of different backgrounds from the prevailing trends within the ward.</li> </ul>	<ul style="list-style-type: none"> <li>A range of new homes will be constructed in line within planning policy to meet housing need within the borough. Homes will have a range of designs, which may be designed taking into account different ethnic and religious backgrounds and practices within the home.</li> </ul>
<b>Religion or belief</b>		X	<ul style="list-style-type: none"> <li>A potential impact upon the area is on existing informal places of worship which may be relocated or cease operation as land purchase negotiations progress.</li> </ul>	<ul style="list-style-type: none"> <li>Thames Road is designated for employment and industrial land uses. Through the land acquisition negotiation process, the Council will seek to engage with freeholders and occupiers of properties which currently house Places of Worship, and through the statutory planning process seek to determine more suitable sites for these uses, some of which are currently not in line with planning policy.</li> <li>The emerging designs for the Housing Zone will seek to identify requirements for provision of Places of Worship either within the Housing Zone or across the borough as a whole.</li> </ul>
<b>Gender</b>		X	<ul style="list-style-type: none"> <li>B&amp;D aspires to be a borough that supports and empowers all genders, which is encompassed</li> </ul>	<ul style="list-style-type: none"> <li>Development proposals led and influenced by the Council will seek to support the objectives of the Gender Equality Charter,</li> </ul>



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			<p>within the Gender Equality Charter launched in 2016, followed up by a progress report in 2017 – ‘Gender Equality: One year one’.</p>	<p>specifically supporting those with caring responsibilities and promote equal parenting, care giving and shared responsibilities in the home. In part this may be achieved by developing a range and mixture of housing types and tenures, as well as detailed design considerations including home layouts.</p>
<b>Sexual orientation</b>		X	<ul style="list-style-type: none"> <li>• No perceived impact</li> </ul>	<ul style="list-style-type: none"> <li>• No perceived impact</li> </ul>
<b>Any community issues identified for this location?</b>		X	<ul style="list-style-type: none"> <li>• The emerging new community may require associated community facilities owing to the scale of the development, which may see over 3,000 homes developed</li> </ul>	<ul style="list-style-type: none"> <li>• Provision and requirements for community facilities will be assessed during the design development process.</li> </ul>

## 2. Consultation.

Provide details of what steps you have taken or plan to take to consult the whole community or specific groups affected by the service or policy development e.g. on-line consultation, focus groups, consultation with representative groups?

Since the primary consultees within the Housing Zone are businesses and employers, every property has been written to within the Housing Zone to invite them to meet with the Council to find out more about the project, and to progress negotiations regarding the acquisition of property within the Zone. This also includes tenants of properties (for example tenants who may be using a property as an informal place of worship), as well as freeholders. Property owners and tenants will have the ability to engage with the Council to discuss any concerns or perceived adverse impacts.

A Barking Riverside Gateways Housing Zone Board / or appropriate forum will be formed which will act as a forum for stakeholders to be part of the group and to influence the direction of travel of the Housing Zone.

Should a Compulsory Purchase Order be required in order to facilitate the acquisition of property, then a Statement of Community Involvement will be prepared and affected property owners will be fully consulted in line with statutory requirements.

Once property acquisitions have been completed, and development proposals for the area are in a more advanced state of formulation, a full consultation process will be undertaken to gain insight from the local community on the proposals as part of the statutory planning process.

This Equalities Impact Assessment will be reviewed at the time development proposals for the Housing Zone have been formulated to the extent that they are ready to be consulted upon, and an updated assessment undertaken.

**3. Monitoring and Review**

<p>How will you review community and equality impact once the service or policy has been implemented?  <i>These actions should be developed using the information gathered in Section 1 and 2 and should be picked up in your departmental/service business plans.</i></p>		
<b>Action</b>	<b>By when?</b>	<b>By who?</b>
Review Community and Equality Impact Assessment	Upon appointment of delivery partner	Housing Zone Project Manager
Undertake updated assessment	Upon appointment of delivery partner	Housing Zone Project Manager
<p>Review demographic profile of the ward, including specifically age profile, race, religion and belief, pregnancy and maternity composition. Undertake projections of demographic profile based on development proposals.</p> <p>This will be monitored by review of ONS datasets annually and 2021 census data when available. Consideration will be given during the procurement of a delivery partner to methods for monitoring variables identified within this assessment on a project based area level.</p>	Upon appointment of delivery partner	Housing Zone Project Manager
Ensure that development proposals are reviewed by Access Officer in relation to access and provision for disabled people	Ongoing	Local Planning Authority, Housing Zone Project Manager
Engage with local landowners and tenants, including religious or community groups affected by land acquisitions.	Ongoing	Head of Regeneration and Housing Zone Project Manager or appointed agents

**4. Next steps**

It is important the information gathered is used to inform any Council reports that are presented to Cabinet or appropriate committees. This will allow Members to be furnished with all the facts in relation to the impact their decisions will have on different equality groups and the community as a whole.

Take some time to précis your findings below. This can then be added to your report template for sign off by the Strategy Team at the consultation stage of the report cycle.

**Implications/ Customer Impact**

The regeneration of Thames Road as a Housing Zone to form the gateway to Barking Riverside is anticipated to have a generally positive impact upon the existing community. It should be noted that the area subject to proposed redevelopment is currently employment and industrial uses and therefore the impact will be limited to the surrounding community rather than directly on the area of redevelopment.

However, following this review areas that will require monitoring and consideration with respect to equalities and diversity within the Housing Zone are:

- Disability and access arrangements – the Council’s Access Officer should be involved from inception with regard to formulation of new development proposals
- Age, Religion and Race – the demographic profile of the Thames Ward and Housing Zone should be monitored and demographic projections should be undertaken taking into account emerging development
- Healthcare provision – there will be an increase in population in the locality which will in turn require appropriate facilities in respect of primary care services for local residents.
- Community facilities, including Places of Worship – landowners and tenants of community organisations should be engaged with through the land acquisition process to discuss relocations and possible alternative venues for such uses
- Pregnancy and Maternity – as proposals are formulated, through the planning process appropriate provision for health facilities for younger families should be made across the locality. This will include appropriate places for nursery and childcare.

**5. Sign off**

The information contained in this template should be authorised by the relevant project sponsor or Divisional Director who will be responsible for the accuracy of the information now provided and delivery of actions detailed.

Name	Role (e.g. project sponsor, head of service)	Date
David Harley	Acting Head of Planning and Regeneration (Regeneration)	June 2017