

**Barnet Local Plan Main Modifications**

**April 2024**

**Equalities Impact Assessment (EqIA) Update Report**

Introduction

1. An EqIA is a tool to help meet legal duties to ensure that equality issues are fully considered as part of the plan making process. One of the primary aims of the EqIA is to identify and assess potential effects arising from a plan, policy or programme for people sharing one or more protected characteristic. The Equality Act 2010 imposes a duty on public bodies to have due regard to the need to:
   * Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act
   * Advance equality of opportunity between people who share a protected characteristic and those who do not
   * Foster good relations between people who share a protected characteristic and those who do not.
2. The EqIA identifies the likely effects on discriminatory practices, the potential to alter the opportunities of certain groups of people, and/or affect relationships between different groups of people which could arise as a result of the proposed Main Modifications to the Local Plan.
3. The Equality Act identifies the following as ‘protected characteristics’:

• Age

• Disability

• Marriage and Civil Partnership

• Race

• Religion or belief

• Sex

• Pregnancy and Maternity

• Sexual Orientation

• Gender reassignment

In line with statutory requirements of the Equality Act 2010, the EqIA has given due regard to the need to remove or minimise disadvantages and accommodate the needs of equalities groups.

**Local Plan Main Modifications**

1. This Equality Impact Assessment (EqIA) summarises and assesses the potential impacts of the Main Modifications to Local Plan policies upon protected groups and key vulnerable groups. This assessment considers data about protected characteristics and groups in the area covered by the Plan, and information about other themes likely to affect protected groups. Information for this assessment has largely been gathered from the 2021 Census.
2. The Council has proposed a number of revisions to the submitted Local Plan as a result of representations received at the Regulation 19 stage, updates to the evidence base, discussions at the examination hearing sessions held in Autumn 2022 and in response to the Inspectors’ interim findings letter of 17th August 2023.
3. It is necessary to consider the equalities impact of these changes through an Equalities Impact Assessment (EqIA) process and for any further conclusions reached to then be made available for comment.
4. This EqIA update report, considering the likely impacts of the main modifications (MMs) proposed to the Local Plan, has been prepared in accordance with the Council’s EqIA template. The report is required to ensure that the effects of MMs made to the Local Plan are fully assessed for significant equalities impacts and reported on as part of the plan making process. Accordingly, this report has been prepared to support the MMs public consultation stage of the Local Plan. This document, available to view on the Local Plan examination website, is also subject to consultation alongside the MMs document itself.
5. Further to the findings of the Integrated Impact Assessment (IIA) prepared at earlier stages of the Local Plan, this additional assessment work specifically considers the implications of the MMs. This is necessary to determine whether any of the MMs proposed would significantly affect the previous EqIA findings set out in the IIA.
6. This EqIA MMs update report refers to, and therefore should be read alongside, information contained in within the following documents in the Local Plan examination library:

***Core Gen 25:***

Reg 18 (IIA) Integrated Impact Assessment (Technical Summary, Sustainability Appraisal, HRA and EQIA) – January 2020 part 1

Reg 18 (IIA) Integrated Impact Assessment (Technical Summary, Sustainability Appraisal, HRA and EQIA) – January 2020 part 2

Reg 18 (IIA) Integrated Impact Assessment (Technical Summary, Sustainability Appraisal, HRA and EQIA) – January 2020 part 3

***Core Gen 02:***

(IIA) Integrated Impact Assessment (Technical Summary, Sustainability Appraisal, HRA, EQIA) – May 2021 part 1

(IIA) Integrated Impact Assessment (Technical Summary, Sustainability Appraisal, HRA, EQIA) – May 2021 part 2

(IIA) Integrated Impact Assessment (Technical Summary, Sustainability Appraisal, HRA, EQIA) – May 2021 part 3

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| 1. **Responsibility for the EqIA** | |
| Title of proposal | Barnet Local Plan Main Modifications |
| Name and job title of completing officer | Yvonne Sampoh, Principal Planning Officer |
| Head of service area responsible | Fabien Gaudin |
| Equalities Champion supporting the EqIA | Rosie Evangelou |
| Performance Management rep | Paula O’Dumody |
| HR rep (for employment related issues) | N/A |
| Representative (s) from external stakeholders | N/A |

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| --- | --- |
| 1. **Description of proposal** | |
| Is this a:  New policy | Review of Policy |
| Budget Saving  If budget saving please specify value below: | Other  If other please specify below: |
| *Please outline in no more than 3 paragraphs:*  Under regulation 10A of The Town and Country Planning (Local Planning) (England) Regulations 2012 (as amended) local planning authorities must review local plans, at least once every 5 years from their adoption date to ensure that policies remain relevant and effectively address the needs of the local community. The National Planning Practice Guidance (NPPG) also confirms that the National Planning Policy Framework (NPPF 2023) is clear that strategic policies should be prepared over a minimum 15-year period and a local planning authority should be planning for the full plan period.  The proposal will replace the Barnet Local Plan 2012. The updated Local Plan for Barnet will provide a framework that will guide growth and development within the Borough up to 2036. The Local Plan will provide a positive vision for the future of Barnet, providing a framework for meeting housing needs and addressing other economic, social and environmental priorities; and a platform for local people to shape their surroundings.  Following the submission of the Local Plan for Independent Examination under Regulation 22 of the Town and Country Planning (Local Planning) (England) Regulations 2012 (as amended) in November 2021, and the subsequent examination Hearing Sessions held between September and December 2022, the Inspectors have, at the request of the Council, recommended a number of Main Modifications to the Plan in order for it to be found sound. To be found sound the Local Plan has to be positively prepared, justified, effective and consistent with national policy.  This EQIA assesses the impacts of the Main Modifications to the Local Plan. Once adopted, the new Local Plan together with the London Plan will become the statutory development plan for Barnet and will form the basis upon which planning applications will be determined unless there are material planning considerations that indicate otherwise. This is in accordance with section 38 of the Planning and Compulsory Purchase Act 2004. | |

| 1. **Local Plan List of Policies** | | | | | | |
| --- | --- | --- | --- | --- | --- | --- |
| **Main Modification Reference** | | **Policy Ref** | | **Policy Title** | **Policy Summary** |
| MM9 | | Policy BSS01 | | Barnet’s Spatial Strategy | Policy BSS01 sets out Barnet’s minimum housing requirement . |
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| MM13 | | Policy GSS01 | | Delivering Sustainable Growth | PolicyGSS01 sets out the distribution of new homes. |
| MM15 | | Policy GSS02 | | Brent Cross Growth Area | Policy GSS02 sets out how growth will be delivered to meet housing aspirations and needs in the Brent Cross Growth Area |
| MM16 | | Policy GSS03 | | Brent Cross West | Policy GSS03 sets out how growth will be delivered to meet housing aspirations and needs in the Brent Cross West Area |
| MM18 | | Policy GSS04 | | Cricklewood Growth Area | Policy GSS04 sets out how growth will be delivered to meet housing aspirations and needs in the Cricklewood Growth Area |
| MM20 | | Policy GSS05 | | Edgware Growth Area | Policy GSS05 sets out how growth will be delivered to meet housing aspirations and needs in the Edgeware Growth Area |
| MM22 | | Policy GSS06 | | Colindale Growth Area | Policy GSS06 sets out how growth will be delivered to meet housing aspirations and needs in the Colindale Growth Area |
| MM24 | | Policy GSS07 | | Mill Hill East | Policy GSS07 sets out how growth will be delivered to meet housing aspirations and needs in the Mill Hill East Area |
| MM26 | | Policy GSS08 | | Barnet’s District Town Centres | Policy GSS08 sets out how growth will be delivered to meet housing aspirations and needs in the Barnet’s District Town Centres The policy also  Barnet capacity for town centre development, including high level design requirements and development criteria |
| **Main Modification Reference** | **Local Plan Policy Ref** | | **Local Plan Policy Title** | | **Local Plan Policy Summary** |
| MM27 | Policy GSS09 | | Existing and Major New Public Transport Infrastructure | | Policy GSS09 how growth will be delivered to meet housing aspirations and sets out transport infrastructure needed to deliver growth and regeneration within the Borough |
| MM28 | Policy GSS10 | | Estate Renewal and Infill | | Policy GSS10 aims to improve the quality of housing estates in the borough and sets out a range of development criteria including adequate provision of amenity and open spaces, and the promotion of active travel |
| MM29 | Policy GSS11 | | Major Thoroughfares | | Policy GSS11 sets criteria for development along thoroughfares. It promotes sustainable development through the provision of walking and cycling modes, high quality design, access to open access to open spaces and optimisation of building density |
| MM30 | Policy GSS12 | | Redevelopment of Car Parks | | Policy GSS12 sets criteria for the development of and above surface level public car parks for residential and other suitable uses. |
| MM31 | Policy GSS13 | | Strategic Parks and Recreation | | Policy GSS13 aims to promote a new Regional Park within designated Green Belt or Metropolitan Open Land in the Brent Valley and Barnet Plateau |
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| MM33 | Policy HOU01 | | Affordable Housing | | Policy HOU01 seeks to maximise affordable housing delivery,  within the context of a strategic London Plan target of 50% of all new homes to be affordable the Council will seek a minimum of 35% affordable housing from all developments of 10 or more units. |
| MM34 | Policy HOU02 | | Housing Mix | | Policy HOU02 aims to provides mix of dwelling types and sizes in order to provide choice for a growing population |

| **Main Modification Reference** | **Local Plan Policy Ref** | **Local Plan Policy Title** | **Local Plan Policy Summary** |
| --- | --- | --- | --- |
| MM35 | Policy HOU03 | Residential Conversions and Re-development of Larger Homes | Policy HOU03 aims to manage housing growth and ensure that residential conversions to not have a detrimental impact on local areas.  The policy also seeks to optimise the potential for housing delivery from residential conversions and the re-development of larger homes whilst still ensuring family housing is delivered |
| MM36 | Policy HOU04 | Specialist Housing – Older Persons Housing, Housing choice for people with social care and health support needs, Houses in Multiple Occupation, Student Accommodation and Purpose Built Shared Living Accommodation | Policy HOU04 sets out how specialist housing will be provided, including housing for older people, HMOs, student accommodation and shared living accommodation. |
| MM37 | Policy HOU05 | Efficient Use of Barnet’s Housing Stock | Policy HOU05 seeks to ensure the efficient use of Barnet’s housing stock in addressing identified housing needs. |
| MM39 | Policy HOU06 | Gypsies Travellers and Travelling Showpeople | Policy HOU06 outlines the criteria for the provision of pitches and plots for Gypsies, Travellers and Travelling show people. |
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| MM41 | Policy CDH01 | Promoting High Quality Design | Policy CDH01 sets out requirements to ensure that development is to a high-quality design. |
| MM44 | Policy CDH02 | Sustainable and Inclusive Design | Policy CDH02 provides design requirements for new development in respect of accessibility |
| MM45 | Policy CDH03 | Public Realm | Policy CDH03 sets criteria for public realm as a key aspect of effective design in neighbourhoods and town centres. |
| **Main Modification Reference** | **Local Plan Policy Ref** | **Local Plan Policy Title** | **Local Plan Policy Summary** |
| MM46 | Policy CDH04 | Tall Buildings | Policy CDH04 outlines locations where tall buildings may be appropriate ad ensures compliance with London Plan policies and legislation |
| MM48 | Policy CDH05 | Extensions | Policy CDH05 provides design criteria for extensions to ensure that account of context and local character and be designed in accordance with relevant SPDS addressing matters of sustainable design |
| MM49 | Policy CDH06 | Basement~~s~~ and below ground development | Policy CDH06 provides design criteria for basements to ensure that account of context and local character and be designed in accordance with the Residential Design Guidance and Sustainable Design and Construction SPDs |
| MM50 | Policy CDH07 | Amenity Space and Landscaping | Policy CDH07 seeks to outline criteria that proposals for outdoor space and amenity should adhere to |
| MM51 | Policy CDH08 | Barnet’s Heritage | Policy CDH08 seeks to conserve the boroughs heritage assets and their setting |
| MM52 | Policy CDH09 | Advertisements | Policy CDH09 sets out design requirements. |
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| MM53 | Policy TOW01 | Vibrant Town Centres | Policy TOW01 seeks to promote the vitality and viability of the Borough’s town centres by distributing growth appropriately and retaining a strong hierarchy of town centres that support a mix of uses. |
| MM54 | Policy TOW02 - | Development Principles in Barnet’s Town Centres | Policy TOW02 sets out a range of criteria for development proposals in town centres |
| MM55 | Policy TOW03 | Managing Clustering of Town Centre Uses | Policy TOW03 seeks to resist uses (hot food take away and betting shops) in town centres that would adversely affect amenity. |

| **Main Modification Reference** | **Local Plan Policy Ref** | **Local Plan Policy Title** | **Local Plan Policy Summary** |
| --- | --- | --- | --- |
| MM56 | Policy TOW04 | Night-Time Economy | Policy TOW04 supports the provision of night-time economy uses in town centres provided that there is no adverse impact. |
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| MM57 | CHW01 | Community Infrastructure | Policy CHW01 is mostly concerned with the preservation of existing social and community uses. It promotes flexible community spaces and where development places increased demand on current facilities, new facilities and/or contributions will be required. |
| MM58 | CHW02 | Promoting health and  wellbeing | Policy CHW02 seeks to promote health and wellbeing across the Borough, which will include investment in play and leisure facilities |
| MM59 | CHW03 | Making Barnet a safer place | Policy CHW03 sets out a range of measures to make the borough a safer place |
| MM60 | CHW04 | Protecting Public Houses | Policy CHW04 is concerned with the preservation and protection of publics houses |
|  |  |  |  |
| MM61 | ECYO1 | A Vibrant Local Economy | Policy ECY01 seeks to protect and promote new employment opportunities. |
| MM62 | ECYO2 | Affordable Workspace | Policy ECY02 promotes economic diversity and supports existing and new business development in Barnet. |
| MM63 | ECYO3 | Local Jobs, Skills and Training | Policy ECY03 aims to increase local employment opportunities. |

| **Main Modification Reference** | **Local Plan Policy Ref** | **Local Plan Policy Title** | **Local Plan Policy Summary** |
| --- | --- | --- | --- |
| MM64 | ECC01 | Mitigating Climate Change | Policy ECC01 seek to minimise Barnet’s contribution to climate change and ensure that the Brough develops in a way which respects environmental limits and improves quality of life. |
| MM65 | ECC02 | Environmental Considerations | Policy ECC02 sets out environmental considerations that will be taken into account when assessing development proposals, including air pollution and noise levels, water infrastructure and quality. |
| MM66 | ECC02A | Water Management | Policy ECC02A seeks to mitigate against flooding and puts measures in place to protect/enhance the overall water environment in Barnet. |
| MM67 | ECC03 | Dealing with Waste | Policy ECC03 encourages sustainable waste management |
| MM68 | ECC04 | Barnet’s Parks and Open Spaces | Policy ECC04 seeks to maximise the benefits of open space in Barnet and improve green infrastructure. |
| MM69 | ECC05 | Green Belt and Metropolitan Open Land | Policy ECC05 sets out a range of criteria for development on the green belt and seeks to protect MOL from inappropriate development |
| MM70 | ECC06 | Biodiversity | Policy ECC06 seeks to protect, enhance or create biodiversity in development through a range of measures, which may indirectly benefit biodiversity through habitat creation |
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| **Main Modification Reference** | **Local Plan Policy Ref** | **Local Plan Policy Title** | **Local Plan Policy Summary** |
| --- | --- | --- | --- |
| MM71 | TRC01 | Sustainable and Active Travel | Policy TRC01 promotes a more sustainable travel network. |
| MM72 | TRC02 | Transport Infrastructure | Policy TRC02 promotes the delivery of new transport infrastructure to support the travel needs of a growing population and sets out specific pieces of transport infrastructure that will be delivered throughout the plan period. |
| MM73 | TRC03 | Parking Management | Policy TRC03 aims to control parking |
| MM74 | TRC04 | Digital Communication and Connectivity | Policy TRC04 sets out how development should provide communication and utilities infrastructure |

| 1. **Supporting evidence**   **What existing data informs your assessment of the impact of the proposal on protected groups of service users and/or staff?**  *Identify the main sources of evidence, both quantitative and qualitative, that supports your analysis* | | | |
| --- | --- | --- | --- |
| **Protected group** | **What does the data tell you?**  *Provide a summary of any relevant demographic data about the borough’s population* | | **What do people tell you?**  *Provide a summary of relevant consultation and engagement including surveys and other research with stakeholders* |
| **Age** | Data source: [ONS mid-year estimates of the population](https://www.ons.gov.uk/peoplepopulationandcommunity/populationandmigration/populationestimates/datasets/populationestimatesforukenglandandwalesscotlandandnorthernireland) or [Census Maps 2021 ONS](https://www.ons.gov.uk/census/maps/choropleth/population?lad=E09000003) 30-44 year groups are the largest cohorts for both female and male residents.  For children, whilst the 15-29 cohort is the smallest, the youngest three cohorts are successively smaller, with there being over 1,000 less 0-4 years than 5-9 years. Barnet has twice as many female residents that are 90+ than male residents.  Chart, bar chart  Description automatically generated  Male   |  |  | | --- | --- | | Age | **All** | | 90+ | **3,372** | | 85-89 | **5,119** | | 80-84 | **7,341** | | 75-79 | **10,461** | | 70-74 | **14,361** | | 65-69 | **15,447** | | 60-64 | **19,140** | | 55-59 | **22,874** | | 50-54 | **25,645** | | 45-49 | **27,469** | | 40-44 | **30,088** | | 35-39 | **30,789** | | 30-34 | **30,175** | | 25-29 | **28,044** | | 20-24 | **22,398** | | 15-19 | **21,463** | | 10-14 | **25,808** | | 5-9 | **25,252** | | 0-4 | **24,106** |   Female | | The [ONS mid-year estimates of the population](https://www.ons.gov.uk/peoplepopulationandcommunity/populationandmigration/populationestimates/datasets/populationestimatesforukenglandandwalesscotlandandnorthernireland) or [Census Maps 2021 ONS](https://www.ons.gov.uk/census/maps/choropleth/population?lad=E09000003) has been used to update the baseline data on demographics. This differs from the original EQIA for the regulation 19 new local plan which used Census data from 2011.  Local Plan policies consider the needs of older people; for example, policies such as HOU02, CDH01, CDH02 and CDH03 seek to ensure housing and the built environment is accessible, adaptable and provides a range of different housing sizes and types of accommodation that are considered beneficial for older people. Policy HOU04 also highlights the Borough’s requirements for residential care provision. These policies are therefore considered to have positive impacts.  Older people tend to make fewer and shorter journeys and may be more dependent on public transport. Therefore, transport policies which seek to ensure improvements to public transport and interchange facilities will benefit this group, and town centres policies which protect shops and services close to homes will be beneficial in terms of ensuring easy access for the elderly to shopping and other facilities, including day to day needs, as well as cultural and entertainment facilities locally.  Older people may also experience mobility difficulties and therefore policies which seek to protect local character such as the heritage policy may conflict with the needs of older people in relation to adaptation to improve accessibility for all.  With reference to young people, policies which encourage sport and physical activity including access to public open space, play space, are considered to be an important asset to meet the needs of this group. Young people are particularly encouraged to engage in healthier lifestyles, although it is noted that this will also be beneficial for all members of the community. Policy CHW01 is considered to be beneficial to this group as it promotes community facilities that young people can use and seeks to ensure that programmes for capital investment in schools and services for young people addresses the needs of a growing, more diverse and increasingly younger population |
| **Disability** | [Census Maps Census 2021 – Health - Disability, ONS](https://www.ons.gov.uk/census/maps/choropleth/health?lad=E09000003) (age-standardised) 14.2% of people in Barnet are disabled under the equality act:  --- of which 6.4% day-to-day activities limited a lot (2nd lowest quintile) --- of which 7.8% day-to-day activities limited a little (lowest quintile) 85.8% of people in Barnet are not disabled under the equality act (highest quintile) | | The [ONS mid-year estimates of the population](https://www.ons.gov.uk/peoplepopulationandcommunity/populationandmigration/populationestimates/datasets/populationestimatesforukenglandandwalesscotlandandnorthernireland) or [Census Maps 2021 ONS](https://www.ons.gov.uk/census/maps/choropleth/population?lad=E09000003) has been used to update the baseline data on demographics. This differs from the original EQIA for the regulation 19 new local plan which used Census data from 2011.  In terms of physical or sensory disability, the design of the built environment is important for helping people to move around easily. Policies under character, design and heritage consider the needs of the disabled population and specifically state that the design of the built environment should be inclusive and accessible. However, there is potential for conflict between making accessibility improvements and preserving/enhancing historic features on designated assets within the Borough.  Policy CDH02 sets out Inclusive Design and Access Standards and clearly states that all new dwellings should meet Building Regulation M4 (2) for ‘accessible and adaptable dwellings’. One new dwelling in 10 should meet Building Regulation M4 (3) for ‘wheelchair user dwellings’.  Policies under Community Uses, Health and Wellbeing promote inclusive community infrastructure that provides access for all, and also encourage new community uses in town centres and local centres which makes them more accessible to all groups but particularly those with mobility issues.  Policies which seek to guide development to areas accessible by public transport could benefit people with physical disabilities, making it easier for them to access facilities within their local area. Policies which would result in improvements to accessibility of transport facilities and interchange arrangements are also considered to benefit disabled people, improving accessibility and promoting social inclusion. The parking standards policy TRC03 considers the need for provision of adequate disabled parking.  Data from the Equalities and Human Rights Commission has shown that disabled people have much lower employment rates and are more likely to be economically inactive than non-disabled people. In 2018, the total employment rate was 51% among disabled people compared to 81% among non-disabled people. Employment policies may facilitate employment growth or provide opportunities for starting businesses that will be beneficial to this group at a local level. |
| **Gender**  **reassignment** | [Gender identity - Census Maps, ONS](https://www.ons.gov.uk/census/maps/choropleth/identity/gender-identity/gender-identity-4a/gender-identity-different-from-sex-registered-at-birth?lad=E09000003) 2021   |  |  |  |  | | --- | --- | --- | --- | | **Gender identity of people aged 16 years and over** | **All-Barnet** | **Highest MSOA** | **Lowest MSOA** | | Gender identity the same as sex registered at birth | 90.93%  (2nd lowest quintile) | Totteridge and Barnet Gate (93.25%)  East Finchley (93.25).  Oak Hill (93.19%)  New Barnet West (93.18%) all in the middle quintile | Golders Green North (85.58%), Burnt Oak & Watling Park (88.12%), Brent Cross and Staples Corner (88.27 all in the bottom quintile | | Gender identity different from sex | 0.82%  (middle quintile) | North Finchley (2.16%), Brent Cross & Staples Corner (1.76%) & Mill Hill Broadway (1.41) all in 2nd highest quintile. | Totteridge and Barnet Gate (0.25%), West Finchley (0.31%), Hampstead Garden Suburb (0.35), Oakleigh Park (0.38) Oak Hill(0.38%), all in the bottom quintile | | Not answered | 8.25%  (middle quintile) | Golders Green North (13.62%) Hendon Park (10.93%) Burnt Oak and Watling (10.49%) all in 2nd highest quintile. | New Barnet West (5.94%) East Finchley (6.25%) Hadley Wood (6.27%) all in the second lowest quintile |  |  |  | | --- | --- | | **Gender identity of people aged 16 years and over** | **All-Barnet** | | Gender identity the same as sex registered at birth | 90.93% (second lowest quintile) | | Gender identity different from sex registered at birth no specific identity | 0.44% (second highest quintile) | | Trans woman | 0.15% (second highest quintile) | | Transman | 0.15% (second highest quintile) | | Non-binary | 0.05% (second lowest quintile) | | All other gender identities | 0.04% (second lowest quintile) | | Not answered | 8.25% (highest quintile) | | | In relation to transgender people, it is known that members of the Trans community experience disproportionate levels of discrimination, harassment and abuse and therefore policies such as CDH03, CHW03 and TRC04 which encourage feelings of safety and security, as mentioned above, will be beneficial. It is also known that finding and retaining work is difficult for the Trans community so employment policies may facilitate employment or provide opportunities for starting businesses may be beneficial to this group |
| **Marriage and Civil Partnership** | [Legal partnership status – Census Maps, ONS](https://www.ons.gov.uk/census/maps/choropleth/population/legal-partnership-status?lad=E09000003) 47.2% of people aged 16 years and over in Barnet are married or in a registered civil partnership (2nd highest quintile), 52.8% have another status (2nd lowest quintile) | | The [ONS mid-year estimates of the population](https://www.ons.gov.uk/peoplepopulationandcommunity/populationandmigration/populationestimates/datasets/populationestimatesforukenglandandwalesscotlandandnorthernireland) or [Census Maps 2021 ONS](https://www.ons.gov.uk/census/maps/choropleth/population?lad=E09000003) has been used to update the baseline data on demographics. This differs from the original EQIA for the regulation 19 new local plan which used Census data from 2011.  It is noted that housing policies such as HOU01, HOU02, HOU03, and HOU05 that support the delivery of housing of different sizes, types and tenures, may be of particular benefit to couples who are married and in civil partnerships as their status may require larger properties as the quantum of people within the family increases or decreases at different stages of their lives.  The remainder of the Local Plan policies are considered to have a neutral impact on this equality group. |
| **Pregnancy and Maternity** | [Conception and fertility rates - Office for National Statistics (ons.gov.uk)](https://www.ons.gov.uk/peoplepopulationandcommunity/birthsdeathsandmarriages/conceptionandfertilityrates)  There is no local data available on child bearing and births within Barnet. | | Pregnant women and parents of young children may have specific housing needs due to reduced mobility and the need for additional space requirements associated with the care of young children. Housing policies in the Local Plan seek to ensure an appropriate mix of housing which could be beneficial to pregnant women and parents by offering housing choices.  Women may also be pregnant and/or accompanied by children, perhaps in buggies. Therefore, the transport policies which seek improvements to public transport accessibility and interchanges are likely to benefit women and other groups who do not have access to a car |
| **Race/**  **Ethnicity** | [Ethnic group - Census Maps, ONS](https://www.ons.gov.uk/census/maps/choropleth/identity/ethnic-group?lad=E09000003)   |  |  |  |  | | --- | --- | --- | --- | | **Race/**  **Ethnicity** | **All-Barnet** | **Highest MSOA** | **Lowest MSOA** | | Asian, Asian British | 19.3%  (middle quintile) | Colindale West &South (36.7%) Colindale East (30.0%) West Hendon (29.6%) | Hampstead Garden Suburb (11.2%) Hadley Wood (11.2%) High Barnet & Hadley (11.6%) | | Black, Black British, Caribbean or African | 7.9%  (middle quintile) | Grahame Park (23.6%) Burnt Oak& Watling Park(16.2%) Mill Hill Broadway (14.7) | Hampstead Garden Suburb (2.5%) Golders Green North (2.9%) Golders Green South (3.5%) | | Mixed or Multiple ethnic groups | 5.4%  (2nd highest quintile) | Colney Hatch (7.6%) New Barnet Town & East Barnet (7.5%) Brent Cross Staples Corner (7.2%) | Golders Green North (2.5%) Hendon Park (3.0%) Edgware Park (3.6%) | | White | 57.7%  (2nd lowest quintile) | High Barnet & Hadley (73.6%)  Hadley Wood (70.3%) Oak Hill (69.7%) | Colindale West & South (36.1%) Grahame Park (36.3%) Colindale East (39.8%) | | Other ethnic group | 9.8% ( highest quintile) | North Cricklewood (18.2%) Brent Cross & Staples Corner (15.7%) North. Hendon & uSunny Hill (13.8%) | High B& Hadley (4.6%) Hadley Wood (5.2%) Ducks Is.& Underhill (6.1%) | |  |  |  |  | | | The [ONS mid-year estimates of the population](https://www.ons.gov.uk/peoplepopulationandcommunity/populationandmigration/populationestimates/datasets/populationestimatesforukenglandandwalesscotlandandnorthernireland) or [Census Maps 2021 ONS](https://www.ons.gov.uk/census/maps/choropleth/population?lad=E09000003) has been used to update the baseline data on demographics. This differs from the original EQIA for the regulation 19 new local plan which used Census data from 2011.  There are variations in ethnic diversity between Barnet’s wards. Grahame Park, Burnt Oak and Mill Hill Broadway have higher proportions of people from BAME populations. Research has shown that people from BAME backgrounds are more likely to have difficulty accessing suitable housing or are more likely to be living in dwellings unsuitable for their needs. In addition, there is a higher proportion of BAME groups that live in the private rented sector. BAME minorities are also over-represented in social housing relative to general population levels. 20.7% of all socially rented housing is rented to black ethnicities, markedly higher than the 7.7% of the population in Barnet that describe themselves as black. This is also true of the mixed ethnic group, who rent 8.0% of all socially rented housing compared to a population share of 4.8%. Housing policies seek to ensure a suitable mix of housing and tenure that reflects local need, including the provision of additional family sized dwellings across all tenures. This is considered to provide potential benefits to BAME communities, some of which tend to have larger family sizes and may be housed in unsuitably sized accommodation.  In addition, it is recognised that ethnic minority BAME groups generally have more health issues than the overall population, although some groups fare much worse than others. Evidence suggests that much of the variation in self reported health issues between and within BAME groups can be explained by differences in socio-economic status. . Policies under Community Uses, Health and Wellbeing are considered to impact positively on all groups, but particularly race as they will encourage adequate provision of services and facilities and infrastructure to meet community needs and promote healthier lifestyles.  Furthermore, data shows that there are higher unemployment rates among BAME groups, particularly amongst Black, Pakistani and Bangladeshi ethnicities. In addition, evidence shows that London has a high proportion of SME’s and micro businesses that are BAME owned enterprises. Policies under Economy will be beneficial to this group as they promote affordable workspace and increase job opportunities |
| **Religion or belief** | [Religion - Census Maps, ONS](https://www.ons.gov.uk/census/maps/choropleth/identity/religion/religion-tb/no-religion?lad=E09000003)   |  |  |  |  |  | | --- | --- | --- | --- | --- | | **Faith** | **All-Barnet** | **Highest MSOA** | **Lowest MSOA** | | |  |  |  |  | | | No religion | 20.2% (2nd lowest quintile) | East Finchley (36.2%) High Barnet & Hadley (32.6%) Hadley Wood (32.5%) | Golders Green North (8.9%) Edgware Park (9.1%) Edgware Central. (10.8%) | | | Christian | 36.6% ( 2nd lowest quintile) | Oak Hill (48.9%) Ducks Is.& Underhill (48.1%) New Barnet Town & East Barnet (47.9%) | Golders Green North (14.7%) Hampstead Garden Suburb (19.6%) Edgware Park (21.9%) | | | Buddhist | 1.1% (middle quintile) | Burnt Oak& Watling Park (2.6%) West Finchley (2.2%) Golders Green South (1.8%) | Oak Hill (0.4%) Hendon Park (0.5%) Edgware Park (0.5%) | | | Hindu | 5.7%  (2nd lowest quintile) | Colindale West &South (10.5%) Edgware Park (10.3%) West Hendon (10.4%) | Golders Green North (2.9%) Hampstead Garden Suburb (2.9%) Childs Hill (3.1%) | | | Jewish | 14.5%  (*2nd after Hertsmere*) | Golders Green North (53.1%) *2nd after Broughton Park*  Hampstead Garden Suburb(42.9%) Hendon Park (43.9%) | Burnt Oak& Watling Park (0.9%) Colindale West &South (1.0%) Grahame Park (1.4%) | | Muslim | 12.2%  (2nd lowest quintile) | Brent Cross& Staples Corner (27.1%) Grahame Park (26.8%) Colindale West &South (25.0%) | Hadley Wood (5.5%) High Barnet & Hadley (5.6%) Golders Green North (5.9%) | | | Sikh | 0.4% (lowest quintile) | West Finchley (2.0%) Friern Barnet (1.0%) Totteridge& Barent Gate (0.9%) | Edgware Central. (0.1%) Brent Cross & Staples Corner (0.1%) Temple Fortune (0.1%) Ducks Island & Underhill (0.1%) | | | Other religion | 1.3% (middle quintile) | West Finchley (3.2%) Edgware Park (2.9%) North Finchley (2.6%) Woodside Park (2.6%) | Grahame Park (0.6%) Hendon Park (0.6%) Golders Green North (0.6%) | | | No answer given | 8.0%  (2nd highest quintile) | Golders Green North (13.2%)  Golders Green South (10.4%)  Hendon Park (10.4%) | Hadley Wood (7%)  New Barnet Town and East Barnet (7%)  New Barnet West (7%)  Ducks Island and Underhill (7%) | | | The [ONS mid-year estimates of the population](https://www.ons.gov.uk/peoplepopulationandcommunity/populationandmigration/populationestimates/datasets/populationestimatesforukenglandandwalesscotlandandnorthernireland) or [Census Maps 2021 ONS](https://www.ons.gov.uk/census/maps/choropleth/population?lad=E09000003) has been used to update the baseline data on demographics. This differs from the original EQIA for the regulation 19 new local plan which used Census data from 2011.  The community facilities policies seek to ensure provision of facilities to meet people’s needs and this includes faith facilities and religious meeting places, therefore policy CHW01 seeks the enhancement and replacement of existing facilities where there is an identified need to benefit religious groups. The remainder of the Local Plan policies are considered to have a neutral impact on religious or faith groups. | |
| **Sex** | [Sex-Census Maps, ONS 2021](https://www.ons.gov.uk/census/maps/choropleth/population/sex/sex/female?lad=E09000003)   |  |  |  |  | | --- | --- | --- | --- | | **Sex** | **All-Barnet** | **Highest MSOA** | **Lowest MSOA** | | Female | 51.6%  (2nd highest quintile) | Temple Fortune (53.2%) Hampstead Garden Suburb (53.1%) East Finchley (52.8%) | Golders Green North (49.7%) Colindale West &South (50.1%) Hendon Park (50.5%) North. Hendon& Sunny Hill (50.5%) | | Male | 48.4%  (2nd lowest quintile) | Golders Green North (50.3%) Colindale West &South (49.9%) Hendon Park (49.5%) North. Hendon& Sunny Hill (49.5%) | Temple Fortune (46.8%) Hampstead Garden Suburb (46.9%) Oakleigh Park (47.5%) Copthall & Downage 47.5% | | | The [ONS mid-year estimates of the population](https://www.ons.gov.uk/peoplepopulationandcommunity/populationandmigration/populationestimates/datasets/populationestimatesforukenglandandwalesscotlandandnorthernireland) or [Census Maps 2021 ONS](https://www.ons.gov.uk/census/maps/choropleth/population?lad=E09000003) has been used to update the baseline data on demographics.  The demographic data from 2021 census, shows that women have a longer life expectancy than men. This is likely to have implications for the health of the female population of the Borough. For example, there is a higher proportion of women in the borough who suffer from circulatory and respiratory diseases. In addition, there is a higher proportion of women across all age groups, but particularly in those aged 75+ who have been diagnosed with dementia. These specialist needs will require access to appropriate care services and specialist housing that supports independent living. Housing polices such as HOU04, CDH02 and CHW02 are considered to be beneficial to this group.  Car ownership is lower amongst women than men, therefore, women are more likely to travel by public transport, particularly buses, to access local services. Therefore, draft transport policies which seek to make improvements to public transport and support the healthy streets approach to encourage active travel will benefit this group and other groups |
| **Sexual Orientation** | [Sexual orientation-Census Maps ONS 2021](https://www.ons.gov.uk/census/maps/choropleth/identity/sexual-orientation/sexual-orientation-6a/straight-or-heterosexual?lad=E09000003)   |  |  |  |  | | --- | --- | --- | --- | | **Sexual orientation of people aged 16 years and over** | **All-Barnet** | **Highest MSOA** | **Lowest MSOA** | | Straight or Heterosexual | 87.27%  (middle quintile) | Totteridge & Barnet Gate (90.81%) Mill Hill Oak (89.98%) Edgware Park (89.90%) | Golders Green North (80.90%) Golders Green South (83.82%) Temple Fortune (83.88%) | | Lesbian, Gay, Bisexual, or Other (LGB+) | 2.79%  (2nd lowest quintile) | East Finchley (5.18%) Golders Green South (4.75%) Colindale West &South (4.59%) Childs Hill (4.59%) | Edgware Park (1.42%) Totteridge & Barnet Gate (1.43%) Mill Hill Park (1.68%) | | Not answered | 9.94%  (middle quintile) | Golders Green North (16.90%) Temple Fortune (13.17%) Hendon Park (12.74%) | New Barnet West (7.63%) Totteridge & Barnet Gate (7.76%) Oakleigh Park (8.00%) | |  |  |  |  | | | The [ONS mid-year estimates of the population](https://www.ons.gov.uk/peoplepopulationandcommunity/populationandmigration/populationestimates/datasets/populationestimatesforukenglandandwalesscotlandandnorthernireland) or [Census Maps 2021 ONS](https://www.ons.gov.uk/census/maps/choropleth/population?lad=E09000003) has been used to update the baseline data on demographics.  Members of the LGBTQ+ other community experience disproportionate levels of discrimination, harassment and abuse and therefore policies such as CDH03, CHW03 and TRC04 which encourage feelings of safety and security, as mentioned above, will be beneficial.  For the LGBTQ+ group as a whole, some policies within the Local Plan are considered to have a positive impact, for example the local character and design quality as well as design policies to encourage natural surveillance and appropriate lighting levels, which could potentially help members of the LGBTQ+ group to feel safe. In addition, the community facilities policies encourage access for all and inclusivity within community facilities, which is considered to be beneficial for the LGBTQ+ group.  In relation to transgender people, it is known that members of the Trans community experience disproportionate levels of discrimination, harassment and abuse and therefore policies such as CDH03, CHW03 and TRC04 which encourage feelings of safety and security, as mentioned above, will be beneficial. It is also known that finding and retaining work is difficult for the Trans community so employment policies may facilitate employment or provide opportunities for starting businesses may be beneficial to this group |
| **Other relevant groups 1.**  **Are there any other vulnerable groups that might be affected by the proposal?**  **These could include carers, people in receipt of care, lone parents, people with low incomes or**  **unemployed** | e.g. [Proficiency in English language - Census Maps, ONS](https://www.ons.gov.uk/census/maps/choropleth/identity/proficiency-in-english-language?lad=E09000003)   |  |  |  |  | | --- | --- | --- | --- | | **Proficiency in English Language of people aged 3 years and over** | **All-Barnet** | **Highest MSOA** | **Lowest MSOA** | | Main language is English | 77.1% (2nd lowest quintile) | Totteridge and Barnet Gate (88.0%)  High Barnet and Hadley (87.8%)  Oak Hill (87.6%) | Colindale East (60.3%)  Colindale West and South (62.4%)  West Hendon (63%) | | Main language is not English – can speak English well or very well | 18.8% (2nd highest quintile) | Colindale East (31.8%)  Colindale West and South (31%)  West Hendon (29.9%) | High Barnet and Hadley (10.3%)  Oak Hill (10.4%)  Totteridge and Barnet Gate (10.4%) | | Main language is not English – cannot speak English or cannot speak English well | 4.1% (middle quintile) | Colindale East (7.8%) West Hendon (7.0%) Brent Cross& Staples Corner(6.9%) | Totteridge and Barnet Gate (1.6%)  High Barnet and Hadley (1.9%)  Hampstead Garden Suburb (2.0%)  Oak Hill (2.0%) |   [Census 2021 Provision of unpaid care](https://www.ons.gov.uk/census/maps/choropleth/health/provision-of-unpaid-cared/is-carer-5a/provides-no-unpaid-care?lad=E09000003)   |  |  | | --- | --- | | **Provision of unpaid care for people aged 5 years and over** | **All-Barnet** | | Provides no unpaid care | 91.6%  2nd highest quintile | | Provides 19 or less hours unpaid care a week | 4.5%  middle quintile | | Provides 20-49 hours unpaid care week | 1.7%  2nd lowest quintile | | Provides 50 or more hours unpaid care a week | 2.2%  Lowest quintile |   Lone Parents  Data source: [How life has changed in Barnet: Census 2021 (ons.gov.uk)](https://www.ons.gov.uk/visualisations/censusareachanges/E09000003/)  12.2% of households in barnet are single family lone parent households    People with low incomes or unemployed  There is no available data for this category  Young people in care  There is no available data for this category | | English as a second language  The [ONS mid-year estimates of the population](https://www.ons.gov.uk/peoplepopulationandcommunity/populationandmigration/populationestimates/datasets/populationestimatesforukenglandandwalesscotlandandnorthernireland) or [Census Maps 2021 ONS](https://www.ons.gov.uk/census/maps/choropleth/population?lad=E09000003) has been used for the baseline data on demographics. The previous EqIA did not consider this group.  No additional impacts are expected to people where English is their second language other than positive impacts that apply to all individuals. This applies throughout the EqIA.  Carers  The [ONS mid-year estimates of the population](https://www.ons.gov.uk/peoplepopulationandcommunity/populationandmigration/populationestimates/datasets/populationestimatesforukenglandandwalesscotlandandnorthernireland) or [Census Maps 2021 ONS](https://www.ons.gov.uk/census/maps/choropleth/population?lad=E09000003) has been used for the baseline data on demographics. The Reg 19 EqIA did not consider this group.  HOU01 seeks to maximise the delivery of affordable housing in accordance with the London Plan and HOU02 which ensures that an appropriate mix of housing is delivered to support different needs. This is likely to positively benefit carers who may need to work part time in order to effectively deliver caring responsibilities.  HOU02 will be beneficial to carers as it will provide more choice of housing sizes for carers who may need to explore new housing accommodation to adapt to their caring responsibilities.  HOU04 supports proposals enabling improved housing choice for older people and for those with social care and health support needs. This will also be beneficial to carers should their circumstances change and need to obtain access to specialist housing for their dependents with specialist needs.  People in receipt of care  There is no local data available for this group. The Reg 19 EqIA did not consider this group.  Dependent on the level of care a person is in receipt of, as well as their ability to live independently, HOU01 is likely to have a positive impact on individuals in receipt of care as those that are able to work but may work part time or receive a reduced income would benefit from the availability of more affordable homes.  HOU04 will be of particular benefit to those receiving care as it seeks to support those with social care and health support needs to live as independently as possible, by ensuring that they are well-connected in terms of contributing to an inclusive neighbourhood, having access to relevant facilities, community infrastructure and health care, and being well served by public transport  If individuals who are in receipt of care have physical or sensory disability, the design of the built environment is important for helping people to move around easily. Policies under character, design and heritage consider the needs of the disabled population and specifically state that the design of the built environment should be inclusive and accessible. However, there is potential for conflict between making accessibility improvements and preserving/enhancing historic features on designated assets within the Borough.  Policy CDH02 which clearly sets out Inclusive Design and Access Standards. It helps to ensure that new dwellings are accessible and adaptable, making it clear that one new dwelling in 10 should meet Building Regulation M4 (3) for ‘wheelchair user dwellings’. This will also be beneficial to individuals in receipt of care with physical disabilities.  Lone Parents  HOU01 will be particularly beneficial to lone parents that are more likely to be reliant on a single income and at different stages may be required to work part time.  Ensuring that a variety of genuinely affordable housing choices are available for people at different stages of their lives including those on lower or average incomes will be particularly beneficial for this key group.  HOU02 is also likely to be beneficial to lone parents in ensuring that there is a variety of choice in sizes, be it smaller or larger to accommodate their needs for their family.  People with low incomes or unemployed  Policies seeking to deliver good growth in terms of jobs, will likely positively benefit those who are unemployed, by seeking to increase the provision of new jobs.  Policies under Economy will also be beneficial to this group as these seek to increase local access to job opportunities. Policy ECY03 particularly seeks to ensure a skilled workforce, and promotes economic and social inclusion in Barnet ensuring that residents seeking work have the right skills and opportunities to gain employment. The policy also seeks to address skills deficiency between the Borough’s employers and the local community by seeking contributions towards local employment training programmes. This will be particularly beneficial to those who are unemployed who are seeking job opportunities .  Policy HOU01 which seeks to maximise the provision of affordable housing in accordance with the London Plan will be beneficial to people on low incomes particularly with regard to ‘Affordable Rent’ provision which is housing specifically provided for individuals on low income.  Young people in Care  The Council retains a responsibility for young people (of up to 25 years) with special educational needs and disabilities. HOU04 which seeks to provide vulnerable residents with a housing choice; will be particularly beneficial to young people in care. |

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| 1. **Assessing impact**   **What does the evidence tell you about the impact your proposal may have on groups with protected characteristics?** | | | | | |
| **Policy BSS01 – Spatial Strategy for Barnet**  **MM9** | | | | | |
| **MM09 provides further clarification on requirements for new homes, the role of Brent Cross Growth Area in delivering office and retail space together with the role of town centres in delivering main town centre uses (offices, retail and leisure) as well as setting out approach to intensifying use of employment land. BSS01 better reflects a strategic approach to climate change that is consistent with the NPPF.** | | | | | |
| **Protected characteristic** | For **each** protected characteristic, explain in detail what the evidence is suggesting and the impact of your proposal (if any). Is there an impact on service deliver? Is there an impact on customer satisfaction?  Click the appropriate box on the right to indicate the outcome of your analysis. | Positive impact | **Negative**  **impact** | | No impact |
| Minor | Major |
| **Age** | In providing further clarification on the requirements for new homes, and the role of Brent Cross Growth area in delivering employment and infrastructure this will have a positive impact for all age groups.  As population increases, so does demand for housing, employment and infrastructure.  In providing a more strategic approach to climate change, this will have positive impact on not only current generations but future generations positively benefiting both younger and older generations. This may particular benefit the elderly who may be more susceptible to health conditions. |  |  |  |  |
| **Disability** | In providing a more strategic approach to climate change, this may have positive impact on people with disabilities who may be more susceptible to health conditions |  |  |  |  |
| **Gender**  **reassignment** | The main modifications to policy BSS01 will have no additional impact on individuals who have a different gender identity from their sex registered at birth. |  |  |  |  |
| **Marriage and Civil Partnership** | The main modifications to policy BSS01 will have no additional impact on individuals who are married or in a civil partnership. |  |  |  |  |
| **Pregnancy and Maternity** | In providing a more strategic approach to climate change, this may have a positive impact on groups such as pregnancy and maternity who may be more susceptible to health conditions. |  |  |  |  |
| **Race/**  **Ethnicity** | In providing a more strategic approach to climate change, this may have a positive impact on individuals from bame groups who are more likely to suffer health inequalities |  |  |  |  |
| **Religion or belief** | The main modifications to policy BSS01 will have no additional impact on any individual belonging to a particular religion or holding certain beliefs. |  |  |  |  |
| **Sex** | The main modifications to policy BSS01 will have no additional impact on any individual belonging to a particular sex |  |  |  |  |
| **Sexual Orientation** | The main modifications to policy BSS01 will have no additional impact on any individual with a particular sexual orientation |  |  |  |  |

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| 1. **Other key groups**   **Are there any other vulnerable groups that might be affected by the proposal?**  ***These could include carers, people in receipt of care, lone parents, people with low incomes or unemployed*** | | Positive impact | **Negative**  **impact** | | No impact |
| Minor | Major |
| **Key groups** | Carers  The main modifications to policy BSS01 will have no additional impact to this group |  |  |  |  |
|  | People in receipt of care  The main modifications to policy BSS01 will have no additional impact to this group |  |  |  |  |
|  | Lone parents  The main modifications to policy BSS01 will have no additional impact to this group |  |  |  |  |
|  | People with low incomes or unemployed  The main modifications to policy BSS01 provides further clarification on the role of Brent Cross Growth area in delivering employment and infrastructure. This will be of particular benefit for active job seekers as this will support economic growth |  |  |  |  |
|  | Young people in care  The main modifications to policy BSS01 will be of particular benefit for young active job seekers, as this will support economic growth |  |  |  |  |

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| 1. **Assessing impact**   **What does the evidence tell you about the impact your proposal may have on groups with protected characteristics?** | | | | | |
| **Policy GSS01 – Delivering sustainable growth**  **MM13** | | | | | |
| **MM13 further clarifies approach on economic growth including locations and targets for new jobs, new public transport infrastructure, locations for delivery of new homes (including Build to Rent, Self-build and Custom House building) and the importance of the design led approach.**  **Provides clarification on the types of infrastructure that are required to support growth**  **Also clarifies revised targets for new homes** | | | | | |
| **Protected characteristic** | For **each** protected characteristic, explain in detail what the evidence is suggesting and the impact of your proposal (if any). Is there an impact on service deliver? Is there an impact on customer satisfaction?  Click the appropriate box on the right to indicate the outcome of your analysis. | Positive impact | **Negative**  **impact** | | No impact |
| Minor | Major |
| **Age** | In providing further clarification on locations and targets for new jobs and homes this will have a positive impact on both older and younger individuals  As population increases, so does demand for housing, employment and infrastructure.  Although some locations experience a reduction in the initial housing numbers proposed originally the main modification continues to support new homes.  In providing new public transport infrastructure this will have a positive impact on older people to provide better accessibility and mobility to access services. |  |  |  |  |
| **Disability** | In providing new public transport infrastructure with good accessibility, the main modifications to GSS01 will have a positive impact older people to provide better accessibility and mobility to access services. |  |  |  |  |
| **Gender**  **reassignment** | The main modifications to policy GSS01 will have no additional impact on individuals who have a different gender identity from their sex registered at birth. |  |  |  |  |
| **Marriage and Civil Partnership** | The main modifications to policy GSS01 will have no additional impact on individuals who are married or in a civil partnership. |  |  |  |  |
| **Pregnancy and Maternity** | The main modifications to policy GSS01 in providing new public transport infrastructure could have a positive impact to individuals during pregnancy and maternity to provide improved accessibility for services without the need for a car. |  |  |  |  |
| **Race/**  **Ethnicity** | The main modifications to policy GSS01 will have no additional impact on any individual from a particular race or ethnicity. |  |  |  |  |
| **Religion or belief** | The main modifications to policy GSS01 will have no additional impact on any individual belonging to a particular religion or holding certain beliefs. |  |  |  |  |
| **Sex** | The main modifications to policy GSS01 will have no additional impact on any individual belonging to a particular sex |  |  |  |  |
| **Sexual Orientation** | The main modifications to policy GSS01 will have no additional impact on any individual with a particular sexual orientation |  |  |  |  |

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| 1. **Other key groups**   **Are there any other vulnerable groups that might be affected by the proposal?**  ***These could include carers, people in receipt of care, lone parents, people with low incomes or unemployed*** | | | Positive impact | **Negative**  **impact** | | No impact |
| Minor | Major |
| **Key groups** | Carers  The main modifications to policy GSS01 will have no additional impact to this group |  |  |  |  |
|  | People in receipt of care  The main modifications to policy GSS01 will have no additional impact to this group |  |  |  |  |
|  | Lone parents  The main modifications to policy GSS01 in providing new public transport infrastructure could have a positive impact for lone parents by improving accessibility for services without the need for a car. |  |  |  |  |
|  | People with low incomes or unemployed  The main modifications to policy GSS01 provides further clarification on locations and targets for new jobs, this could contribute positively to further foster sustainable economic growth through the provision of additional jobs for the unemployed. |  |  |  |  |
|  | Young people in care  The main modifications to policy GSS01 will be of particular benefit for young active job seekers, as this will support economic growth |  |  |  |  |

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| 1. **Assessing impact**   **What does the evidence tell you about the impact your proposal may have on groups with protected characteristics?** | | | | | |
| **GSS02 Brent Cross Growth Area**  **MM15** | | | | | |
| **MM15 further clarifies the uses of land in the new Metropolitan Town Centre with greater emphasis on the design led approach. It clarifies how development will be expected to contribute to restoration of River Brent and improve connections to Welsh Harp and West Hendon Playing Fields. It also further clarifies transport improvements and how infrastructure will be funded. It also clarifies how progress of regeneration will be monitored.**  **Also clarifies revised targets for new homes** | | | | | |
| **Protected characteristic** | For **each** protected characteristic, explain in detail what the evidence is suggesting and the impact of your proposal (if any). Is there an impact on service deliver? Is there an impact on customer satisfaction?  Click the appropriate box on the right to indicate the outcome of your analysis. | Positive impact | **Negative**  **impact** | | No impact |
| Minor | Major |
| **Age** | In providing further clarification on how development in this location will contribute to the restoration of the River Brent, improve connections between open spaces, as well as contribute to transport improvements, this will have a positive impact on all age groups through providing open spaces which provide opportunities to meet and socialise for older people as we well as access for physical and recreational activities for younger people.  Although some locations experience a reduction in the initial housing numbers proposed originally the main modification continues to support new homes  In supporting more active travel, the main modification will also have positive benefits in terms of health in terms enabling more exercise which can benefit young and both older individuals. |  |  |  |  |
| **Disability** | The main modification to GSS02 continues to support provision for improved public transport infrastructure, this will have a positive impact for individuals with physical disabilities in enabling better accessibility and mobility to access services. |  |  |  |  |
| **Gender**  **reassignment** | The main modifications to policy GSS02 will have no additional impact on individuals who have a different gender identity from their sex registered at birth. |  |  |  |  |
| **Marriage and Civil Partnership** | The main modifications to policy GSS02 will have no additional impact on individuals who are married or in a civil partnership. |  |  |  |  |
| **Pregnancy and Maternity** | The main modification to GSS02 continues to support provision for improved public transport infrastructure and more active travel, this could have a positive impact to individuals during pregnancy and maternity to provide improved accessibility for services without the need for a car. |  |  |  |  |
| **Race/**  **Ethnicity** | The main modification to GSS02 continues to support better connections to open spaces, the main modifications to GSS02 could have a positive impact on individuals belonging to race or ethnicity as it can aid in encouraging community cohesion where different groups gather to enjoy the shared open spaces. |  |  |  |  |
| **Religion or belief** | The main modification to GSS02 continues to support better connections to open spaces, the main modifications to GSS02 could have a positive impact on individuals belonging to different religious groups as it can aid in encouraging community cohesion where different groups gather to enjoy the shared open spaces. |  |  |  |  |
| **Sex** | The main modifications to policy GSS02 will have no additional impact on any individual belonging to a particular sex |  |  |  |  |
| **Sexual Orientation** | The main modifications to policy GSS02 will have no additional impact on any individual with a particular sexual orientation |  |  |  |  |

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| 1. **Other key groups**   **Are there any other vulnerable groups that might be affected by the proposal?**  ***These could include carers, people in receipt of care, lone parents, people with low incomes or unemployed*** | | Positive impact | **Negative**  **impact** | | No impact |
| Minor | Major |
| **Key groups** | Carers  The main modifications to policy GSS02 will have no additional impact to this group |  |  |  |  |
|  | People in receipt of care  The main modifications to policy GSS02 will have no additional impact to this group |  |  |  |  |
|  | Lone parents  The main modification to GSS02 continues to support provision for improved public transport infrastructure and more active travel, this could have a positive impact for lone parents in providing improved accessibility for services without the need for a car. |  |  |  |  |
|  | People with low incomes or unemployed  The main modifications to policy GSS02 provides further clarification on locations and targets for new jobs, this could contribute positively to further foster sustainable economic growth through the provision of additional jobs for the unemployed. |  |  |  |  |
|  | Young people in care  The main modifications to policy GSS02 will be of particular benefit for young active job seekers, as this will support economic growth |  |  |  |  |

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| 1. **Assessing impact**   **What does the evidence tell you about the impact your proposal may have on groups with protected characteristics?** | | | | | |
| **Policy GSS03 – Brent Cross West**  **MM16** | | | | | |
| **MM16 clarifies requirement for new waste management facility and expectations of town centre uses as well as new homes with uplift through design led approach and delivery of West London Orbital (WLO). It also further clarifies support for growth that helps deliver transport improvements including WLO, and how infrastructure will be funded.**  **Also clarifies revised targets for new homes** | | | | | |
| **Protected characteristic** | For **each** protected characteristic, explain in detail what the evidence is suggesting and the impact of your proposal (if any). Is there an impact on service deliver? Is there an impact on customer satisfaction?  Click the appropriate box on the right to indicate the outcome of your analysis. | Positive impact | **Negative**  **impact** | | No impact |
| Minor | Major |
| **Age** | In providing further clarification on targets for new homes in Brent Cross West, in this, will have a positive impact on both older and younger individuals  As population increases, so does demand for housing.  Although this location will experience a reduction in the initial housing numbers proposed originally, the main modification continues to support new homes  In supporting more active travel, the main modification to GSS03 will also have positive benefits in terms of health in terms enabling more exercise which can benefit young and both older individuals.  In delivering improvements to existing public transport infrastructure and the provision of new public transport infrastructure, the main modification will also have positive impact particularly for older people in enabling better accessibility and mobility to access services.  The main modification ensures that planning conditions, and contributions can be effectively secured so that essential infrastructure is in place, for example the new waste management facility, to support development, this will benefit all groups. |  |  |  |  |
| **Disability** | The main modification to GSS03 ensures that planning conditions, and contributions can be effectively secured so that essential infrastructure is in place, for example the new waste management facility, to support development, this will benefit all groups.. |  |  |  |  |
| **Gender**  **reassignment** | The main modification to GSS03 ensures that planning conditions, and contributions can be effectively secured so that essential infrastructure is in place, for example the new waste management facility, to support development, this will benefit all groups. |  |  |  |  |
| **Marriage and Civil Partnership** | The main modification to policy GSS03 ensures that planning conditions, and contributions can be effectively secured so that essential infrastructure is in place, for example the new waste management facility, to support development, this will benefit all groups. |  |  |  |  |
| **Pregnancy and Maternity** | The main modifications to policy GSS03 in providing new public transport infrastructure and supporting more active travel could have a positive impact to individuals during pregnancy and maternity to provide improved accessibility for services without the need for a car.  The main modification to policy GSS03 ensures that planning conditions, and contributions can be effectively secured so that essential infrastructure is in place, for example the new waste management facility, to support development, this will benefit all groups. |  |  |  |  |
| **Race/**  **Ethnicity** | The main modification to policy GSS03 ensures that planning conditions, and contributions can be effectively secured so that essential infrastructure is in place, for example the new waste management facility, to support development, this will benefit all groups. |  |  |  |  |
| **Religion or belief** | The main modification to policy GSS03 ensures that planning conditions, and contributions can be effectively secured so that essential infrastructure is in place, for example the new waste management facility, to support development, this will benefit all groups. |  |  |  |  |
| **Sex** | The main modification to policy GSS03 ensures that planning conditions, and contributions can be effectively secured so that essential infrastructure is in place, for example the new waste management facility, to support development, this will benefit all groups. |  |  |  |  |
| **Sexual Orientation** | The main modification to policy GSS03 ensures that planning conditions, and contributions can be effectively secured so that essential infrastructure is in place, for example the new waste management facility, to support development, this will benefit all groups. |  |  |  |  |

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| 1. **Other key groups**   **Are there any other vulnerable groups that might be affected by the proposal?**  ***These could include carers, people in receipt of care, lone parents, people with low incomes or unemployed*** | | Positive impact | **Negative**  **impact** | | No impact |
| Minor | Major |
| **Key groups** | Carers  The main modifications to policy GSS03 will have no additional impact to this group |  |  |  |  |
|  | People in receipt of care  The main modifications to policy GSS03 will have no additional impact to this group |  |  |  |  |
|  | Lone parents  The main modifications to policy GSS03 will have no additional impact to this group |  |  |  |  |
|  | People with low incomes or unemployed  The main modifications to policy GSS03 provides further clarification on locations and targets for appropriate location based floorspace including a mix of town centre uses, this could contribute positively to this group. The main modification further fosters sustainable economic growth through the provision of additional commercial floorspace which will promote job creation. |  |  |  |  |
|  | Young people in care  The main modifications to policy GSS03 be of particular benefit for young active job seekers, as this will support economic growth |  |  |  |  |

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| 1. **Assessing impact**   **What does the evidence tell you about the impact your proposal may have on groups with protected characteristics?** | | | | | |
| **POLICY GSS04 Cricklewood Growth Area**  **MM18** | | | | | |
| **MM18 clarifies support for optimising capacity through design led approach (London Plan Policy D3). MM18 also requires account to be taken of the relationship with the nearby Railway Terraces Conservation Area and ensuring accordance with Policy CDH08. It also sets out expectations of town centre uses as well as new homes with uplift through design led approach and delivery of West London Orbital (WLO). It also further clarifies support for growth that helps deliver transport improvements including public realm WLO, and how infrastructure will be funded.**  **Also clarifies revised targets for new homes** | | | | | |
| **Protected characteristic** | For **each** protected characteristic, explain in detail what the evidence is suggesting and the impact of your proposal (if any). Is there an impact on service deliver? Is there an impact on customer satisfaction?  Click the appropriate box on the right to indicate the outcome of your analysis. | Positive impact | **Negative**  **impact** | | No impact |
| Minor | Major |
| **Age** | In providing further clarification on targets for new homes in Cricklewood Growth Area, in this, will have a positive impact on both older and younger individuals  As population increases, so does demand for housing, employment and infrastructure.  Although this location will experience a reduction in the initial housing numbers proposed originally, the main modification continues to support new homes  In supporting more active travel, the main modification will also have positive benefits in terms of health in terms enabling more exercise which can benefit young and both older individuals.  In delivering improvements to existing public transport infrastructure and the provision of new public transport infrastructure, the main modification will also have positive impact particularly for older people in enabling better accessibility and mobility to access services. |  |  |  |  |
| **Disability** | The main modifications to policy GSS04 will have no additional impact on individuals who have disabilities |  |  |  |  |
| **Gender**  **reassignment** | The main modifications to policy GSS04 will have no additional impact on individuals who have a different gender identity from their sex registered at birth. |  |  |  |  |
| **Marriage and Civil Partnership** | The main modifications to policy GSS04 will have no additional impact on individuals who are married or in a civil partnership. |  |  |  |  |
| **Pregnancy and Maternity** | The main modifications to policy GSS04 in providing new public transport infrastructure and supporting more active travel could have a positive impact to individuals during pregnancy and maternity to provide improved accessibility for services without the need for a car. |  |  |  |  |
| **Race/**  **Ethnicity** | The main modifications to policy GSS04 will have no additional impact on any individual from a particular race or ethnicity. |  |  |  |  |
| **Religion or belief** | The main modifications to policy GSS04 will have no additional impact on any individual belonging to a particular religion or holding certain beliefs. |  |  |  |  |
| **Sex** | The main modifications to policy GSS04 will have no additional impact on any individual belonging to a particular sex |  |  |  |  |
| **Sexual Orientation** | The main modifications to policy GSS04 will have no additional impact on any individual with a particular sexual orientation |  |  |  |  |

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| 1. **Other key groups**   **Are there any other vulnerable groups that might be affected by the proposal?**  ***These could include carers, people in receipt of care, lone parents, people with low incomes or unemployed*** | | Positive impact | **Negative**  **impact** | | No impact |
| Minor | Major |
| **Key groups** | Carers  The main modifications to policy GSS04 will have no additional impact to this group |  |  |  |  |
| **Key groups** | People in receipt of care  The main modifications to policy GSS04 will have no additional impact to this group |  |  |  |  |
|  | Lone parents  The main modifications to policy GSS04 will have no additional impact to this group |  |  |  |  |
|  | People with low incomes or unemployed  The main modifications to policy GSS04 provides further clarification on locations and targets for appropriate location based floorspace including a mix of town centre uses, this could contribute positively to this group. The main modification further fosters sustainable economic growth through the provision of additional commercial floorspace which will promote job creation. |  |  |  |  |
|  | Young people in care  The main modifications to policy GSS04 will be of particular benefit for young active job seekers, as this will support economic growth |  |  |  |  |

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| 1. **Assessing impact**   **What does the evidence tell you about the impact your proposal may have on groups with protected characteristics?** | | | | | |
| **Policy GSS05 –** **Edgware Growth Area**  **MM20.** | | | | | |
| **MM20 clarifies support for optimising capacity through design led approach. It also sets out expectations of town centre uses as well as new homes with uplift through design led approach (London Plan Policy D3). When delivering growth and regeneration in Edgware Town Centre, MM20 also requires proposals to take into account the relationship between the site and the settings of the Grade II listed Railway Hotel and the Watling Estate Conservation Area to ensure accordance with Policy CDH08.**  **Clarifies expected transport and public realm improvements as well as emphasising need for improved flood risk resilience and river restoration** | | | | | |
| **Protected characteristic** | For **each** protected characteristic, explain in detail what the evidence is suggesting and the impact of your proposal (if any). Is there an impact on service deliver? Is there an impact on customer satisfaction?  Click the appropriate box on the right to indicate the outcome of your analysis. | Positive impact | **Negative**  **impact** | | No impact |
| Minor | Major |
| **Age** | In providing further clarification on targets for new homes in Edgeware Growth Area, this, will have a positive impact on both older and younger individuals  As population increases, so does demand for housing, employment and infrastructure.  Although this location will experience a reduction in the initial housing numbers proposed originally, the main modification continues to support new homes  In supporting more active travel, the main modification will also have positive benefits in terms of health in terms enabling more exercise which can benefit young and both older individuals.  In delivering improvements to existing public transport infrastructure and the provision of new public transport infrastructure, the main modification will also have positive impact particularly for older people in enabling better accessibility and mobility to access services.  The main modification to GSS05 also seeks to ensure that development proposals take the opportunity to achieve a reduction in flood risk from all sources and seek improvements and enhancements to strategic flood infrastructure through the use of planning contributions. Improving flood resilience in locations which are in areas of higher risk of flooding will benefit all groups.  The main modification to GSS05 seeks to support growth by encouraging a more flexible approach provision for community, retail and other main town centre uses including offices that is proportionate to supporting proposed housing growth, this will benefit all groups. |  |  |  |  |
| **Disability** | The main modification to GSS05 also seeks to ensure that development proposals take the opportunity to achieve a reduction in flood risk from all sources and seek improvements and enhancements to strategic flood infrastructure through the use of planning contributions. Improving flood resilience in locations which are in areas of higher risk of flooding will benefit all groups.  The main modification to GSS05 seeks to support growth by encouraging a more flexible approach provision for community, retail and other main town centre uses including offices that is proportionate to supporting proposed housing growth, this will benefit all groups. |  |  |  |  |
| **Gender**  **reassignment** | The main modification to GSS05 also seeks to ensure that development proposals take the opportunity to achieve a reduction in flood risk from all sources and seek improvements and enhancements to strategic flood infrastructure through the use of planning contributions. Improving flood resilience in locations which are in areas of higher risk of flooding will benefit all groups.  The main modification to GSS05 seeks to support growth by encouraging a more flexible approach provision for community, retail and other main town centre uses including offices that is proportionate to supporting proposed housing growth, this will benefit all groups. |  |  |  |  |
| **Marriage and Civil Partnership** | The main modification to GSS05 also seeks to ensure that development proposals take the opportunity to achieve a reduction in flood risk from all sources and seek improvements and enhancements to strategic flood infrastructure through the use of planning contributions. Improving flood resilience in locations which are in areas of higher risk of flooding will benefit all groups.  The main modification to GSS05 seeks to support growth by encouraging a more flexible approach provision for community, retail and other main town centre uses including offices that is proportionate to supporting proposed housing growth, this will benefit all groups. |  |  |  |  |
| **Pregnancy and Maternity** | In delivering improvements to existing public transport infrastructure and the provision of new public transport infrastructure, the main modification will also have positive impact particularly for individuals during pregnancy and post pregnancy in enabling better accessibility and mobility to access services if they do not have access to a car.  The main modification to GSS05 also seeks to ensure that development proposals take the opportunity to achieve a reduction in flood risk from all sources and seek improvements and enhancement s to strategic flood infrastructure through the use of planning contributions. Improving flood resilience in this locations which in areas of higher risk of flooding will benefit all groups.  The main modification to GSS05 seeks to support growth by encouraging a more flexible approach provision for community, retail and other main town centre uses including offices that is proportionate to supporting proposed housing growth, this will benefit all groups. |  |  |  |  |
| **Race/**  **Ethnicity** | The main modification to GSS05 also seeks to ensure that development proposals take the opportunity to achieve a reduction in flood risk from all sources and seek improvements and enhancements to strategic flood infrastructure through the use of planning contributions. Improving flood resilience in locations which are in areas of higher risk of flooding will benefit all groups.  The main modification to GSS05 seeks to support growth by encouraging a more flexible approach provision for community, retail and other main town centre uses including offices that is proportionate to supporting proposed housing growth, this will benefit all groups. |  |  |  |  |
| **Religion or belief** | The main modification to GSS05 also seeks to ensure that development proposals take the opportunity to achieve a reduction in flood risk from all sources and seek improvements and enhancements to strategic flood infrastructure through the use of planning contributions. Improving flood resilience in locations which are in areas of higher risk of flooding will benefit all groups.  The main modification to GSS05 seeks to support growth by encouraging a more flexible approach provision for community, retail and other main town centre uses including offices that is proportionate to supporting proposed housing growth, this will benefit all groups. |  |  |  |  |
| **Sex** | The main modification to GSS05 also seeks to ensure that development proposals take the opportunity to achieve a reduction in flood risk from all sources and seek improvements and enhancements to strategic flood infrastructure through the use of planning contributions. Improving flood resilience in this locations which in areas of higher risk of flooding will benefit all groups.  In delivering improvements to existing public transport infrastructure and the provision of new public transport infrastructure, the main modification will also have positive impact particularly for to women who are less likely to have access to a car.  The main modification to GSS05 seeks to support growth by encouraging a more flexible approach provision for community, retail and other main town centre uses including offices that is proportionate to supporting proposed housing growth, this will benefit all groups. |  |  |  |  |
| **Sexual Orientation** | The main modification to GSS05 also seeks to ensure that development proposals take the opportunity to achieve a reduction in flood risk from all sources and seek improvements and enhancement s to strategic flood infrastructure through the use of planning contributions. Improving flood resilience in this locations which in areas of higher risk of flooding will benefit all groups.  The main modification to GSS05 seeks to support growth by encouraging a more flexible approach provision for community, retail and other main town centre uses including offices that is proportionate to supporting proposed housing growth, this will benefit all groups. |  |  |  |  |

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| 1. **Other key groups**   **Are there any other vulnerable groups that might be affected by the proposal?**  ***These could include carers, people in receipt of care, lone parents, people with low incomes or unemployed*** | | Positive impact | **Negative**  **impact** | | No impact |
| Minor | Major |
| **Key groups** | Carers  The main modification to GSS05 also seeks to ensure that development proposals take the opportunity to achieve a reduction in flood risk from all sources and seek improvements and enhancement s to strategic flood infrastructure through the use of planning contributions. Improving flood resilience in this locations which in areas of higher risk of flooding will benefit all groups.  The main modification to GSS05 seeks to support growth by encouraging a more flexible approach provision for community, retail and other main town centre uses including offices that is proportionate to supporting proposed housing growth, this will benefit all groups. |  |  |  |  |
| **Key groups** | People in receipt of care  The main modification to GSS05 also seeks to ensure that development proposals take the opportunity to achieve a reduction in flood risk from all sources and seek improvements and enhancement s to strategic flood infrastructure through the use of planning contributions. Improving flood resilience in this locations which in areas of higher risk of flooding will benefit all groups.  The main modification to GSS05 seeks to support growth by encouraging a more flexible approach provision for community, retail and other main town centre uses including offices that is proportionate to supporting proposed housing growth, this will benefit all groups. |  |  |  |  |
| **Key groups** | Lone parents  The main modification to GSS05 also seeks to ensure that development proposals take the opportunity to achieve a reduction in flood risk from all sources and seek improvements and enhancement s to strategic flood infrastructure through the use of planning contributions. Improving flood resilience in this locations which in areas of higher risk of flooding will benefit all groups.  The main modification to GSS05 seeks to support growth by encouraging a more flexible approach provision for community, retail and other main town centre uses including offices that is proportionate to supporting proposed housing growth, this will benefit all groups. |  |  |  |  |
| **Key groups** | People with low incomes or unemployed  The main modification to GSS05 also seeks to ensure that development proposals take the opportunity to achieve a reduction in flood risk from all sources and seek improvements and enhancement s to strategic flood infrastructure through the use of planning contributions. Improving flood resilience in this locations which in areas of higher risk of flooding will benefit all groups.  The main modification to GSS05 seeks to support growth by encouraging a more flexible approach provision for community, retail and other main town centre uses including offices that is proportionate to supporting proposed housing growth, this will benefit all groups. |  |  |  |  |
| **Key groups** | Young people in care  The main modification to GSS05 also seeks to ensure that development proposals take the opportunity to achieve a reduction in flood risk from all sources and seek improvements and enhancement s to strategic flood infrastructure through the use of planning contributions. Improving flood resilience in this locations which in areas of higher risk of flooding will benefit all groups.  The main modification to GSS05 seeks to support growth by encouraging a more flexible approach provision for community, retail and other main town centre uses including offices that is proportionate to supporting proposed housing growth, this will benefit all groups. |  |  |  |  |

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| 1. **Assessing impact**   **What does the evidence tell you about the impact your proposal may have on groups with protected characteristics?** | | | | | | |
| **Policy GSS06 – Colindale Growth Area**  **MM22** | | | | | | |
| **MM22 clarifies support for optimising capacity through design led approach. It further clarifies how future growth will be delivered, actively demonstrating the Healthy Streets Approach. Clarifies expectations of growth to fund improvements to flood risk resilience and biodiversity particularly around Silk Stream Corridor. Highlights upgrade (including step free access) of Colindale Station and the delivery of a new Local Centre in Colindale. The proposal also seeks to support the development of new homes with educational and social/community facilities within Colindale Gardens, this includes a new primary school, a new children’s nursery, a new park, and a new primary health care facility**  **Also clarifies revised targets for new homes.**  **MM22 clarifies that development proposals (in accordance with NPPF and CIL Regulations and/or any equivalent relevant legislation or regulations) will be required through detailed design, planning conditions and/ or contributions secured through planning obligations / legal agreements to deliver or contribute to the infrastructure. When delivering growth and regeneration in the Colindale Growth Area, MM22 also requires proposals to take into account where relevant the relationship between the site and the settings of listed buildings and the Watling Estate Conservation Area, together with the Roe Green Village Conservation Area and the Buck Lane Conservation Area (both located within the neighbouring London Borough of Brent), to ensure accordance with Policy CDH08.** | | | | | | |
| **Protected characteristic** | For **each** protected characteristic, explain in detail what the evidence is suggesting and the impact of your proposal (if any). Is there an impact on service deliver? Is there an impact on customer satisfaction?  Click the appropriate box on the right to indicate the outcome of your analysis. | Positive impact | **Negative**  **impact** | | No impact |
| Minor | Major |
| **Age** | In providing further clarification on targets for new homes in Colindale Growth Area, and supports the provision of new jobs this, will have a positive impact on both older and younger individuals  As population increases, so does demand for housing, employment and infrastructure.  This location will experience an increase in the initial housing numbers proposed originally, the main modification continues to support new homes  In delivering improvements to existing public transport infrastructure and the provision of step free access to platforms and additional cycle parking the main modification will also have positive impact particularly for older people in enabling better accessibility and mobility to access services.  The main modification to GSS06 will also have positive benefits in terms of health in terms enabling more exercise through active travel through supporting cycling through the provision of additional cycle parking which can benefit young and both older individuals.  The main modification to GSS06 will seek to support the delivery of new homes in Colindale Garden with a new primary school, a new children’s nursery this will particularly benefit younger children in supporting their educational attainment.  The main modification to GSS06 seeks to support the delivery of new homes in Colindale Garden with a new park. This will particularly benefit younger people in providing facilities for sport and recreation.  The main modification to GSS06 seeks to support the delivery of new homes in Colindale Garden with a new primary health care facility, this will particularly benefit the elderly who would likely be in need of healthcare services on a more regular basis.  The main modification to GSS06 also seeks to secure planning contributions to go towards strategic flood infrastructure to fluvial flood risk schemes and measures to alleviate surface water flooding to increase resilience to the risks of flooding and climate change. This will benefit all groups.  The main modification also seeks to ensure development proposals for access improvements minimise impacts on and provide net gain for biodiversity. This will benefit all groups.  The main modification to GSS06 seeks to support growth by encouraging a more flexible approach provision for community, retail and other main town centre uses including offices that is proportionate to supporting proposed housing growth, this will benefit all groups. |  |  |  |  |
| **Disability** | A new primary health care facility in Colindale Gardens, will particularly benefit the individuals with disabilities who would likely be in need of healthcare services on a more regular basis.  The main modification to GSS06 also seeks to secure planning contributions to go towards strategic flood infrastructure to fluvial flood risk schemes and measures to alleviate surface water flooding to increase resilience to the risks of flooding and climate change. This will benefit all groups.  The main modification also seeks to ensure development proposals for access improvements minimise impacts on and provide net gain for biodiversity. This will benefit all groups. |  |  |  |  |
| **Gender**  **reassignment** | A new primary health care facility in Colindale Gardens, may particularly benefit individuals who have a different gender identity from their sex registered at birth who may be in need of healthcare services on a more regular basis.  The main modification to GSS06 also seeks to secure planning contributions to go towards strategic flood infrastructure to fluvial flood risk schemes and measures to alleviate surface water flooding to increase resilience to the risks of flooding and climate change. This will benefit all groups.  The main modification also seeks to ensure development proposals for access improvements minimise impacts on and provide net gain for biodiversity. This will benefit all groups.  . |  |  |  |  |
| **Marriage and Civil Partnership** | The main modification to GSS06 seeks to secure planning contributions to go towards strategic flood infrastructure to fluvial flood risk schemes and measures to alleviate surface water flooding to increase resilience to the risks of flooding and climate change. This will benefit all groups.  The main modification also seeks to ensure development proposals for access improvements minimise impacts on and provide net gain for biodiversity. This will benefit all groups. |  |  |  |  |
| **Pregnancy and Maternity** | A new primary health care facility in Colindale Gardens, may particularly benefit individuals who are pre and post pregnancy as they are likely to be to be in need of healthcare services on a more regular basis.  The main modification to GSS06 also seeks to secure planning contributions to go towards strategic flood infrastructure to fluvial flood risk schemes and measures to alleviate surface water flooding to increase resilience to the risks of flooding and climate change. This will benefit all groups.  The main modification also seeks to ensure development proposals for access improvements minimise impacts on and provide net gain for biodiversity. This will benefit all groups. |  |  |  |  |
| **Race/**  **Ethnicity** | The main modification to GSS06 seeks to support the delivery of new homes in Colindale Garden with a new park. This may particularly benefit people belonging to a particular race/ethnicity as the use of public spaces and community facilities aid in improved social integration/cohesion.  The main modification to GSS06 also seeks to secure planning contributions to go towards strategic flood infrastructure to fluvial flood risk schemes and measures to alleviate surface water flooding to increase resilience to the risks of flooding and climate change. This will benefit all groups.  The main modification also seeks to ensure development proposals for access improvements minimise impacts on and provide net gain for biodiversity. This will benefit all groups. |  |  |  |  |
| **Religion or belief** | The main modification to GSS06 seeks to support the delivery of new homes in Colindale Garden with a new park. This may particularly benefit people belonging to a particular religion/belief system as the use of public spaces and community facilities aid in improved social integration/cohesion.  The main modification to GSS06 also seeks to ensure that development proposals take the opportunity to achieve a reduction in flood risk from all sources and seek improvements and enhancement s to strategic flood infrastructure through the use of planning contributions. Improving flood resilience in locations which are in areas of higher risk of flooding will benefit all groups.  The main modification also seeks to ensure development proposals for access improvements minimise impacts on and provide net gain for biodiversity. This will benefit all groups. |  |  |  |  |
| **Sex** | The main modification to GSS06 also seeks to ensure that development proposals take the opportunity to achieve a reduction in flood risk from all sources and seek improvements and enhancement s to strategic flood infrastructure through the use of planning contributions. Improving flood resilience in locations which are in areas of higher risk of flooding will benefit all groups.  The main modification also seeks to ensure development proposals for access improvements minimise impacts on and provide net gain for biodiversity. This will benefit all groups. |  |  |  |  |
| **Sexual Orientation** | The main modification to GSS06 also seeks to ensure that development proposals take the opportunity to achieve a reduction in flood risk from all sources and seek improvements and enhancement s to strategic flood infrastructure through the use of planning contributions. Improving flood resilience in locations which in areas of higher risk of flooding will benefit all groups.  The main modification also seeks to ensure development proposals for access improvements minimise impacts on and provide net gain for biodiversity. This will benefit all groups. |  |  |  |  |

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| 1. **Other key groups**   **Are there any other vulnerable groups that might be affected by the proposal?**  ***These could include carers, people in receipt of care, lone parents, people with low incomes or unemployed*** | | Positive impact | **Negative**  **impact** | | No impact |
| Minor | Major |
| **Key groups** | Carers  The main modification to GSS06 also seeks to ensure that development proposals take the opportunity to achieve a reduction in flood risk from all sources and seek improvements and enhancement s to strategic flood infrastructure through the use of planning contributions. Improving flood resilience in locations which are in areas of higher risk of flooding will benefit all groups.  The main modification also seeks to ensure development proposals for access improvements minimise impacts on and provide net gain for biodiversity. This will benefit all groups. |  |  |  |  |
|  | People in receipt of care  The main modification to GSS06 also seeks to ensure that development proposals take the opportunity to achieve a reduction in flood risk from all sources and seek improvements and enhancement s to strategic flood infrastructure through the use of planning contributions. Improving flood resilience in locations which are in areas of higher risk of flooding will benefit all groups.  The main modification also seeks to ensure development proposals for access improvements minimise impacts on and provide net gain for biodiversity. This will benefit all groups. |  |  |  |  |
|  | Lone parents  The main modification to GSS06 also seeks to ensure that development proposals take the opportunity to achieve a reduction in flood risk from all sources and seek improvements and enhancement s to strategic flood infrastructure through the use of planning contributions. Improving flood resilience in locations which are in areas of higher risk of flooding will benefit all groups.  The main modification also seeks to ensure development proposals for access improvements minimise impacts on and provide net gain for biodiversity. This will benefit all groups. |  |  |  |  |
|  | People with low incomes or unemployed  The main modification to GSS06 also seeks to ensure that development proposals take the opportunity to achieve a reduction in flood risk from all sources and seek improvements and enhancement s to strategic flood infrastructure through the use of planning contributions. Improving flood resilience in locations which are in areas of higher risk of flooding will benefit all groups.  The main modification also seeks to ensure development proposals for access improvements minimise impacts on and provide net gain for biodiversity. This will benefit all groups.  The main modifications to policy GSS06 will provides further clarification on appropriate location based floor space including a mix of town centre uses, this could contribute positively to this group. The main modification further fosters sustainable economic growth through the provision of additional commercial floorspace which will promote job creation |  |  |  |  |
|  | Young people in care  The main modification to GSS06 also seeks to ensure that development proposals take the opportunity to achieve a reduction in flood risk from all sources and seek improvements and enhancement s to strategic flood infrastructure through the use of planning contributions. Improving flood resilience in locations which are in areas of higher risk of flooding will benefit all groups.  The main modification also seeks to ensure development proposals for access improvements minimise impacts on and provide net gain for biodiversity. This will benefit all groups.  The main modifications to policy GSS06 will be of particular benefit for young active job seekers, as this will support economic growth |  |  |  |  |

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| 1. **Assessing impact**   **What does the evidence tell you about the impact your proposal may have on groups with protected characteristics?** | | | | | | |
| **Policy GSS07 – Mill Hill East**  **MM24** | | | | | | |
| **MM24 clarifies importance of growth to support transport improvements, that a transport assessment is required to take account of cumulative impacts arising from other committed development (i.e development that is consented or allocated where there is a reasonable degree of certainty) and that Mill Hill is not a Growth Area**  **Also clarifies revised targets for new homes** | | | | | | |
| **Protected characteristic** | For **each** protected characteristic, explain in detail what the evidence is suggesting and the impact of your proposal (if any). Is there an impact on service deliver? Is there an impact on customer satisfaction?  Click the appropriate box on the right to indicate the outcome of your analysis. | Positive impact | **Negative**  **impact** | | No impact |
| Minor | Major |
| **Age** | In supporting improvements to Mill Hill East station this will have positive impact particularly for older people in enabling better accessibility and mobility to access services.  This location will experience an increase in the initial housing numbers proposed originally, the main modification continues to support new homes which be benefit younger and both older generations as the population increases. |  |  |  |  |
| **Disability** | The main modifications to policy GSS07 will have no additional impact on individuals who have disabilities. |  |  |  |  |
| **Gender**  **reassignment** | The main modifications to policy GSS07 will have no additional impact on individuals who have a different gender identity from their sex registered at birth.  . |  |  |  |  |
| **Marriage and Civil Partnership** | The main modifications to policy GSS07 will have no additional impact on couples who are married or within a civil partnership. |  |  |  |  |
| **Pregnancy and Maternity** | The main modifications to policy GSS07 in providing new public transport infrastructure could have a positive impact to individuals during pregnancy and maternity to provide improved accessibility for services without the need for a car. |  |  |  |  |
| **Race/**  **Ethnicity** | The main modification to GSS07 will have no additional impact on individuals belonging to a particular race or ethnicity. |  |  |  |  |
| **Religion or belief** | The main modification to GSS07 will have no additional impact on individuals belonging to a particular religion or belief. |  |  |  |  |
| **Sex** | The main modification to GSS07 may also have positively benefit women who are less likely to have access to a car. |  |  |  |  |
| **Sexual Orientation** | The main modification to GSS07 will have no additional impact on individual belonging to a particular sexual orientation. |  |  |  |  |

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| 1. **Other key groups**   **Are there any other vulnerable groups that might be affected by the proposal?**  ***These could include carers, people in receipt of care, lone parents, people with low incomes or unemployed*** | | Positive impact | **Negative**  **impact** | | No impact |
| Minor | Major |
| **Key groups** | Carers  The main modifications to policy GSS07 will have no additional impact to this group |  |  |  |  |
|  | People in receipt of care  The main modifications to policy GSS07 will have no additional impact to this group |  |  |  |  |
|  | Lone parents  The main modifications to policy GSS07 will have no additional impact to this group |  |  |  |  |
|  | People with low incomes or unemployed  The main modifications to policy GSS07 will have no additional impact to this group |  |  |  |  |
|  | Young people in care  The main modifications to policy GSS07 will have no additional impact to this group |  |  |  |  |

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| 1. **Assessing impact**   **What does the evidence tell you about the impact your proposal may have on groups with protected characteristics?** | | | | | | |
| **Policy GSS08 - Barnet’s District Town Centres**  **MM26** | | | | | | |
| **MM26 clarifies support for optimising capacity through design led approach. It also** **clarifies town centres that are prioritised for investment and revitalisation. Clarifies main town centre uses and provision of acceptable floorspace that does not impact on other town centres vitality and viability. Clarifies consideration of development proposals and infrastructure requirements. The main modification also clarifies targets for new homes** | | | | | | |
| **Protected characteristic** | For **each** protected characteristic, explain in detail what the evidence is suggesting and the impact of your proposal (if any). Is there an impact on service deliver? Is there an impact on customer satisfaction?  Click the appropriate box on the right to indicate the outcome of your analysis. | Positive impact | **Negative**  **impact** | | No impact |
| Minor | Major |
| **Age** | In providing further clarification on targets for new homes in Barnet Town centres, supporting growth and seeking to ensure that in delivering this does not have a detrimental effect on the viability and vitality of the town centre, this will have a positive impact on both older and younger individuals  As population increases, so does demand for housing.  Although this location will experience a reduction in the initial housing numbers proposed originally, the main modification continues to support new home |  |  |  |  |
| **Disability** | The main modifications to policy GSS08 will have no additional impact on individuals who have disabilities. |  |  |  |  |
| **Gender**  **reassignment** | The main modifications to policy GSS08 will have no additional impact on individuals who have a different gender identity from their sex registered at birth  . |  |  |  |  |
| **Marriage and Civil Partnership** | The main modifications to policy GSS08 will have no additional impact on couples who are married or within a civil partnership. |  |  |  |  |
| **Pregnancy and Maternity** | The main modifications to policy GSS08 will have no additional impact on individuals during pregnancy or post pregnancy. |  |  |  |  |
| **Race/**  **Ethnicity** | The main modification to GSS08 will have no additional impact on individuals belonging to a particular race or ethnicity. |  |  |  |  |
| **Religion or belief** | The main modification to GSS08 will have no additional impact on individuals belonging to a particular religion or belief. |  |  |  |  |
| **Sex** | The main modification to GSS08 will have no additional impact on individuals belonging to a particular sex. |  |  |  |  |
| **Sexual Orientation** | The main modification to GSS08 will have no additional impact on individual belonging to a particular sexual orientation. |  |  |  |  |

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| 1. **Other key groups**   **Are there any other vulnerable groups that might be affected by the proposal?**  ***These could include carers, people in receipt of care, lone parents, people with low incomes or unemployed*** | | Positive impact | **Negative**  **impact** | | No impact |
| Minor | Major |
| **Key groups** | Carers  The main modifications to policy GSS08 will have no additional impact to this group |  |  |  |  |
|  | People in receipt of care  The main modifications to policy GSS08 will have no additional impact to this group |  |  |  |  |
|  | Lone parents  The main modifications to policy GSS08 will have no additional impact to this group |  |  |  |  |
|  | People with low incomes or unemployed  The main modifications to policy GSS08 will provides further clarification on appropriate location based floor space including a mix of town centre uses, this could contribute positively to this group. The main modification further fosters sustainable economic growth through the provision of additional commercial floorspace which will promote job creation |  |  |  |  |
|  | Young people in care  The main modifications to policy GSS08 will be of particular benefit for young active job seekers, as this will support economic growth |  |  |  |  |

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| 1. **Assessing impact**   **What does the evidence tell you about the impact your proposal may have on groups with protected characteristics?** | | | | | | |
| **Policy GSS09 - Existing and Major New Public Transport Infrastructure**  **MM27** | | | | | | |
| **MM27 clarifies support for optimising capacity through design led approach and identifies a broad location for growth at New Southgate due to Crossrail 2.. It also clarifies level of development and suitability of location-based mix of uses that do not impact on vitality and viability of nearby town centres.**  **Also clarifies revised targets for new homes** | | | | | | |
| **Protected characteristic** | For **each** protected characteristic, explain in detail what the evidence is suggesting and the impact of your proposal (if any). Is there an impact on service deliver? Is there an impact on customer satisfaction?  Click the appropriate box on the right to indicate the outcome of your analysis. | Positive impact | **Negative**  **impact** | | No impact |
| Minor | Major |
| **Age** | In providing further clarification on targets for new homes, supporting growth and seeking to ensure that in delivering this does not have a detrimental effect on the viability and vitality of the town centre, this will have a positive impact on both older and younger individuals.  As population increases, so does demand for housing, employment and infrastructure.  Although this location will experience a reduction in the initial housing numbers proposed originally, the main modification continues to support new homes  Ensuring that areas of growth are located next to public transport will benefit all groups |  |  |  |  |
| **Disability** | Ensuring that areas of growth are located next to public transport will have a particular benefit for people with physical disabilities will have a positive impact to provide better accessibility and mobility to access services |  |  |  |  |
| **Gender**  **reassignment** | Ensuring that areas of growth are located next to public transport will benefit all groups  . |  |  |  |  |
| **Marriage and Civil Partnership** | Ensuring that areas of growth are located next to public transport will benefit all groups |  |  |  |  |
| **Pregnancy and Maternity** | Ensuring that areas of growth are located next to public transport will benefit all groups |  |  |  |  |
| **Race/**  **Ethnicity** | Ensuring that areas of growth are located next to public transport will benefit all groups |  |  |  |  |
| **Religion or belief** | Ensuring that areas of growth are located next to public transport will benefit all groups |  |  |  |  |
| **Sex** | Ensuring that areas of growth are located next to public transport will benefit all groups |  |  |  |  |
| **Sexual Orientation** | Ensuring that areas of growth are located next to public transport will benefit all groups |  |  |  |  |

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| 1. **Other key groups**   **Are there any other vulnerable groups that might be affected by the proposal?**  ***These could include carers, people in receipt of care, lone parents, people with low incomes or unemployed*** | | Positive impact | **Negative**  **impact** | | No impact |
| Minor | Major |
| **Key groups** | Carers  Ensuring that areas of growth are located next to public transport will benefit all groups |  |  |  |  |
| **Key groups** | People in receipt of care  Ensuring that areas of growth are located next to public transport will benefit all groups |  |  |  |  |
| **Key groups** | Lone parents  Ensuring that areas of growth are located next to public transport will benefit all groups |  |  |  |  |
| **Key groups** | People with low incomes or unemployed  The main modifications to policy GSS09 will provides further clarification on appropriate location based floor space including a mix of town centre uses, this could contribute positively to this group. The main modification further fosters sustainable economic growth through the provision of additional commercial floorspace which will promote job creation |  |  |  |  |
| **Key groups** | Young people in care  The main modifications to policy GSS09will be of particular benefit for young active job seekers, as this will support economic growth |  |  |  |  |

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| 1. **Assessing impact**   **What does the evidence tell you about the impact your proposal may have on groups with protected characteristics?** | | | | | | |
| **Policy GSS010 - Estate renewal**  **MM28** | | | | | | |
| **MM28 clarifies consistency with London Plan in terms of new affordable accommodation sought. It also improves cross-referencing to other parts of Local Plan.**  **Also clarifies revised targets for new homes** | | | | | | |
| **Protected characteristic** | For **each** protected characteristic, explain in detail what the evidence is suggesting and the impact of your proposal (if any). Is there an impact on service deliver? Is there an impact on customer satisfaction?  Click the appropriate box on the right to indicate the outcome of your analysis. | Positive impact | **Negative**  **impact** | | No impact |
| Minor | Major |
| **Age** | The main modification to GSS10 seeks to ensure that there is sufficient delivery of affordable housing and existing affordable housing is not unnecessarily lost  As population increases, so does demand for housing, employment and infrastructure.  Although this location will experience a reduction in the initial housing numbers proposed originally, the main modification continues to support new homes  This will particularly benefit older and younger individuals where accessing affordable housing may prove more challenging. |  |  |  |  |
| **Disability** | The main modification to GSS10 seeks to ensure that there is sufficient delivery of affordable housing and existing affordable housing is not unnecessarily lost this may have a particular benefit for people with physical disabilities where accessing affordable housing which meets their needs particularly challenging.  Improving cross referencing to other parts of Local Plan will make the plan more accessible to neuro diverse individuals. |  |  |  |  |
| **Gender**  **reassignment** | The main modification to GSS10 seeks to ensure that estate renewal and infill is focused on building social cohesion with mixed tenure development. This may have a positive benefit to individuals who have undergone gender reassignment as this could help reduce feelings of exclusion or isolation.  . |  |  |  |  |
| **Marriage and Civil Partnership** | The main modification to GSS10 may have positive impacts for couples within a marriage or civil partnership as these individuals would be more likely to be relocating to a new home, where ensuring the provision of affordable housing will be beneficial to this group. |  |  |  |  |
| **Pregnancy and Maternity** | The main modification to GSS10 may have positive impacts for individuals during and post pregnancy will as this is a group more likely to be seeking affordable housing as the quantum of members of their immediate family increases. |  |  |  |  |
| **Race/**  **Ethnicity** | The main modification to GSS10 seeks to ensure that estate renewal and infill is focused on building social cohesion with mixed tenure development. This may have a positive benefit to individuals belonging to a particular race or ethnicity to reduce feeling of exclusion or isolation. |  |  |  |  |
| **Religion or belief** | The main modification to GSS10 seeks to ensure that estate renewal and infill is focused on building social cohesion with mixed tenure development. This may have a positive benefit to individuals belonging to a particular religion or holding a particular belief as this could help reduce feelings of exclusion or isolation. |  |  |  |  |
| **Sex** | Ensuring that areas of growth are located next to public transport will benefit all groups this could have a positive impact women who are less likely to have access to a car. |  |  |  |  |
| **Sexual Orientation** | The main modification to GSS10 seeks to ensure that that estate renewal and infill is focused on building social cohesion with mixed tenure development. This may have a positive benefit to individuals with a particular sexual orientation as this could help reduce feelings of exclusion or isolation. |  |  |  |  |

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| 1. **Other key groups**   **Are there any other vulnerable groups that might be affected by the proposal?**  ***These could include carers, people in receipt of care, lone parents, people with low incomes or unemployed*** | | Positive impact | **Negative**  **impact** | | No impact |
| Minor | Major |
| **Key groups** | Carers  The main modification to GSS10 seeks to ensure that there is sufficient delivery of affordable housing and existing affordable housing is not unnecessarily this may be of particular benefit to carers where accessing affordable housing which meets their needs particularly challenging. |  |  |  |  |
|  | People in receipt of care  The main modification to GSS10 seeks to ensure that there is sufficient delivery of affordable housing and existing affordable housing is not unnecessarily this may be of particular benefit to people in receipt of care where accessing affordable housing which meets their needs particularly challenging. |  |  |  |  |
|  | Lone parents  The main modification to GSS10 seeks to ensure that there is sufficient delivery of affordable housing and existing affordable housing is not unnecessarily this may be of particular benefit to lone parents in ensuring there is continued provision of genuinely affordable housing. Lone parents are likely to be reliant on one income. |  |  |  |  |
|  | People with low incomes or unemployed  The main modification to GSS10 seeks to ensure that there is sufficient delivery of affordable housing and existing affordable housing is not unnecessarily this may be of particular benefit to this group. The main modifications ensure there is continued provision of genuinely affordable housing. This group are likely to have to low or no income. |  |  |  |  |
|  | Young people in care  The main modifications to policy GSS10 will have no additional impact to this group who will be residing in specialist accommodation. |  |  |  |  |

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| 1. **Assessing impact**   **What does the evidence tell you about the impact your proposal may have on groups with protected characteristics?** | | | | | | |
| **Policy GSS11 - Major Thoroughfares**  **MM29** | | | | | | |
| **MM29 clarifies support for the Healthy Streets Approach and the indicators in the London Plan. It helps identify future opportunities for A1, A41 and A406 subject to PTAL and Healthy Streets improvements. It also improves cross-referencing to other parts of Local Plan.** | | | | | | |
| **Protected characteristic** | For **each** protected characteristic, explain in detail what the evidence is suggesting and the impact of your proposal (if any). Is there an impact on service deliver? Is there an impact on customer satisfaction?  Click the appropriate box on the right to indicate the outcome of your analysis. | Positive impact | **Negative**  **impact** | | No impact |
| Minor | Major |
| **Age** | In supporting more active travel, the main modification will also have positive benefits in terms of health in terms enabling more exercise which can benefit young and both older individuals. |  |  |  |  |
| **Disability** | Improving cross referencing to other parts of Local Plan will make the plan more accessible to neuro diverse individuals. |  |  |  |  |
| **Gender**  **reassignment** | The main modifications to policy GSS11 will have no additional impact on individuals who have a different gender identity from their sex registered at birth. |  |  |  |  |
| **Marriage and Civil Partnership** | The main modifications to policy GSS11 will have no additional impact on individuals who are married or in a civil partnership. |  |  |  |  |
| **Pregnancy and Maternity** | The main modifications to policy GSS11 in providing new public transport infrastructure and supporting more active travel could have a positive impact to individuals during pregnancy and maternity to provide improved accessibility for services without the need for a car. |  |  |  |  |
| **Race/**  **Ethnicity** | The main modifications to policy GSS11 will have no additional impact on any individual from a particular race or ethnicity. |  |  |  |  |
| **Religion or belief** | The main modifications to policy GSS11 will have no additional impact on any individual belonging to a particular religion or holding certain beliefs. |  |  |  |  |
| **Sex** | The main modifications to policy GSS11 will have no additional impact on any individual belonging to a particular sex |  |  |  |  |
| **Sexual Orientation** | The main modifications to policy GSS11 will have no additional impact on any individual with a particular sexual orientation |  |  |  |  |

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| 1. **Other key groups**   **Are there any other vulnerable groups that might be affected by the proposal?**  ***These could include carers, people in receipt of care, lone parents, people with low incomes or unemployed*** | | Positive impact | **Negative**  **impact** | | No impact |
| Minor | Major |
| **Key groups** | Carers  The main modifications to policy GSS11 will have no additional impact to this group |  |  |  |  |
|  | People in receipt of care  The main modifications to policy GSS11 will have no additional impact to this group |  |  |  |  |
|  | Lone parents  The main modifications to policy GSS11 will have no additional impact to this group |  |  |  |  |
|  | People with low incomes or unemployed  The main modifications to policy GSS11 supports mixed use development. This further fosters sustainable economic growth through the provision of additional commercial floorspace which will promote job creation |  |  |  |  |
|  | Young people in care  The main modifications to policy GSS06 will be of particular benefit for young active job seekers, as this will support economic growth |  |  |  |  |

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| 1. **Assessing impact**   **What does the evidence tell you about the impact your proposal may have on groups with protected characteristics?** | | | | | | |
| **Policy GSS12 - Redevelopment of Car Parks**  **MM30** | | | | | | |
| **MM30 clarifies support for redevelopment of publicly accessible surface level car parks for new homes and main town centre uses subject to compliance with other policies. This includes compliance with car parking policy TRC03.** | | | | | | |
| **Protected characteristic** | For **each** protected characteristic, explain in detail what the evidence is suggesting and the impact of your proposal (if any). Is there an impact on service deliver? Is there an impact on customer satisfaction?  Click the appropriate box on the right to indicate the outcome of your analysis. | Positive impact | **Negative**  **impact** | | No impact |
| Minor | Major |
| **Age** | In supporting the delivery of new homes this will have a positive impact on both older and younger individuals  As population increases so does the need for new homes.  This location will experience an increase in the initial housing numbers proposed originally, the main modification continues to support new homes |  |  |  |  |
| **Disability** | The main modification to GSS12 requires a parking design and management plan where parking is proposed and retained. This will be of benefit for individuals with physical disabilities in ensuring those who require vehicles for accessing services who are less physically able can have suitable parking. |  |  |  |  |
| **Gender**  **reassignment** | The main modifications to policy GSS12 will have no additional impact on individuals who have a different gender identity from their sex registered at birth. |  |  |  |  |
| **Marriage and Civil Partnership** | The main modifications to policy GSS12 will have no additional impact on individuals who are married or in a civil partnership. |  |  |  |  |
| **Pregnancy and Maternity** | The main modifications to policy GSS12 in requires a parking design and management plan where parking is proposed and retained this could have a positive impact for individuals during pregnancy and maternity who may rely on cars during this period.  In supporting the delivery of new homes this will have a positive impact individuals who during their maternity as this is a group more likely to be seeking new housing as the quantum of members of their immediate family increases. |  |  |  |  |
| **Race/**  **Ethnicity** | The main modifications to policy GSS12 will have no additional impact on any individual from a particular race or ethnicity. |  |  |  |  |
| **Religion or belief** | The main modifications to policy GSS12 will have no additional impact on any individual belonging to a particular religion or holding certain beliefs. |  |  |  |  |
| **Sex** | The main modifications to policy GSS12 will have no additional impact on any individual belonging to a particular sex |  |  |  |  |
| **Sexual Orientation** | The main modifications to policy GSS12 will have no additional impact on any individual with a particular sexual orientation |  |  |  |  |

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| 1. **Other key groups**   **Are there any other vulnerable groups that might be affected by the proposal?**  ***These could include carers, people in receipt of care, lone parents, people with low incomes or unemployed*** | | Positive impact | **Negative**  **impact** | | No impact |
| Minor | Major |
| **Key groups** | Carers  The main modifications to policy GSS12 will have no additional impact to this group |  |  |  |  |
|  | People in receipt of care  The main modifications to policy GSS12 will have no additional impact to this group |  |  |  |  |
|  | Lone parents  The main modifications to policy GSS12 in supporting the delivery of new homes will have a positive impact for families including lone parents |  |  |  |  |
|  | People with low incomes or unemployed  The main modifications to policy GSS12 will have no additional impact to this group |  |  |  |  |
|  | Young people in care  The main modifications to policy GSS12 will have no additional impact to this group |  |  |  |  |

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| 1. **Assessing impact**   **What does the evidence tell you about the impact your proposal may have on groups with protected characteristics?** | | | | | | |
| **Policy GSS13 - Strategic Parks and Recreation**  **MM31** | | | | | | |
| **MM31 highlights the 3 hubs for sport and recreation at Barnet and King George V Playing Fields, Copthall Playing Fields and Sunny Hill Park, and West Hendon Playing Fields.**  **It clarifies that Growth Areas, town centres and local centres are preferred locations for new indoor facilities, unless they are specifically designed to improve utilisation of an open space. Clarifies location of Regional Park in Barnet.** | | | | | | |
| **Protected characteristic** | For **each** protected characteristic, explain in detail what the evidence is suggesting and the impact of your proposal (if any). Is there an impact on service deliver? Is there an impact on customer satisfaction?  Click the appropriate box on the right to indicate the outcome of your analysis. | Positive impact | **Negative**  **impact** | | No impact |
| Minor | Major |
| **Age** | In providing further clarification on the locations where open space is preferred, the main modifications to GSS13, ensures access to open spaces is situated in locations for optimum use.  This will have a positive impact on all age groups through providing open spaces which provide opportunities to meet and socialise for older people as we well as access for physical and recreational activities for younger people. |  |  |  |  |
| **Disability** | In ensuring access to open space is good this is likely to have a positive impact for individuals with physical disabilities in enabling better accessibility and mobility to open spaces which have positive impact so health as well enabling social interaction and cohesion. |  |  |  |  |
| **Gender**  **reassignment** | The main modifications to policy GSS13 will have no additional impact on individuals who have a different gender identity from their sex registered at birth. |  |  |  |  |
| **Marriage and Civil Partnership** | The main modifications to policy GSS13 will have no additional impact on individuals who are married or in a civil partnership. |  |  |  |  |
| **Pregnancy and Maternity** | The main modifications to policy GSS13 will ensure improved access to open space, this will have positive impacts for individuals during post pregnancy to supervise their children within these opens spaces where open spaces are in locations which reduce the need to access them via the need for a car. |  |  |  |  |
| **Race/**  **Ethnicity** | In providing better connections to open spaces, the main modifications to GSS013 could have a positive impact on individuals belonging to religious groups as it can aid in encouraging community cohesion where different groups gather to enjoy the shared open spaces. |  |  |  |  |
| **Religion or belief** | In providing better connections to open spaces, the main modifications to GSS13 could have a positive impact on individuals belonging to religious groups as it can aid in encouraging community cohesion where different groups gather to enjoy the shared open spaces. |  |  |  |  |
| **Sex** | The main modifications to policy GSS13 will have no additional impact on any individual belonging to a particular sex |  |  |  |  |
| **Sexual Orientation** | The main modifications to policy GSS13 will have no additional impact on any individual with a particular sexual orientation |  |  |  |  |

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| 1. **Other key groups**   **Are there any other vulnerable groups that might be affected by the proposal?**  ***These could include carers, people in receipt of care, lone parents, people with low incomes or unemployed*** | | Positive impact | **Negative**  **impact** | | No impact |
| Minor | Major |
| **Key groups** | Carers  The main modifications to policy GSS13 will have no additional impact to this group |  |  |  |  |
|  | People in receipt of care  The main modifications to policy GSS13 positively impact this group. In ensuring access to open space is good this is likely to have a positive impact for individuals receiving care with physical disabilities as this will enable better accessibility and mobility to open spaces. This will have a positive impacts on health as well enabling social interaction and cohesion. |  |  |  |  |
|  | Lone parents  The main modifications to policy GSS13 will positively impact this group. In ensuring access to open space is good this is likely to have a positive impact for t lone parents and their children in enabling access for physical and recreational activities for younger people. |  |  |  |  |
|  | People with low incomes or unemployed  The main modifications to policy GSS13 is likely to have positive impacts on this group, enabling free access to green and opportunities for exercise and social interaction on low or no income. |  |  |  |  |
|  | Young people in care  The main modifications to policy GSS13 will positively impact this group through ensuring access to open space for physical and recreational activities for young children and adults. |  |  |  |  |

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| 1. **Assessing impact**   **What does the evidence tell you about the impact your proposal may have on groups with protected characteristics?** | | | | | | |
| **Policy HOU01 – Affordable housing**  **MM33** | | | | | | |
| **MM33 clarifies that Council is seeking to maximise delivery of affordable housing in accordance with London Plan. It also clarifies that assessment of site capacity is on basis of ensuring development is optimised, provide certainty that off-site provision or off-site contributions only sought in circumstances set out in London Plan. Policy re-focussed on optimising use of land and facilitating delivery of housing to meet needs of each affordable housing tenure. Provides clarification on approach to First Homes** | | | | | | |
| **Protected characteristic** | For **each** protected characteristic, explain in detail what the evidence is suggesting and the impact of your proposal (if any). Is there an impact on service deliver? Is there an impact on customer satisfaction?  Click the appropriate box on the right to indicate the outcome of your analysis. | Positive impact | **Negative**  **impact** | | No impact |
| Minor | Major |
| **Age** | In adding further support, for the delivery of affordable new homes, optimising the use of land to deliver this and providing further clarity on the approach to ‘first homes’, the main modification to HOU01, will have a positive impact on both older and younger individuals  As population increases so does the need for new homes that are affordable.  This will have a positive impact for younger individuals who will be looking to secure the first home and also elderly individuals who may seek to move from social rent to owning their own homes, where in both circumstances it can be difficult to secure a mortgage.  Optimising the use of land for affordable new homes and ensuring the delivery of affordable new homes and limiting the opportunities for offsite provision or on site contributions as an alternative will have positive impacts for all groups. |  |  |  |  |
| **Disability** | Optimising the use of land for affordable new homes and ensuring the delivery of affordable new homes and limiting the opportunities for offsite provision or on site contributions as an alternative will have positive impacts for all groups.  This may be of particular benefit for individuals with disabilities that impact their earning potential and therefore may be on lower incomes |  |  |  |  |
| **Gender**  **reassignment** | Optimising the use of land for affordable new homes and ensuring the delivery of affordable new homes and limiting the opportunities for offsite provision or on site contributions as an alternative will have positive impacts for all groups. |  |  |  |  |
| **Marriage and Civil Partnership** | Optimising the use of land for affordable new homes and ensuring the delivery of affordable new homes and limiting the opportunities for offsite provision or on site contributions as an alternative will have positive impacts for all groups.  This may have particular benefit for married couples and those in a civil partnerships as this group of individuals are more likely to be looking to move to a new accommodation as they enter into this relationship status. |  |  |  |  |
| **Pregnancy and Maternity** | Optimising the use of land for affordable new homes and ensuring the delivery of affordable new homes and limiting the opportunities for offsite provision or on site contributions as an alternative will have positive impacts for all groups.  This may have particular benefit for individuals during pregnancy and post pregnancy are more likely to be seeking new housing as the quantum of members of their immediate family increases. |  |  |  |  |
| **Race/**  **Ethnicity** | Optimising the use of land for affordable new homes and ensuring the delivery of affordable new homes and limiting the opportunities for offsite provision or on site contributions as an alternative will have positive impacts for all groups.  This may be of particular benefit for black minority ethnic individuals who may be on lower incomes. |  |  |  |  |
| **Religion or belief** | Optimising the use of land for affordable new homes and ensuring the delivery of affordable new homes and limiting the opportunities for offsite provision or on site contributions as an alternative will have positive impacts for all groups. |  |  |  |  |
| **Sex** | Optimising the use of land for affordable new homes and ensuring the delivery of affordable new homes and limiting the opportunities for offsite provision or on site contributions as an alternative will have positive impacts for all groups. |  |  |  |  |
| **Sexual Orientation** | Optimising the use of land for affordable new homes and ensuring the delivery of affordable new homes and limiting the opportunities for offsite provision or on site contributions as an alternative will have positive impacts for all groups. |  |  |  |  |

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| 1. **Other key groups**   **Are there any other vulnerable groups that might be affected by the proposal?**  ***These could include carers, people in receipt of care, lone parents, people with low incomes or unemployed*** | | Positive impact | **Negative**  **impact** | | No impact |
| Minor | Major |
| **Key groups** | Carers  The main modifications to policy HOU01 will impact positively carers who may work part time rather than full time to accommodate their care responsibilities. Maximising the provision of affordable housing will particularly benefit those who have limited income or earning capacity |  |  |  |  |
|  | People in receipt of care  The main modifications to policy HOU01 will impact positively people in receipt of care, who may still be able to work although part time, and therefore have limited income. Maximising the provision of affordable housing will particularly benefit those who have limited income or earning capacity |  |  |  |  |
|  | Lone parents  The main modifications to policy HOU01 will impact positively lone parents who may not be able to work full time due to caring responsibilities so earning capacity is limited, whilst potentially relying on one income. Maximising the provision of affordable housing will particularly benefit those who have limited income or earning capacity |  |  |  |  |
|  | People with low incomes or unemployed  The main modifications to policy HOU01 will impact positively people with low incomes or unemployed, enabling this group to access genuinely affordable housing. |  |  |  |  |
|  | Young people in care  The main modification to HOU01 is unlikely to impact this group who will be specialist care homes. |  |  |  |  |

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| 1. **Assessing impact**   **What does the evidence tell you about the impact your proposal may have on groups with protected characteristics?** | | | | | | |
| **Policy HOU02 – Housing Mix**  **By setting out dwelling size priorities this policy can help reduce the likelihood of overcrowding for families.**  **MM34** | | | | | | |
| **MM34 clarifies requirement to deliver mixed and inclusive neighbourhoods, and that proposals will be supported where they provide a mix of dwelling types and sizes to help meet current and future housing needs. Re-wording reflect purpose of Table 6 in setting out Council’s dwelling size priorities, and that all housing proposals are expected to reflect these priorities unless it can be demonstrated that a variation to the preferred mix is justified based on criteria in Policy HOU02. Adds site optimisation and provision of Build to Rent and viability as further material considerations on mix. Clarification that flexibility for Specialist Housing schemes supported by Policy HOU04 will necessarily be applied** | | | | | | |
| **Protected characteristic** | For **each** protected characteristic, explain in detail what the evidence is suggesting and the impact of your proposal (if any). Is there an impact on service deliver? Is there an impact on customer satisfaction?  Click the appropriate box on the right to indicate the outcome of your analysis. | Positive impact | **Negative**  **impact** | | No impact |
| Minor | Major |
| **Age** | In providing clarity and strengthening the wording to in policy HOU02, to ensure mixed tenure housing is delivered and providing wider choice for people in different stages of their life, this will have a positive impact on both older and younger individuals  As population increases so does the need for different types of housing in terms of size and tenure. This is considered to have a positive benefit for young people who are more likely to be living in the private rented sector.  This will have a positive impact for younger individuals and older individuals who have different housing needs.  Providing flexibility in specialist housing schemes which can include older person housing or care homes for younger children will also benefit individuals in different age groups.  Optimising the use of land and providing wider choice of housing in terms of size, tenure and type will have a positive impact for all groups. |  |  |  |  |
| **Disability** | Providing flexibility in specialist housing schemes which can include housing choice for people with social care and health support needs could be of particular benefit for individuals with disabilities who would be more in need of this type of housing. |  |  |  |  |
| **Gender**  **reassignment** | Optimising the use of land and providing wider choice of housing in terms of size, tenure and type will have a positive impact for all groups |  |  |  |  |
| **Marriage and Civil Partnership** | In providing clarity and strengthening the wording in policy HOU02, to ensure mixed tenure housing is delivered, providing wider choice for people in different stages of their life.  This may have particular benefit for married couples and those in a civil partnership as this group are more likely to be looking to move to a new accommodation as they enter into this relationship status. |  |  |  |  |
| **Pregnancy and Maternity** | In providing clarity and strengthening the wording in policy HOU02, to ensure mixed tenure housing is delivered, providing wider choice for people in different stages of their life.  This may have particular benefit for individuals during pregnancy and post pregnancy are they are more likely to be seeking new housing as the quantum of members of their immediate family increases. |  |  |  |  |
| **Race/**  **Ethnicity** | In providing clarity and strengthening the wording to in policy HOU02, to ensure mixed tenure housing is delivered, providing wider choice for people.  This is considered to have a positive benefit across all groups, particularly BAME groups who are more likely to be living in the private rented sector. |  |  |  |  |
| **Religion or belief** | Optimising the use of land and providing wider choice of housing in terms of size, tenure and type will have a positive impact for all groups. |  |  |  |  |
| **Sex** | Optimising the use of land and providing wider choice of housing in terms of size, tenure and type will have a positive impact for all groups. |  |  |  |  |
| **Sexual Orientation** | Optimising the use of land and providing wider choice of housing in terms of size, tenure and type will have a positive impact for all groups. |  |  |  |  |

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| 1. **Other key groups**   **Are there any other vulnerable groups that might be affected by the proposal?**  ***These could include carers, people in receipt of care, lone parents, people with low incomes or***  ***unemployed*** | | Positive impact | **Negative**  **impact** | | No impact |
| Minor | Major |
| **Key groups** | Carers  In providing clarity and strengthening the wording to in policy HOU02, to ensure mixed tenure housing is delivered and providing wider choice for people in different stages of their life will impact positively carers in providing more choice of housing sizes . New housing accommodation may need to be explored to adapt to their caring responsibilities. |  |  |  |  |
|  | People in receipt of care  Optimising the use of land and providing wider choice of housing in terms of size, tenure and type will have a positive impact for all groups |  |  |  |  |
|  | Lone parents  Optimising the use of land and providing wider choice of housing in terms of size, tenure and type will have a positive impact for all groups |  |  |  |  |
|  | People with low incomes or unemployed  Optimising the use of land and providing wider choice of housing in terms of size, tenure and type will have a positive impact for all groups. |  |  |  |  |
|  | Young people in care  The main modification to HOU02 is unlikely to impact this group who will be specialist care homes. |  |  |  |  |

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| 1. **Assessing impact**   **What does the evidence tell you about the impact your proposal may have on groups with protected characteristics?** | | | | | | |
| **Policy HOU03 –**  **Residential Conversions and Redevelopment**  **MM35** | | | | | | |
| **MM35 clarifies prioritisation of delivery of family homes and to address the needs identified in Table 6. Provides support for optimising potential for housing delivery in locations specified in London Plan. Takes into account need for three-bedroom houses and specifies that conversions have at least one family sized home with three bedrooms capable of providing 4 bedspaces with access to rear garden. Stipulates that gross internal floor area should be not less than 135m2 at time of application where two self-contained residential dwellings are proposed. Requires at least 61m2 of gross internal floor space (i.e. the minimum for a family sized dwelling) required for each additional home. Clarifies when proposals will be supported relative to character and there’s no unacceptable impact on amenity of neighbouring properties.** | | | | | | |
| **Protected characteristic** | For **each** protected characteristic, explain in detail what the evidence is suggesting and the impact of your proposal (if any). Is there an impact on service deliver? Is there an impact on customer satisfaction?  Click the appropriate box on the right to indicate the outcome of your analysis. | Positive impact | **Negative**  **impact** | | No impact |
| Minor | Major |
| **Age** | .  The main modification is unlikely to have an additional impact on older or younger people who are unlikely to be looking for family homes. |  |  |  |  |
| **Disability** | Prioritising the delivery of family homes through an optimising approach may have a consequential benefit for individuals with physical disabilities who may benefit from larger spaces. |  |  |  |  |
| **Gender**  **reassignment** | The main modification to HOU03 is unlikely to have an additional impact on individuals who have a different gender identity from their sex registered at birth |  |  |  |  |
| **Marriage and Civil Partnership** | Prioritising the delivery of family homes through an optimising approach may have a particular benefit for married couples and those in a civil partnership as this group is more likely to be looking for family housing as they enter into this relationship status. |  |  |  |  |
| **Pregnancy and Maternity** | The main modification to HOU03, may have a particular benefit for individuals during pregnancy and post pregnancy are more likely to be seeking family housing as the quantum of members of their immediate family increases. |  |  |  |  |
| **Race/**  **Ethnicity** | Prioritising the delivery of family homes through an optimising approach may have a particular benefit for bame groups who tend to have larger families |  |  |  |  |
| **Religion or belief** | The main modification to HOU03 is unlikely to have an additional impact on individuals who belonging to a particular religion or holding a particular belief system |  |  |  |  |
| **Sex** | The main modification to HOU03 is unlikely to have an additional impact on individuals who are either male or female |  |  |  |  |
| **Sexual Orientation** | The main modification to HOU03 is unlikely to have an additional impact on individuals who have a particular sexual orientation |  |  |  |  |

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| 1. **Other key groups**   **Are there any other vulnerable groups that might be affected by the proposal?**  ***These could include carers, people in receipt of care, lone parents, people with low incomes or unemployed*** | | Positive impact | **Negative**  **impact** | | No impact |
| Minor | Major |
| **Key groups** | Carers  The main modification to HOU03, may have a particular benefit for carers who are looking for family homes in order to adapt to additional careering responsibilities. |  |  |  |  |
|  | People in receipt of care  The main modification to HOU03 may have a particular benefit for people receiving care, as the policy wording further supports the protection of larger homes this may benefit people in receipt of care who may need larger space, much like their carers. It is noted, that HOU04 which ensures specialist housing is likely to be of more benefit. |  |  |  |  |
|  | Lone parents  The main modification to HOU03 may have a particular benefit for lone parents with larger families. However it is noted that HOU01 and HOU02 may be more beneficial |  |  |  |  |
|  | People with low incomes or unemployed  The main modification to HOU03 is unlikely to have any additional impact for people with low incomes or who are unemployed, as family housing will be more expensive. |  |  |  |  |
|  | Young people in care  The main modification to HOU03 is unlikely to have an additional impact on young people in care, as the provision of family housing is unlikely to be their priority. It is noted that HOU04 will be more beneficial to this group. |  |  |  |  |

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| 1. **Assessing impact**   **What does the evidence tell you about the impact your proposal may have on groups with protected characteristics?** | | | | | | |
| **HOU04- Specialist Housing – Older Persons Housing, Housing choice for people with social care and health support needs, Houses in Multiple Occupation, Student Accommodation and Purpose Built Shared Living Accommodation** **MM36** | | | | | | |
| **MM36 shows re-structuring to split sections relating to older persons housing (with cross reference to requirements of London Plan) and wider housing choice for people with social care and health support needs. Rewording in terms of support for proposals for people with social care and health support needs, as well as highlighting suitability of locations with PTAL3 or more and accessible to local shops, as well as social infrastructure and health care. With HMOs, proposals should demonstrate that they meet an identified need and avoid overconcentration of HMO. Protection of living conditions for residents and occupiers of neighbouring properties through HMO management plan. Clarification that existing HMO of a reasonable standard is protected unless no need demonstrated. Re-wording that student proposals demonstrate how they meet an identified housing need, provide a management plan so no unacceptable impact on living conditions of occupiers of neighbouring properties. All specialist housing proposals expected to achieve highest standards of accessible and inclusive design in accordance with London Plan Policies D5 and D7** | | | | | | |
| **Protected characteristic** | For **each** protected characteristic, explain in detail what the evidence is suggesting and the impact of your proposal (if any). Is there an impact on service deliver? Is there an impact on customer satisfaction?  Click the appropriate box on the right to indicate the outcome of your analysis. | Positive impact | **Negative**  **impact** | | No impact |
| Minor | Major |
| **Age** | While Houses in Multiple Occupation (HMO) provide affordable options for residents, poorly maintained HMOs may increase the risk of ill mental health. Good property management can lessen the potential harmful effects of living in HMOs. This may be of particular benefit for young adults who are more likely to use HMOs as accommodation. |  |  |  |  |
| **Disability** | Housing Choice for older people is reflective of projected demographic shifts and support for their independence. Restructuring of policy makes policy more effective, particularly in terms of people with disability and younger vulnerable adults. |  |  |  |  |
| **Gender**  **reassignment** | The main modification to HOU04 is unlikely to have an additional impact on individuals who have a different gender identity from their sex registered at birth |  |  |  |  |
| **Marriage and Civil Partnership** | The main modification to HOU04 is unlikely to have an additional impact on individuals who are married or in a civil partnership |  |  |  |  |
| **Pregnancy and Maternity** | The main modification to HOU04, is unlikely to have an additional impact on individuals during pregnancy. |  |  |  |  |
| **Race/**  **Ethnicity** | The main modification to HOU04, is unlikely to have an additional impact on individuals from bame groups. |  |  |  |  |
| **Religion or belief** | The main modification to HOU04, is unlikely to have an additional impact on individuals who have a particular religion or hold a particular belief system |  |  |  |  |
| **Sex** | The main modification to HOU04 is unlikely to have an additional impact on individuals who are either male or female |  |  |  |  |
| **Sexual Orientation** | The main modification to HOU04 is unlikely to have an additional impact on individuals who have a particular sexual orientation |  |  |  |  |

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| 1. **Other key groups**   **Are there any other vulnerable groups that might be affected by the proposal?**  ***These could include carers, people in receipt of care, lone parents, people with low incomes or unemployed*** | | Positive impact | **Negative**  **impact** | | No impact |
| Minor | Major |
|  | Carers  The main modification to HOU04, may have a particular benefit for carers should their circumstances change and need to obtain access to specialist housing for their dependents with specialist needs.  . |  |  |  |  |
|  | People in receipt of care  The main modification to HOU04 will have a positive impact on this group. Restructuring of policy makes policy more effective people in receipt of care with disabilities. |  |  |  |  |
|  | Lone parents  The main modification to HOU04 is unlikely to have any additional impact for people for this group. |  |  |  |  |
|  | People with low incomes or unemployed  Houses in Multiple Occupation (HMO) provide affordable options for residents, poorly maintained HMOs may increase the risk of ill mental health. Good property management can lessen the potential harmful effects of living in HMOs. This may be of particular benefit for people with low incomes who are likely to use HMOs as accommodation. |  |  |  |  |
|  | Young people in care  Houses in Multiple Occupation (HMO) provide affordable options for residents, poorly maintained HMOs may increase the risk of ill mental health. Good property management can lessen the potential harmful effects of living in HMOs. This may be of particular benefit for young adults who are more likely to use HMOs as accommodation. |  |  |  |  |

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| 1. **Assessing impact**   **What does the evidence tell you about the impact your proposal may have on groups with protected characteristics?** | | | | | | |
| **Policy HOU05 – Efficient use of Barnet Housing Stock**  **MM37** | | | | | | |
| **MM37 re-wording provides positive approach setting out that net loss of housing supported only in specific limited circumstances. Expressed support for provision of social, physical or green infrastructure where local needs are clearly demonstrated. Requires proposed use not to be detrimental to amenity of existing residents. Clarification about ‘short-stay holiday rental accommodation to be used for more than 90 days a year’. Supports temporary (meanwhile) uses subject to no unacceptable impact on the amenity of existing residents and that they would not prevent sites from being redeveloped.** | | | | | | |
| **Protected characteristic** | For **each** protected characteristic, explain in detail what the evidence is suggesting and the impact of your proposal (if any). Is there an impact on service deliver? Is there an impact on customer satisfaction?  Click the appropriate box on the right to indicate the outcome of your analysis. | Positive impact | **Negative**  **impact** | | No impact |
| Minor | Major |
| **Age** | While this policy seeks to maximise the use of existing housing stock, through providing a more positive approach to the net loss of housing, this could have a minor impact on the choice of housing for older and younger people if the housing stock reduces in quantum limiting housing stock.  Older and younger people are groups in particular who have specific needs for housing at their stages of lives, i.e for downsizing older people, smaller more affordable accommodation younger people.  It is however noted that the policy continues to set out the very limited circumstances where a net loss of residential accommodation will be supported, still restricting the circumstances were net loss of residential accommodation will be supported. |  |  |  |  |
| **Disability** | The main modification to HOU05 could have a minor impact on the choice of housing for older and younger people if the housing stock reduces in quantum limiting housing stock.  An increase in short-term holiday lets may reduce housing availability in the Borough.  Housing Choice for older people is reflective of projected demographic shifts and support for their independence. As such this could have a minor impact in terms of people with disability and younger vulnerable adults.  It is however noted that the policy continues to set out the very limited circumstances where a net loss of residential accommodation will be supported, still restricting the circumstances were net loss of residential accommodation will be supported. |  |  |  |  |
| **Gender**  **reassignment** | The main modification to HOU05 is unlikely to have an additional impact on individuals who have a different gender identity from their sex registered at birth |  |  |  |  |
| **Marriage and Civil Partnership** | While the main modification to HOU05 policy seeks to maximise the use of existing housing stock, through providing a more positive approach to the net loss of housing, this could have a minor impact on the choice of housing for individuals who are married or in a civil partnership.  As this could reduce the quantum of housing stock providing less choice for people in different stages of their life.  Married couples and those in a civil partnership are more likely to be looking to move to a new accommodation as they enter into this relationship status.  It is however noted that the policy continues to set out the very limited circumstances where a net loss of residential accommodation will be supported, still restricting the circumstances were net loss of residential accommodation will be supported. |  |  |  |  |
| **Pregnancy and Maternity** | While this policy seeks to maximise the use of existing housing stock, through providing a more positive approach to the net loss of housing, this could have a minor impact on the choice of housing for individuals during pregnancy and post pregnancy, as this is a group more likely to be more require more options in terms of housing choice as the quantum of members of their immediate family increases. It is however noted that the policy continues to set out the very limited circumstances where a net loss of residential accommodation will be supported, still restricting the circumstances were net loss of residential accommodation will be supported. |  |  |  |  |
| **Race/**  **Ethnicity** | The main modification to HOU05, could have a minor impact on the choice of housing for individuals from bame groups as a potential reduction of housing stock could limit the choice for this group who tend to have larger families. It is however noted that the policy continues to set out the very limited circumstances where a net loss of residential accommodation will be supported, still restricting the circumstances were net loss of residential accommodation will be supported. |  |  |  |  |
| **Religion or belief** | The main modification to HOU05, is unlikely to have an additional impact on individuals who have a particular religion or hold a particular belief system |  |  |  |  |
| **Sex** | The main modification to HOU05 is unlikely to have an additional impact on individuals who are either male or female |  |  |  |  |
| **Sexual Orientation** | The main modification to HOU05 is unlikely to have an additional impact on individuals who have a particular sexual orientation |  |  |  |  |

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| 1. **Other key groups**   **Are there any other vulnerable groups that might be affected by the proposal?**  ***These could include carers, people in receipt of care, lone parents, people with low incomes or unemployed*** | | Positive impact | **Negative**  **impact** | | No impact |
| Minor | Major |
| **Key groups** | Carers  While the main modification to HOU05 policy seeks to maximise the use of existing housing stock, through providing a more positive approach to the net loss of housing, this could have a minor impact on the choice of housing for carers. However it is noted that the policy continues to set out the very limited circumstances where a net loss of residential accommodation will be supported, still restricting the circumstances were net loss of residential accommodation will be supported. |  |  |  |  |
|  | People in receipt of care  While the main modification to HOU05 policy seeks to maximise the use of existing housing stock, through providing a more positive approach to the net loss of housing, this could have a minor impact on the choice of housing for people in receipt of care. However it is noted that the policy continues to set out the very limited circumstances where a net loss of residential accommodation will be supported, still restricting the circumstances were net loss of residential accommodation will be supported. |  |  |  |  |
|  | Lone parents  While the main modification to HOU05 policy seeks to maximise the use of existing housing stock, through providing a more positive approach to the net loss of housing, this could have a minor impact on the choice of housing for lone parents. However it is noted that the policy continues to set out the very limited circumstances where a net loss of residential accommodation will be supported, still restricting the circumstances were net loss of residential accommodation will be supported. |  |  |  |  |
|  | People with low incomes or unemployed  While the main modification to HOU05 policy seeks to maximise the use of existing housing stock, through providing a more positive approach to the net loss of housing, this could have a minor impact on the choice of housing for people in in this group. However it is noted that the policy continues to set out the very limited circumstances where a net loss of residential accommodation will be supported, still restricting the circumstances were net loss of residential accommodation will be supported. |  |  |  |  |
|  | Young people in care  The main modification to HOU05 is unlikely to impact this group who will be specialist care homes. |  |  |  |  |

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| 1. **Assessing impact**   **What does the evidence tell you about the impact your proposal may have on groups with protected characteristics?** | | | | | | |
| **Policy HOU06– Meeting Other Housing Needs**  **MM38** | | | | | | |
| **MM38 shows that this policy is deleted as proposals for build to rent and self build are addressed by MM to Policy GSS01** | | | | | | |
| **Protected characteristic** | For **each** protected characteristic, explain in detail what the evidence is suggesting and the impact of your proposal (if any). Is there an impact on service deliver? Is there an impact on customer satisfaction?  Click the appropriate box on the right to indicate the outcome of your analysis. | Positive impact | **Negative**  **impact** | | No impact |
| Minor | Major |
| **Age** | There are no impacts to younger and older people as a result of the main modifications to HOU06, the local plan continues to support build to rent and self build policies through GSS01. The Equalities Impact Assessment for this element of the plan has been carried out as part of assessing GSS01 |  |  |  |  |
| **Disability** | There are no impacts to people with disabilities as a result of the main modifications to HOU06, the local plan continues to support build to rent and self build policies through GSS01. The Equalities Impact Assessment for this element of the plan has been carried out as part of assessing GSS01. |  |  |  |  |
| **Gender**  **reassignment** | There are no impacts to people with who have a different gender identity from their sex registered at birth, as a result of the main modifications to HOU06, the local plan continues to support build to rent and self build policies through GSS01. The Equalities Impact Assessment for this element of the plan has been carried out as part of assessing GSS01. |  |  |  |  |
| **Marriage and Civil Partnership** | There are no impacts to married couples and those in a civil partnership , as a result of the main modifications to HOU06, the local plan continues to support build to rent and self build policies through GSS01. The Equalities Impact Assessment for this element of the plan has been carried out as part of assessing GSS01. |  |  |  |  |
| **Pregnancy and Maternity** | There are no impacts to individuals during pregnancy and post pregnancy, as a result of the main modifications to HOU06, the local plan continues to support build to rent and self build policies through GSS01. The Equalities Impact Assessment for this element of the plan has been carried out as part of assessing GSS01. |  |  |  |  |
| **Race/**  **Ethnicity** | There are no impacts to individuals from bame groups, as a result of the main modifications to HOU06, the local plan continues to support build to rent and self build policies through GSS01. The Equalities Impact Assessment for this element of the plan has been carried out as part of assessing GSS01. |  |  |  |  |
| **Religion or belief** | There are no impacts to individuals who have a particular religion or hold a particular belief system as a result of the main modifications to HOU06, the local plan continues to support build to rent and self build policies through GSS01. The Equalities Impact Assessment for this element of the plan has been carried out as part of assessing GSS01. |  |  |  |  |
| **Sex** | There are no impacts to individuals who are either male or female, as a result of the main modifications to HOU06, the local plan continues to support build to rent and self build policies through GSS01. The Equalities Impact Assessment for this element of the plan has been carried out as part of assessing GSS01. |  |  |  |  |
| **Sexual Orientation** | There are no impacts to individuals who have a particular sexual orientation, , as a result of the main modifications to HOU06, the local plan continues to support build to rent and self build policies through GSS01. The Equalities Impact Assessment for this element of the plan has been carried out as part of assessing GSS01. |  |  |  |  |

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| 1. **Other key groups**   **Are there any other vulnerable groups that might be affected by the proposal?**  ***These could include carers, people in receipt of care, lone parents, people with low incomes or unemployed*** | | Positive impact | **Negative**  **impact** | | No impact |
| Minor | Major |
| **Key groups** | Carers  There are no impacts to individuals in this group, , as a result of the main modifications to HOU06, the local plan continues to support build to rent and self build policies through GSS01. The Equalities Impact Assessment for this element of the plan has been carried out as part of assessing GSS01. |  |  |  |  |
|  | People in receipt of care  There are no impacts to individuals in this group, , as a result of the main modifications to HOU06, the local plan continues to support build to rent and self build policies through GSS01. The Equalities Impact Assessment for this element of the plan has been carried out as part of assessing GSS01. |  |  |  |  |
|  | Lone parents  There are no impacts to individuals in this group, , as a result of the main modifications to HOU06, the local plan continues to support build to rent and self build policies through GSS01. The Equalities Impact Assessment for this element of the plan has been carried out as part of assessing GSS01. |  |  |  |  |
|  | People who are on low incomes or employed  There are no impacts to individuals in this group, , as a result of the main modifications to HOU06, the local plan continues to support build to rent and self build policies through GSS01. The Equalities Impact Assessment for this element of the plan has been carried out as part of assessing GSS01. |  |  |  |  |
|  | Young people in care  There are no impacts to individuals in this group, , as a result of the main modifications to HOU06, the local plan continues to support build to rent and self build policies through GSS01. The Equalities Impact Assessment for this element of the plan has been carried out as part of assessing GSS01. |  |  |  |  |

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| 1. **Assessing impact**   **What does the evidence tell you about the impact your proposal may have on groups with protected characteristics?** | | | | | | |
| **Policy HOU07 Gypsies, Travellers and Travelling Show people**  **MM39** | | | | | | |
| **Now Policy HOU06- Gypsies, Travellers and Travelling Show people following deletion of HOU06- Meeting Other Housing Needs**  **MM39 clarifies that Council have identified no objectively assessed need for provision of pitches and plots for Gypsies and Travellers, and Travelling Showpeople households. Proposals for accommodation will be supported provided that they meet the listed criteria. Rewording in seeking effective use of previously developed land, together with safe access to the site with adequate space on site to allow for manoeuvring of vehicles. Revisions in approach to layout and landscaping, including promoting opportunities for healthy lifestyles and assisting the integration of the site with surrounding communities.**  **Rewording on equivalent requirements of development in terms of unacceptable impacts on character and amenity. Ensures that the site has, or will be served by, a suitable supply of essential services.**  **Clarification on flood risk and approach to negotiated stopping as part of the management of unauthorised encampments, and a commitment that the preparation and publication of findings of a London-wide Gypsy and Traveller accommodation needs assessment, will inform the committed early review of the Plan.**  **MM revisions provide certainty that in the event that proposals for Gypsies and Travellers, and Travelling Showpeople accommodation come forward they will be supported provided that they meet the listed criteria.**    **The MM updates and clarifies the implementation of the policy criteria to be applied when assessing relevant proposals and ensures closer alignment / general conformity with the London Plan and national policy guidance. It is noted that the Mayor of London is currently undertaking a London Gypsy and Traveller Accommodation Needs Assessment (GTANA), the results of which will be used to inform the next iteration of the London Plan. Also, the proposed inclusion of this policy as a strategic policy within the LBBLP (MM8 refers) and therefore, within the scope of the early review of the Plan should help to ensure that if unmet needs are identified in the future they can be addressed** | | | | | | |
| **Protected characteristic** | For **each** protected characteristic, explain in detail what the evidence is suggesting and the impact of your proposal (if any). Is there an impact on service deliver? Is there an impact on customer satisfaction?  Click the appropriate box on the right to indicate the outcome of your analysis. | Positive impact | **Negative**  **impact** | | No impact |
| Minor | Major |
| **Age** | The main modification to HOU07 is unlikely to have an additional impact on younger and older individuals as it primarily concerns gypsies and travellers. |  |  |  |  |
| **Disability** | The main modification to HOU07 is unlikely to have an additional impact of people with disability as it primarily concerns gypsies and travellers. |  |  |  |  |
| **Gender**  **reassignment** | The main modification to HOU07 is unlikely to have an additional impact on individuals who have a different gender identity from their sex registered at birth as it primarily concerns gypsies and travellers. |  |  |  |  |
| **Marriage and Civil Partnership** | The main modification to HOU07 is unlikely to have an additional impact on married couples and those in a civil partnership as it primarily concerns gypsies and travellers. |  |  |  |  |
| **Pregnancy and Maternity** | The main modification to HOU07 is unlikely to have an additional impact on individuals during pregnancy and post pregnancy, as it primarily concerns gypsies and travellers. |  |  |  |  |
| **Race/**  **Ethnicity** | Gypsies and Travellers have some of the poorest health outcomes and are identified as a vulnerable population in England. The main modification to HOU07 is more positive about support for proposals that meet the location based criteria. Reference now added to ensuring healthy lifestyles of residents of new sites. Policy is consistent with national policy and outlines importance of access to shops, schools and healthcare and also that there is equivalence in how Local Plan standards are applied.  This will therefore have a positive impact for this ethnic group. |  |  |  |  |
| **Religion or belief** | The main modification to HOU07, is unlikely to have an additional impact on individuals who have a particular religion or hold a particular belief system, as it primarily concerns gypsies and travellers. |  |  |  |  |
| **Sex** | The main modification to HOU07 is unlikely to have an additional impact on individuals who are either male or female, as it primarily concerns gypsies and travellers. |  |  |  |  |
| **Sexual Orientation** | The main modification to HOU07 is unlikely to have an additional impact on individuals who have a particular sexual orientation, as it primarily concerns gypsies and travellers. |  |  |  |  |

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| 1. **Other key groups**   **Are there any other vulnerable groups that might be affected by the proposal?**  ***These could include carers, people in receipt of care, lone parents, people with low incomes or unemployed*** | | Positive impact | **Negative**  **impact** | | No impact |
| Minor | Major |
| **Key groups** | Carers  The main modification to HOU07 is unlikely to have an additional impact on individuals in this group, as it primarily concerns gypsies and travellers. |  |  |  |  |
| **Key groups** | People in receipt of Care  The main modification to HOU07 is unlikely to have an additional impact on individuals in this group, as it primarily concerns gypsies and travellers. |  |  |  |  |
| **Key groups** | Lone parents  The main modification to HOU07 is unlikely to have an additional impact on individuals in this group, as it primarily concerns gypsies and travellers. |  |  |  |  |
| **Key groups** | People who are on low incomes or employed  The main modification to HOU07 is unlikely to have an additional impact on individuals in this group, as it primarily concerns gypsies and travellers. |  |  |  |  |
| **Key groups** | Young people in care  The main modification to HOU07 is unlikely to have an additional impact on individuals in this group, as it primarily concerns gypsies and travellers. |  |  |  |  |

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| 1. **Assessing impact**   **What does the evidence tell you about the impact your proposal may have on groups with protected characteristics?** | | | | | | |
| **Policy CDH01 – Promoting High Quality Design**  **MM41** | | | | | | |
| **MM41 Re-wording to reflect purpose and role of associated SPD. Revisions for soundness, general conformity with London Plan including policies D3 and H2 in respect of design-led approach to development. Clarification on provision of safe environments, and that proposals should design out crime with Secured by Design principles. Clarifies that development may affect amenity of occupiers of property beyond immediately adjacent, and refers to threshold for acceptability of amenity impacts that is consistent with other policies in the Plan. Broadens scope to address pollution impacts. In supporting text adds reference to the Healthy Streets Approach, Secured by Design as well as references to relevant fire safety legislation.**  **The main modification also updates the policies with references to the Levelling Up and Regeneration Act 2023 and clarifying roles of future design guides and spds.** | | | | | | |
| **Protected characteristic** | For **each** protected characteristic, explain in detail what the evidence is suggesting and the impact of your proposal (if any). Is there an impact on service deliver? Is there an impact on customer satisfaction?  Click the appropriate box on the right to indicate the outcome of your analysis. | Positive impact | **Negative**  **impact** | | No impact |
| Minor | Major |
| **Age** | The main modification to CDHO1 provides additional wording to strengthen the consideration of safer environments and designing out crime, this could have a particularly positive benefit on older people who may have a higher fear of crime.  Broadening the scope to address pollution impacts will have a positive benefit of all groups of people. |  |  |  |  |
| **Disability** | The main modification to CDHO1 provides additional wording to strengthen the consideration of safer environments and designing out crime, this could have a particularly positive benefit on people with disabilities who may have a higher perceived fear of crime.  .  Broadening the scope to address pollution impacts and ensuring high quality design will have a positive benefit of all groups of people. |  |  |  |  |
| **Gender**  **reassignment** | Broadening the scope to address pollution impacts and ensuring high quality design will have a positive benefit of all groups of people. |  |  |  |  |
| **Marriage and Civil Partnership** | Broadening the scope to address pollution impacts and ensuring high quality design will have a positive benefit of all groups of people. |  |  |  |  |
| **Pregnancy and Maternity** | The main modification to CDHO1 also seeks to encourage more people to walk and cycle and create space for social engagement this would also have a particular benefit for on individuals during pregnancy and post pregnancy who are likely to be less mobile in ensuring access to key services and infrastructure is not dependent on longer trips via car. |  |  |  |  |
| **Race/**  **Ethnicity** | Additional wording to strengthen the consideration of safer environments and designing out crime, this could have a particularly positive benefit for individuals belonging to bame groups who have a higher fear of crime.  Broadening the scope to address pollution impacts and ensuring high quality design will have a positive benefit of all groups of people. |  |  |  |  |
| **Religion or belief** | Broadening the scope to address pollution impacts and ensuring high quality design will have a positive benefit of all groups of people. |  |  |  |  |
| **Sex** | Additional wording to strengthen the consideration of safer environments and designing out crime, this could have a particularly positive benefit for women who may have a higher fear of crime.  Broadening the scope to address pollution impacts and ensuring high quality design will have a positive benefit of all groups of people. |  |  |  |  |
| **Sexual Orientation** | Broadening the scope to address pollution impacts and ensuring high quality design will have a positive benefit of all groups of people. |  |  |  |  |

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| 1. **Other key groups**   **Are there any other vulnerable groups that might be affected by the proposal?**  ***These could include carers, people in receipt of care, lone parents, people with low incomes or unemployed*** | | Positive impact | **Negative**  **impact** | | No impact |
| Minor | Major |
| **Key groups** | Carers  Broadening the scope to address pollution impacts and ensuring high quality design will have a positive benefit of all groups of people. |  |  |  |  |
|  | People in receipt of care  Broadening the scope to address pollution impacts and ensuring high quality design will have a positive benefit of all groups of people. |  |  |  |  |
|  | Lone parents  Broadening the scope to address pollution impacts and ensuring high quality design will have a positive benefit of all groups of people. |  |  |  |  |
|  | People with low incomes or unemployed  Broadening the scope to address pollution impacts and ensuring high quality design will have a positive benefit of all groups of people. |  |  |  |  |
|  | Young people in care  Broadening the scope to address pollution impacts and ensuring high quality design will have a positive benefit of all groups of people. |  |  |  |  |

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| 1. **Assessing impact**   **What does the evidence tell you about the impact your proposal may have on groups with protected characteristics** | | | | | | |
| **Policy CDH02 – Sustainable and Inclusive Design**  **MM44** | | | | | | |
| **MM44 Rewording for soundness general conformity with London Plan. Clarifications in respect of climate change and that BREEAM ‘Very Good’ rating is encouraged for all development. Inclusive Design Statements required within Design and Access Statements to ensure alignment with London Plan Policy D5.** | | | | | | |
| **Protected characteristic** | For **each** protected characteristic, explain in detail what the evidence is suggesting and the impact of your proposal (if any). Is there an impact on service deliver? Is there an impact on customer satisfaction?  Click the appropriate box on the right to indicate the outcome of your analysis. | Positive impact | **Negative**  **impact** | | No impact |
| Minor | Major |
| **Age** | The main modification to CDH02 provides more effective wording on requirements of design in respect of climate change and in respect for accessible housing and inclusive design, this will have positive benefits for all groups.  Providing more clarity on inclusive design may be of particular benefit to older people who are likely to be less mobile |  |  |  |  |
| **Disability** | The main modification to CDH02 provides more effective wording on requirements of design in respect of climate change and in respect for accessible housing and inclusive design, this will have positive benefits for all groups.  Providing more clarity on inclusive design will be of particular benefit to individuals who have disabilities who are likely to be less mobile. |  |  |  |  |
| **Gender**  **reassignment** | The main modification to CDH02 provides more effective wording on requirements of design in respect of climate change this will have positive benefits for all groups. |  |  |  |  |
| **Marriage and Civil Partnership** | The main modification to CDH02 provides more effective wording on requirements of design in respect of climate change, this will have positive benefits for all groups. |  |  |  |  |
| **Pregnancy and Maternity** | The main modification to CDH02 provides more effective wording on requirements of design in respect of climate change this will have positive benefits for all groups. |  |  |  |  |
| **Race/**  **Ethnicity** | The main modification to CDH02 provides more effective wording on requirements of design in respect of climate change this will have positive benefits for all groups. |  |  |  |  |
| **Religion or belief** | The main modification to CDH02 provides more effective wording on requirements of design in respect of climate change this will have positive benefits for all groups. |  |  |  |  |
| **Sex** | The main modification to CDH02 provides more effective wording on requirements of design in respect of climate change this will have positive benefits for all groups. |  |  |  |  |
| **Sexual Orientation** | The main modification to CDH02 provides more effective wording on requirements of design in respect of climate change this will have positive benefits for all groups. |  |  |  |  |

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| 1. **Other key groups**   **Are there any other vulnerable groups that might be affected by the proposal?**  ***These could include carers, people in receipt of care, lone parents, people with low incomes or unemployed*** | | Positive impact | **Negative**  **impact** | | No impact |
| Minor | Major |
| **Key groups** | Carers  The main modification to CDH02 provides more effective wording on requirements of design in respect of climate change and in respect for accessible housing and inclusive design, this will have positive benefits for all groups.  Providing more clarity on inclusive design will be of particular benefit to individuals who have disabilities who are likely to be less mobile. This is also likely to have a positive impact for carers who support people in care with disabilities. |  |  |  |  |
|  | People in receipt of care  The main modification to CDH02 provides more effective wording on requirements of design in respect of climate change and in respect for accessible housing and inclusive design, this will have positive benefits for all groups.  Providing more clarity on inclusive design will be of particular benefit to individuals who have disabilities who are likely to be less mobile. This is also likely to have a positive impact for people in receipt of care with disabilities. |  |  |  |  |
|  | Lone parents  The main modification to CDH02 provides more effective wording on requirements of design in respect of climate change and in respect for accessible housing and inclusive design, this will have positive benefits for all groups. |  |  |  |  |
|  | People with low incomes or unemployed  The main modification to CDH02 provides more effective wording on requirements of design in respect of climate change and in respect for accessible housing and inclusive design, this will have positive benefits for all groups. |  |  |  |  |
| **Key groups** | Young people in care  The main modification to CDH02 provides more effective wording on requirements of design in respect of climate change and in respect for accessible housing and inclusive design, this will have positive benefits for all groups. |  |  |  |  |

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| 1. **Assessing impact**   **What does the evidence tell you about the impact your proposal may have on groups with protected characteristics?** | | | | | | |
| **CDH03 – Public Realm**  **MM45** | | | | | | |
| **MM45 Revisions for soundness, general conformity with London Plan. Emphasises that development required to contribute positively to public realm. Clarification on Healthy Streets Approach and rewording on safety and security issues for crowds. Highlight that due regard given to the Council’s town centre strategies as well as TfL’s Streets Toolkit.**  **The MM provides clarification on the detailed public realm related matters that proposals will be expected to address where it is relevant and to do so**  **Clarification in supporting text on family and young people friendly environments.** | | | | | | |
| **Protected characteristic** | For **each** protected characteristic, explain in detail what the evidence is suggesting and the impact of your proposal (if any). Is there an impact on service deliver? Is there an impact on customer satisfaction?  Click the appropriate box on the right to indicate the outcome of your analysis. | Positive impact | **Negative**  **impact** | | No impact |
| Minor | Major |
| **Age** | This main modification to CDHO3 strengthens promotion of active travel and safer streets. This will have a positive impact older people to provide better accessibility and mobility to access services.  Further clarity on safety and security measures are likely to be of particularly positive benefit on older people who may have a higher perceived fear of crime or be at higher risk of crime.  . |  |  |  |  |
| **Disability** | This main modification to CDHO3 strengthens promotion of active travel and safer streets. This will have a positive impact individuals with disabilities to provide better accessibility and mobility to access services.  Further clarity on safety and security measures are likely to be of particularly positive benefit on individuals with disabilities who may have a higher perceived fear of crime or be at higher risk of crime. |  |  |  |  |
| **Gender**  **reassignment** | Further clarity on safety and security measures are likely to be of particularly positive benefit on individuals which have a gender identity different from their sex registered at birth who may have a higher perceived fear of crime or be at higher risk of crime. |  |  |  |  |
| **Marriage and Civil Partnership** | This main modification to CDHO3 is unlikely to have an additional impact to individuals who are married or in a civil partnership. |  |  |  |  |
| **Pregnancy and Maternity** | Further clarity on safety and security measures are likely to be of particularly positive benefit to individuals during and post pregnancy, who are likely to have higher perceived risk of crime during this time. |  |  |  |  |
| **Race/**  **Ethnicity** | Further clarity on safety and security measures are likely to be of particularly positive benefit on individuals belonging to bame groups as they are at higher risk of hate crime |  |  |  |  |
| **Religion or belief** | The main modification to CDH03 is unlikely to have an additional impact on individuals belonging to a particular religion or holding a particular belief system as they are at higher risk of hate crime |  |  |  |  |
| **Sex** | The main modification to CDH03 is likely to be of particularly positive for females who have a higher perceived fear of crime and males who are at higher risk of crime. |  |  |  |  |
| **Sexual Orientation** | The main modification to CDH03 is likely to be of particularly positive benefit on individuals who have a particular sexual orientation who have a higher perceived fear of crime or be at higher risk of crime. |  |  |  |  |

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| 1. **Other key groups**   **Are there any other vulnerable groups that might be affected by the proposal?**  ***These could include carers, people in receipt of care, lone parents, people with low incomes or unemployed*** | | Positive impact | **Negative**  **impact** | | No impact |
| Minor | Major |
| **Key groups** | Carers  The main modification to CDH03 provides further clarity on safety and security measures and inclusive design. This will be of particular benefit to carers and people in receipt of care with visible disabilities as they may appear more vulnerable. |  |  |  |  |
|  | People in receipt of care  The main modification to CDH03 provides further clarity on safety and security measures and inclusive design. This will be of particular benefit to carers and people in receipt of care with visible disabilities as they may appear more vulnerable. |  |  |  |  |
|  | Lone parents  This main modification to CDH03 may be of particular benefit to lone parents to increase their sense of safety when walking alone with younger children and less parents in the family. |  |  |  |  |
|  | People with low incomes or unemployed  This main modification to CDHO3 is unlikely to have an additional impact to individuals within this group. |  |  |  |  |
|  | Young people in care  This main modification to CDHO3 is unlikely to have an additional impact to individuals within this group. |  |  |  |  |

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| 1. **Assessing impact**   **What does the evidence tell you about the impact your proposal may have on groups with protected characteristics ?** | | | | | | |
| **CDH04 – Tall Buildings**  **MM46** | | | | | | |
| **MM46- Revisions for soundness, general conformity with London Plan. Clarification on roles and status of current and proposed future SPDs. Changes include setting no upper storey or metre height limit; and clarifying that locations for tall buildings are evidence based. As the setting of a height limit was not justified reference to this in the policy has been removed thereby allowing assessment of the suitability of each proposal in the context of its surroundings. Clarification that locally important views identified on Map 4 are a relevant consideration for applications. Reference added to the Building Safety Act 2022.**  **Clarification how visual impact will be addressed in line with London Plan Policy D9( C )** | | | | | | |
| **Protected characteristic** | For **each** protected characteristic, explain in detail what the evidence is suggesting and the impact of your proposal (if any). Is there an impact on service deliver? Is there an impact on customer satisfaction?  Click the appropriate box on the right to indicate the outcome of your analysis. | Positive impact | **Negative**  **impact** | | No impact |
| Minor | Major |
| **Age** | The main modifications to CDH04 are likely to be neutral across all groups. |  |  |  |  |
| **Disability** | The main modifications to CDH04 are likely to be neutral across all groups. |  |  |  |  |
| **Gender**  **reassignment** | The main modifications to CDH04 are likely to be neutral across all groups. |  |  |  |  |
| **Marriage and Civil Partnership** | The main modifications to CDH04 are likely to be neutral across all groups. |  |  |  |  |
| **Pregnancy and Maternity** | The main modifications to CDH04 are likely to be neutral across all groups. |  |  |  |  |
| **Race/**  **Ethnicity** | The main modifications to CDH04 are likely to be neutral across all groups. |  |  |  |  |
| **Religion or belief** | The main modifications to CDH04 are likely to be neutral across all groups. |  |  |  |  |
| **Sex** | The main modifications to CDH04 are likely to be neutral across all groups. |  |  |  |  |
| **Sexual Orientation** | The main modifications to CDH04 are likely to be neutral across all groups. |  |  |  |  |

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| 1. **Other key groups**   **Are there any other vulnerable groups that might be affected by the proposal?**  ***These could include carers, people in receipt of care, lone parents, people with low incomes or unemployed*** | | Positive impact | **Negative**  **impact** | | No impact |
| Minor | Major |
| **Key groups** | Carers  The main modifications to CDH04 are likely to be neutral across all groups. |  |  |  |  |
|  | People in receipt of care  The main modifications to CDH04 are likely to be neutral across all groups. |  |  |  |  |
|  | Lone parents  The main modifications to CDH04 are likely to be neutral across all groups. |  |  |  |  |
|  | People with low incomes or unemployed  The main modifications to CDH04 are likely to be neutral across all groups. |  |  |  |  |
|  | Young people in care  The main modifications to CDH04 are likely to be neutral across all groups. |  |  |  |  |

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| 1. **Assessing impact**   **What does the evidence tell you about the impact your proposal may have on groups with protected characteristics?** | | | | | | |
| **Policy CDH05 – Extensions**  **MM48** | | | | | | |
| **MM48; Revisions for soundness, general conformity with London Plan. Clarification on roles and status of current and proposed future SPDs and retention of satisfactory amenity space in accordance with Policy CDH07.** | | | | | | |
| **Protected characteristic** | For **each** protected characteristic, explain in detail what the evidence is suggesting and the impact of your proposal (if any). Is there an impact on service deliver? Is there an impact on customer satisfaction?  Click the appropriate box on the right to indicate the outcome of your analysis. | Positive impact | **Negative**  **impact** | | No impact |
| Minor | Major |
| **Age** | Ensuring that amenity space remains at the minimum standards in Table 10 will ensure continued provision for people to participate in physical recreation as part of enjoying their own home as well as having general mental health benefits.  This will have positive impacts to this group |  |  |  |  |
| **Disability** | Ensuring that amenity space remains at the minimum standards in Table 10 will ensure continued provision for people to participate in physical recreation as part of enjoying their own home as well as having general mental health benefits.  This will have positive impacts to this group |  |  |  |  |
| **Gender**  **reassignment** | Ensuring that amenity space remains at the minimum standards in Table 10 will ensure continued provision for people to participate in physical recreation as part of enjoying their own home as well as having general mental health benefits.  This will have positive impacts to this group |  |  |  |  |
| **Marriage and Civil Partnership** | Ensuring that amenity space remains at the minimum standards in Table 10 will ensure continued provision for people to participate in physical recreation as part of enjoying their own home as well as having general mental health benefits.  This will have positive impacts to this group |  |  |  |  |
| **Pregnancy and Maternity** | Ensuring that amenity space remains at the minimum standards in Table 10 will ensure continued provision for people to participate in physical recreation as part of enjoying their own home as well as having general mental health benefits.  This will have positive impacts to this group |  |  |  |  |
| **Race/**  **Ethnicity** | Ensuring that amenity space remains at the minimum standards in Table 10 will ensure continued provision for people to participate in physical recreation as part of enjoying their own home as well as having general mental health benefits.  This will have positive impacts to this group |  |  |  |  |
| **Religion or belief** | Ensuring that amenity space remains at the minimum standards in Table 10 will ensure continued provision for people to participate in physical recreation as part of enjoying their own home as well as having general mental health benefits.  This will have positive impacts to this group |  |  |  |  |
| **Sex** | Ensuring that amenity space remains at the minimum standards in Table 10 will ensure continued provision for people to participate in physical recreation as part of enjoying their own home as well as having general mental health benefits.  This will have positive impacts to this group |  |  |  |  |
| **Sexual Orientation** | Ensuring that amenity space remains at the minimum standards in Table 10 will ensure continued provision for people to participate in physical recreation as part of enjoying their own home as well as having general mental health benefits.  This will have positive impacts to this group |  |  |  |  |

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| 1. **Other key groups**   **Are there any other vulnerable groups that might be affected by the proposal?**  ***These could include carers, people in receipt of care, lone parents, people with low incomes or unemployed*** | | Positive impact | **Negative**  **impact** | | No impact |
| Minor | Major |
| **Key groups** | Carers  Ensuring that amenity space remains at the minimum standards in Table 10 will ensure continued provision for people to participate in physical recreation as part of enjoying their own home as well as having general mental health benefits.  This will have positive impacts for all groups |  |  |  |  |
|  | People in receipt of care  Ensuring that amenity space remains at the minimum standards in Table 10 will ensure continued provision for people to participate in physical recreation as part of enjoying their own home as well as having general mental health benefits.  This will have positive impacts for all groups |  |  |  |  |
|  | Lone parents  Ensuring that amenity space remains at the minimum standards in Table 10 will ensure continued provision for people to participate in physical recreation as part of enjoying their own home as well as having general mental health benefits.  This will have positive impacts for all groups |  |  |  |  |
|  | People with low incomes or unemployed  Ensuring that amenity space remains at the minimum standards in Table 10 will ensure continued provision for people to participate in physical recreation as part of enjoying their own home as well as having general mental health benefits.  This will have positive impacts for all groups |  |  |  |  |
|  | Young people in care  This is unlikely to have an additional impact to young people in care, as care homes are not subject to the minimum standards set out in Table 10 |  |  |  |  |

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| 1. **Assessing impact**   **What does the evidence tell you about the impact your proposal may have on groups with protected characteristics?** | | | | | | |
| **Policy CDH06 – Basements**  **MM49** | | | | | | |
| **MM 49 Revisions for soundness, general conformity with London Plan. Clarification on roles and status of current and proposed future SPDs. Changes include policy renamed as also applicable to different forms of below ground development. Also adds cross references to other relevant policies included within the Barnet Local Plan. Part h) is replaced with a requirement that the proposal is in compliance with flood risk requirements of national policy.** | | | | | | |
| **Protected characteristic** | For **each** protected characteristic, explain in detail what the evidence is suggesting and the impact of your proposal (if any). Is there an impact on service deliver? Is there an impact on customer satisfaction?  Click the appropriate box on the right to indicate the outcome of your analysis. | Positive impact | **Negative**  **impact** | | No impact |
| Minor | Major |
| **Age** | The main modifications is not likely to result in any further positive or negative impacts to individuals within this protected characteristic |  |  |  |  |
| **Disability** | The main modifications is not likely to result in any further positive or negative impacts to individuals within this protected characteristic |  |  |  |  |
| **Gender**  **reassignment** | The main modifications is not likely to result in any further positive or negative impacts to individuals within this protected characteristic |  |  |  |  |
| **Marriage and Civil Partnership** | The main modifications is not likely to result in any further positive or negative impacts to individuals within this protected characteristic |  |  |  |  |
| **Pregnancy and Maternity** | The main modifications is not likely to result in any further positive or negative impacts to individuals within this protected characteristic |  |  |  |  |
| **Race/**  **Ethnicity** | The main modifications is not likely to result in any further positive or negative impacts to individuals within this protected characteristic |  |  |  |  |
| **Religion or belief** | The main modifications is not likely to result in any further positive or negative impacts to individuals within this protected characteristic |  |  |  |  |
| **Sex** | The main modifications is not likely to result in any further positive or negative impacts to individuals within this protected characteristic |  |  |  |  |
| **Sexual Orientation** | The main modifications is not likely to result in any further positive or negative impacts to individuals within this protected characteristic |  |  |  |  |

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| 1. **Other key groups**   **Are there any other vulnerable groups that might be affected by the proposal?**  ***These could include carers, people in receipt of care, lone parents, people with low incomes or unemployed*** | | Positive impact | **Negative**  **impact** | | No impact |
| Minor | Major |
| **Key groups** | Carers  The main modifications is not likely to result in any further positive or negative impacts to individuals within this group |  |  |  |  |
|  | People in receipt of care  The main modifications is not likely to result in any further positive or negative impacts to individuals within this group |  |  |  |  |
|  | Lone parents  The main modifications is not likely to result in any further positive or negative impacts to individuals within this group |  |  |  |  |
|  | People with low incomes or unemployed  The main modifications is not likely to result in any further positive or negative impacts to individuals within this group |  |  |  |  |
|  | Young people in receipt of care  This is unlikely to have an additional impact to young people in care who will be in specialist accommodation |  |  |  |  |

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| 1. **Assessing impact**   **What does the evidence tell you about the impact your proposal may have on groups with protected characteristics?** | | | | | | |
| **Policy CDH07– Amenity Space and Landscaping**  **MM50** | | | | | | |
| **MM50 Revisions for soundness, general conformity with London Plan. Clarification about Plan’s amenity space standards set out in the Plan and provide play, spaces in line with London Plan. Clarification on elements regarding amenity, access and parking areas, reference to the amenity of both existing and future occupiers of property. Clarification that landscaping should be designed to provide biodiversity benefits such as habitat creation.** | | | | | | |
| **Protected characteristic** | For **each** protected characteristic, explain in detail what the evidence is suggesting and the impact of your proposal (if any). Is there an impact on service deliver? Is there an impact on customer satisfaction?  Click the appropriate box on the right to indicate the outcome of your analysis. | Positive impact | **Negative**  **impact** | | No impact |
| Minor | Major |
| **Age** | The main modification to CDHO7, ensures private outdoor amenity space is fit for purpose this may increase children’s physical activity in relation to play space.  As such this will have a particular positive impact on younger people. |  |  |  |  |
| **Disability** | The main modification to CDHO7, ensures private outdoor amenity space is fit for purpose this may be particular beneficial to individuals who are less physically mobile, who will still be able to have access to the benefits of outdoor space without the need to travel. |  |  |  |  |
| **Gender**  **reassignment** | The main modifications is not likely to result in any further positive or negative impacts to individuals within this protected characteristic |  |  |  |  |
| **Marriage and Civil Partnership** | The main modifications is not likely to result in any further positive or negative impacts to individuals within this protected characteristic |  |  |  |  |
| **Pregnancy and Maternity** | The main modifications is not likely to result in any further positive or negative impacts to individuals within this protected characteristic |  |  |  |  |
| **Race/**  **Ethnicity** | The main modifications is not likely to result in any further positive or negative impacts to individuals within this protected characteristic |  |  |  |  |
| **Religion or belief** | The main modifications is not likely to result in any further positive or negative impacts to individuals within this protected characteristic |  |  |  |  |
| **Sex** | The main modifications is not likely to result in any further positive or negative impacts to individuals within this protected characteristic |  |  |  |  |
| **Sexual Orientation** | The main modifications is not likely to result in any further positive or negative impacts to individuals within this protected characteristic |  |  |  |  |

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| 1. **Other key groups**   **Are there any other vulnerable groups that might be affected by the proposal?**  ***These could include carers, people in receipt of care, lone parents, people with low incomes or unemployed*** | | Positive impact | **Negative**  **impact** | | No impact |
| Minor | Major |
| **Key groups** | Carers  The main modifications is not likely to result in any further positive or negative impacts to individuals within this group |  |  |  |  |
|  | People in receipt of care  The main modifications is not likely to result in any further positive or negative impacts to individuals within this group |  |  |  |  |
|  | Lone parents  The main modifications is not likely to result in any further positive or negative impacts to individuals within this group |  |  |  |  |
|  | People with low incomes or unemployed  The main modifications is not likely to result in any further positive or negative impacts to individuals within this group |  |  |  |  |
|  | Young people in receipt of care  The main modifications is not likely to result in any further positive or negative impacts to individuals within this group |  |  |  |  |

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| 1. **Assessing impact**   **What does the evidence tell you about the impact your proposal may have on groups with protected characteristics?** | | | | | | |
| **Policy CDH08– Barnet’s Heritage**  **MM51** | | | | | | |
| **MM 51 Revisions for soundness, general conformity with London Plan.**  **Comprehensive redrafting to align with NPPF and setting out clear procedures for designated and non-designated heritage assets, including consideration of potential impact of a proposed development on significance of designated heritage assets and the approaches where a proposal would result in substantial or less than substantial harm.** | | | | | | |
| **Protected characteristic** | For **each** protected characteristic, explain in detail what the evidence is suggesting and the impact of your proposal (if any). Is there an impact on service deliver? Is there an impact on customer satisfaction?  Click the appropriate box on the right to indicate the outcome of your analysis. | Positive impact | **Negative**  **impact** | | No impact |
| Minor | Major |
| **Age** | The main modification to CDHO8 strengthens protection to designated and non designated heritage assets.  There may be some conflict between protecting heritage and non heritage assets (locally listed assets) and making alterations to improve disabled access, e.g. ramps / lifts may not be considered appropriate in some listed buildings, so the policy could be considered to have a low negative impact on the elderly with reduced mobility and a neutral impact on other equalities groups. |  |  |  |  |
| **Disability** | The main modification to CDHO8 strengthens protection to designated and non designated heritage assets.  There may be some conflict between protecting heritage and non heritage assets (locally listed assets) and making alterations to improve disabled access, e.g. ramps / lifts may not be considered appropriate in some listed buildings, so the policy could be considered to have a low negative impact on disabled groups with reduced mobility and a neutral impact on other equalities groups.  . |  |  |  |  |
| **Gender**  **reassignment** | The main modifications is not likely to result in any further positive or negative impacts to individuals within this protected characteristic |  |  |  |  |
| **Marriage and Civil Partnership** | The main modifications is not likely to result in any further positive or negative impacts to individuals within this protected characteristic |  |  |  |  |
| **Pregnancy and Maternity** | The main modifications is not likely to result in any further positive or negative impacts to individuals within this protected characteristic |  |  |  |  |
| **Race/**  **Ethnicity** | The main modifications is not likely to result in any further positive or negative impacts to individuals within this protected characteristic |  |  |  |  |
| **Religion or belief** | The main modifications is not likely to result in any further positive or negative impacts to individuals within this protected characteristic |  |  |  |  |
| **Sex** | The main modifications is not likely to result in any further positive or negative impacts to individuals within this protected characteristic |  |  |  |  |
| **Sexual Orientation** | The main modifications is not likely to result in any further positive or negative impacts to individuals within this protected characteristic |  |  |  |  |

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| 1. **Other key groups**   **Are there any other vulnerable groups that might be affected by the proposal?**  ***These could include carers, people in receipt of care, lone parents, people with low incomes or unemployed*** | | Positive impact | **Negative**  **impact** | | No impact |
| Minor | Major |
| **Key groups** | Carers  The main modifications to CDH08 are not likely to result in any further positive or negative impacts to individuals within this group. |  |  |  |  |
|  | People in receipt of care  The main modification to CDHO8 strengthens protection to designated and non designated heritage assets.  There may be some conflict between protecting heritage and non heritage assets (locally listed assets) and making alterations to improve disabled access, e.g. ramps / lifts may not be considered appropriate in some listed buildings, so the policy could be considered to have a low negative impact on people in receipt of care that have reduced mobility . |  |  |  |  |
|  | Lone parents  The main modifications to CDH08 are not likely to result in any further positive or negative impacts to individuals within this group |  |  |  |  |
|  | People with low incomes or unemployed  The main modifications to CDH08 are not likely to result in any further positive or negative impacts to individuals within this group |  |  |  |  |
|  | Young people in receipt of care  The main modifications to CDH08 are not likely to result in any further positive or negative impacts to individuals within this group |  |  |  |  |

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| 1. **Assessing impact**   **What does the evidence tell you about the impact your proposal may have on groups with protected characteristics?** | | | | | | |
| **CDH09– Advertisements**  **MM52** | | | | | | |
| **MM52 Revisions for soundness, general conformity with London Plan.**  **Revisions for soundness, general conformity with London Plan. MM revisions provides clarity on the relevant requirements under the Town and Country Planning (Control of Advertisements) (England) Regulations 2007.**  **Clarification that advertisements subject to control in the interests of amenity and public safety only.**  **Clarification on light pollution and illumination, physical or visual obstruction, and visual clutter.** | | | | | | |
| **Protected characteristic** | For **each** protected characteristic, explain in detail what the evidence is suggesting and the impact of your proposal (if any). Is there an impact on service deliver? Is there an impact on customer satisfaction?  Click the appropriate box on the right to indicate the outcome of your analysis. | Positive impact | **Negative**  **impact** | | No impact |
| Minor | Major |
| **Age** | The main modifications is not likely to result in any further positive or negative impacts to individuals within this protected characteristic |  |  |  |  |
| **Disability** | The main modifications is not likely to result in any further positive or negative impacts to individuals within this protected characteristic |  |  |  |  |
| **Gender**  **reassignment** | The main modifications is not likely to result in any further positive or negative impacts to individuals within this protected characteristic |  |  |  |  |
| **Marriage and Civil Partnership** | The main modifications is not likely to result in any further positive or negative impacts to individuals within this protected characteristic |  |  |  |  |
| **Pregnancy and Maternity** | The main modifications is not likely to result in any further positive or negative impacts to individuals within this protected characteristic |  |  |  |  |
| **Race/**  **Ethnicity** | The main modifications is not likely to result in any further positive or negative impacts to individuals within this protected characteristic |  |  |  |  |
| **Religion or belief** | The main modifications is not likely to result in any further positive or negative impacts to individuals within this protected characteristic |  |  |  |  |
| **Sex** | The main modifications is not likely to result in any further positive or negative impacts to individuals within this protected characteristic |  |  |  |  |
| **Sexual Orientation** | The main modifications is not likely to result in any further positive or negative impacts to individuals within this protected characteristic |  |  |  |  |

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| 1. **Other key groups**   **Are there any other vulnerable groups that might be affected by the proposal?**  ***These could include carers, people in receipt of care, lone parents, people with low incomes or unemployed*** | | Positive impact | **Negative**  **impact** | | No impact |
| Minor | Major |
| **Key groups** | Carers  The main modifications to CDH09 are not likely to result in any further positive or negative impacts to individuals within this group |  |  |  |  |
|  | Lone parents  The main modifications to CDH09 are not likely to result in any further positive or negative impacts to individuals within this protected characteristic |  |  |  |  |
|  | Lone parents  The main modifications to CDH09 are not likely to result in any further positive or negative impacts to individuals within this protected characteristic |  |  |  |  |
|  | People with low incomes or unemployed  The main modifications to CDH09 are not likely to result in any further positive or negative impacts to individuals within this protected characteristic |  |  |  |  |
|  | Young people in receipt of care  The main modifications to CDH09 are not likely to result in any further positive or negative impacts to individuals within this protected characteristic |  |  |  |  |

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| 1. **Assessing impact**   **What does the evidence tell you about the impact your proposal may have on groups with protected characteristics?** | | | | | | |
| **Policy TOW01 – Vibrant Town centres**  **MM53** | | | | | | |
| **MM53 Revisions for soundness, general conformity with London Plan. MM53 emphasises support for redevelopment at Brent Cross Growth Area. clarification on strong retail offer, with a wider mix of main town centre uses as part of new Metropolitan Town Centre (GSS02), , clarification on approach in Edgware Major Town Centre (GSS05), and Cricklewood Town Centre (GSS04).**  **with clarification on approach to District Town Centres (GSS08).**  **Clarification on definition of ‘local level of retail’ and that residential-led mixed use development should be proportionate. Clarification on ‘Lower PTAL’ and support for expansion of leisure uses in town centre locations where opportunities of suitable scale arise. Clarification on impact assessments on proposals over 500 sq.m of retail or leisure uses in an edge of centre or out of centre location relative to the Major and District Town Centre boundaries. Consequential changes to paras 7.6.7 and 7.6.8 better explain approach to sequential test areas.**  **Also clarifies revised targets for new homes** | | | | | | |
| **Protected characteristic** | For **each** protected characteristic, explain in detail what the evidence is suggesting and the impact of your proposal (if any). Is there an impact on service deliver? Is there an impact on customer satisfaction?  Click the appropriate box on the right to indicate the outcome of your analysis. | Positive impact | **Negative**  **impact** | | No impact |
| Minor | Major |
| **Age** | The main modification to TOW01, supports ensuring the right retail mix with other town centre uses with mixed use development to include residential uses in Town Centres.  Additional wording to strengthen the protection of local and neighbourhood centres acknowledging their importance in providing for smaller scale needs i.e. day to day convenience retail, social and community needs  This will have a positive impact on all groups  This may particularly benefit elderly people in providing easier access to their day to day needs without the need for car or public transport. |  |  |  |  |
| **Disability** | This main modifications may particularly benefit people with physical disabilities providing easier access to day to day convenience retail, social and community needs. |  |  |  |  |
| **Gender**  **reassignment** | The main modification to TOW01, supports ensuring the right retail mix with other town centre uses with mixed use development to include residential uses in Town Centres.  Additional wording to strengthen the protection of local and neighbourhood centres acknowledging their importance in providing for smaller scale needs i.e. day to day convenience retail, social and community needs  This will have a positive impact on all groups. |  |  |  |  |
| **Marriage and Civil Partnership** | The main modification to TOW01, supports ensuring the right retail mix with other town centre uses with mixed use development to include residential uses in Town Centres.  Additional wording to strengthen the protection of local and neighbourhood centres acknowledging their importance in providing for smaller scale needs i.e. day to day convenience retail, social and community needs  This will have a positive impact on all groups |  |  |  |  |
| **Pregnancy and Maternity** | This main modifications may particularly benefit people during pregnancy and post pregnancy providing easier access to day to day convenience retail, social and community needs. |  |  |  |  |
| **Race/**  **Ethnicity** | The main modification to TOW01, supports ensuring the right retail mix with other town centre uses with mixed use development to include residential uses in Town Centres.  Additional wording to strengthen the protection of local and neighbourhood centres acknowledging their importance in providing for smaller scale needs i.e. day to day convenience retail, social and community needs  This will have a positive impact on all groups. |  |  |  |  |
| **Religion or belief** | The main modification to TOW01, supports ensuring the right retail mix with other town centre uses with mixed use development to include residential uses in Town Centres.  Additional wording to strengthen the protection of local and neighbourhood centres acknowledging their importance in providing for smaller scale needs i.e. day to day convenience retail, social and community needs  This will have a positive impact on all groups. |  |  |  |  |
| **Sex** | The main modification to TOW01, supports ensuring the right retail mix with other town centre uses with mixed use development to include residential uses in Town Centres.  Additional wording to strengthen the protection of local and neighbourhood centres acknowledging their importance in providing for smaller scale needs i.e. day to day convenience retail, social and community needs  This will have a positive impact on all groups. |  |  |  |  |
| **Sexual Orientation** | The main modification to TOW01, supports ensuring the right retail mix with other town centre uses with mixed use development to include residential uses in Town Centres.  Additional wording to strengthen the protection of local and neighbourhood centres acknowledging their importance in providing for smaller scale needs i.e. day to day convenience retail, social and community needs  This will have a positive impact on all groups. |  |  |  |  |

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| 1. **Other key groups**   **Are there any other vulnerable groups that might be affected by the proposal?**  ***These could include carers, people in receipt of care, lone parents, people with low incomes or unemployed*** | | Positive impact | **Negative**  **impact** | | No impact |
| Minor | Major |
| **Key groups** | Carers  The main modification to TOW01, supports ensuring the right retail mix with other town centre uses with mixed use development to include residential uses in Town Centres.  Additional wording to strengthen the protection of local and neighbourhood centres acknowledging their importance in providing for smaller scale needs i.e. day to day convenience retail, social and community needs  This will have a positive impact on all groups. |  |  |  |  |
|  | People in receipt of care  The main modification to TOW01, supports ensuring the right retail mix with other town centre uses with mixed use development to include residential uses in Town Centres.  Additional wording to strengthen the protection of local and neighbourhood centres acknowledging their importance in providing for smaller scale needs i.e. day to day convenience retail, social and community needs  This will have a positive impact on all groups. |  |  |  |  |
|  | Lone parents  The main modification to TOW01, supports ensuring the right retail mix with other town centre uses with mixed use development to include residential uses in Town Centres.  Additional wording to strengthen the protection of local and neighbourhood centres acknowledging their importance in providing for smaller scale needs i.e. day to day convenience retail, social and community needs  This will have a positive impact on all groups. |  |  |  |  |
|  | People on low income or are unemployed  The main modification to TOW01, supports ensuring the right retail mix with other town centre uses with mixed use development to include residential uses in Town Centres.  Additional wording to strengthen the protection of local and neighbourhood centres acknowledging their importance in providing for smaller scale needs i.e. day to day convenience retail, social and community needs  This will have a positive impact on all groups. |  |  |  |  |
|  | Young people in care  The main modification to TOW01, supports ensuring the right retail mix with other town centre uses with mixed use development to include residential uses in Town Centres.  Additional wording to strengthen the protection of local and neighbourhood centres acknowledging their importance in providing for smaller scale needs i.e. day to day convenience retail, social and community needs  This will have a positive impact on all groups. |  |  |  |  |

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| 1. **Assessing impact**   **What does the evidence tell you about the impact your proposal may have on groups with protected characteristics?** | | | | | | |
| **Policy TOW02 Development Principles in Barnet’s Town Centres, Local Centres and Parades**  **MM54** | | | | | | |
| **MM54 Revisions for soundness, general conformity with London Plan. These revisions include ensuring consistent terminology for Local and Neighbourhood Centres;**  **Clarification that safeguarding approach applies to Use Class E. Clarifications on significance of reduction of retail facilities; properties expected to retain active frontages at ground floor level; consideration of attracting visitors, periods of continuous marketing. Restructuring to show requirements for alternative uses at ground floor level. Clarification on suitability of utilising upper floors for alternative uses. Development with significant adverse effect on living conditions of occupiers of neighbouring properties resisted in accordance with Agent of Change. In addition, revisions clarifying the supportive approach to meanwhile uses of vacant sites and buildings that make positive contribution. Explanation of changes to Use Classes Order and related permitted development rights, including those which apply to Class E and Class MA and influence the requirements relating to continuous marketing periods. Updates to para 7.7.6 to emphasise importance of reducing vehicular traffic to improving public realm.** | | | | | | |
| **Protected characteristic** | For **each** protected characteristic, explain in detail what the evidence is suggesting and the impact of your proposal (if any). Is there an impact on service deliver? Is there an impact on customer satisfaction?  Click the appropriate box on the right to indicate the outcome of your analysis. | Positive impact | **Negative**  **impact** | | No impact |
| Minor | Major |
| **Age** | The main modification to TOW02, supports the reduction of vehicular movements. This has a positive impact in improving air quality and creating safer streets and neighbourhoods.  This will benefit all groups. |  |  |  |  |
| **Disability** | The main modification to TOW02, supports the reduction of vehicular movements. This has a positive impact in improving air quality and creating safer streets and neighbourhoods.  This will benefit all groups. |  |  |  |  |
| **Gender**  **reassignment** | The main modification to TOW02, supports the reduction of vehicular movements. This has a positive impact in improving air quality and creating safer streets and neighbourhoods.  This will benefit all groups. |  |  |  |  |
| **Marriage and Civil Partnership** | The main modification to TOW02, supports the reduction of vehicular movements. This has a positive impact in improving air quality and creating safer streets and neighbourhoods.  This will benefit all groups. |  |  |  |  |
| **Pregnancy and Maternity** | The main modification to TOW02, supports the reduction of vehicular movements. This has a positive impact in improving air quality and creating safer streets and neighbourhoods.  This will benefit all groups. |  |  |  |  |
| **Race/**  **Ethnicity** | The main modification to TOW02, supports the reduction of vehicular movements. This has a positive impact in improving air quality and creating safer streets and neighbourhoods.  This will benefit all groups. |  |  |  |  |
| **Religion or belief** | The main modification to TOW02, supports the reduction of vehicular movements. This has a positive impact in improving air quality and creating safer streets and neighbourhoods.  This will benefit all groups. |  |  |  |  |
| **Sex** | The main modification to TOW02, supports the reduction of vehicular movements. This has a positive impact in improving air quality and creating safer streets and neighbourhoods.  This will benefit all groups. |  |  |  |  |
| **Sexual Orientation** | The main modification to TOW02, supports the reduction of vehicular movements. This has a positive impact in improving air quality and creating safer streets and neighbourhoods.  This will benefit all groups. |  |  |  |  |

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| 1. **Other key groups**   **Are there any other vulnerable groups that might be affected by the proposal?**  ***These could include carers, people in receipt of care, lone parents, people with low incomes or unemployed*** | | Positive impact | **Negative**  **impact** | | No impact |
| Minor | Major |
| **Key groups** | Carers  The main modification to TOW02, supports the reduction of vehicular movements. This has a positive impact in improving air quality and creating safer streets and neighbourhoods.  This will benefit all groups. |  |  |  |  |
|  | People in receipt of care  The main modification to TOW02, supports the reduction of vehicular movements. This has a positive impact in improving air quality and creating safer streets and neighbourhoods.  This will benefit all groups. |  |  |  |  |
|  | Lone parents  The main modification to TOW02, supports the reduction of vehicular movements. This has a positive impact in improving air quality and creating safer streets and neighbourhoods.  This will benefit all groups. |  |  |  |  |
|  | People on low income or are unemployed  The main modification to TOW02, supports the reduction of vehicular movements. This has a positive impact in improving air quality and creating safer streets and neighbourhoods.  This will benefit all groups. |  |  |  |  |
|  | Young people in care  The main modification to TOW02, supports the reduction of vehicular movements. This has a positive impact in improving air quality and creating safer streets and neighbourhoods.  This will benefit all groups. |  |  |  |  |

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| 1. **Assessing impact**   **What does the evidence tell you about the impact your proposal may have on groups with protected characteristics?** | | | | | | |
| **Policy TOW03 -Managing Hot Food Takeaways, Adult Gaming Centres, Amusement Arcades, Betting Shops, Payday Loan Shops, Pawnbrokers and Shisha Bars**  **MM55** | | | | | | |
| **MM55 Revisions for soundness, general conformity with London Plan. Ensures approach to hot food takeaways is positively prepared, indicating circumstances and locations where proposals supported whilst preserving their viability and vitality by avoiding over-concentrations of such a use. Revised policy now sets out requirements rather than restrictions. MM revisions provide clarification regarding no unacceptable impact on living environment for nearby residents. .**  **Clarification on compliance with the Council’s Healthy Catering Commitment. New criteria to ensure that details of suitable drainage facilities provided for hot food takeaways. Re-wording of B to ensure approach to stated uses is positively prepared, indicating circumstances and locations where proposals supported whilst preserving their viability and vitality by avoiding over-concentrations of such uses. Clarification on intention to address health inequalities. Associated changes to show related requirements rather than restrictions. Removal of requirement that betting shops, adult gaming centres, amusement arcades, pawnbrokers, pay day loan shops and shisha bars be located more than 400m from the boundary of an existing school or youth centre as not justified by supporting evidence of its necessity to avoid demonstrable harm. Clarification on specific circumstances where Council will expect Health Impact Assessments to accompany the related proposals.** | | | | | | |
| **Protected characteristic** | For **each** protected characteristic, explain in detail what the evidence is suggesting and the impact of your proposal (if any). Is there an impact on service deliver? Is there an impact on customer satisfaction?  Click the appropriate box on the right to indicate the outcome of your analysis. | Positive impact | **Negative**  **impact** | | No impact |
| Minor | Major |
| **Age** | The main modification to TOW03, may make it easier for younger people to access hot food takeaways and outlets associated with gambling, by removing the 400 m boundary restriction. |  |  |  |  |
| **Disability** | The main modifications is not likely to be any further positive or negative impacts to individuals within this protected characteristic |  |  |  |  |
| **Gender**  **reassignment** | The main modifications is not likely to be any further positive or negative impacts to individuals within this protected characteristic |  |  |  |  |
| **Marriage and Civil Partnership** | The main modifications is not likely to be any further positive or negative impacts to individuals within this protected characteristic |  |  |  |  |
| **Pregnancy and Maternity** | The main modifications is not likely to be any further positive or negative impacts to individuals within this protected characteristic |  |  |  |  |
| **Race/**  **Ethnicity** | The main modifications is not likely to be any further positive or negative impacts to individuals within this protected characteristic |  |  |  |  |
| **Religion or belief** | The main modification to TOW03, is unlikely to have an additional impact on individuals who have a particular religion or hold a particular belief system, as it primarily concerns gypsies and travellers. |  |  |  |  |
| **Sex** | The main modification to TOW03 is unlikely to have an additional impact on individuals who are either male or female, as it primarily concerns gypsies and travellers. |  |  |  |  |
| **Sexual Orientation** | The main modification to TOW03 is unlikely to have an additional impact on individuals who have a particular sexual orientation, as it primarily concerns gypsies and travellers. |  |  |  |  |

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| 1. **Other key groups**   **Are there any other vulnerable groups that might be affected by the proposal?**  ***These could include carers, people in receipt of care, lone parents, people with low incomes or unemployed*** | | Positive impact | **Negative**  **impact** | | No impact |
| Minor | Major |
| **Key groups** | Carers  The main modification to TOW03, is not likely to be any further positive or negative impacts to individuals within this protected characteristic |  |  |  |  |
|  | People in receipt of care  The main modification to TOW03, is not likely to be any further positive or negative impacts to individuals within this group |  |  |  |  |
|  | Lone parents  The main modification to TOW03, may make it easier for younger people to access hot food takeaways and outlets associated with gambling, by removing the 400 m boundary restriction. This may have a likely minor negative impact on lone parents and their children. |  |  |  |  |
|  | People on low income or are unemployed  The main modification to TOW03, is not likely to be any further positive or negative impacts to individuals within this group |  |  |  |  |
|  | Young people in care  The main modification to TOW03, may make it easier for younger people to access hot food takeaways and outlets associated with gambling, by removing the 400 m boundary restriction. |  |  |  |  |

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| 1. **Assessing impact**   **What does the evidence tell you about the impact your proposal may have on groups with protected characteristics?** | | | | | | |
| **Policy TOW04 -Night –Time Economy**  **MM56** | | | | | | |
| **MM56 Revisions for soundness, general conformity with London Plan. Cross-reference to requirement to accord with London Plan Policy HC6 which is also relevant to evening economy uses. Emphasises that scale and type of use should reflect role and function of town centre, and positively contribute to viability and vitality by preserving or enhancing existing night-time economy activities or creating new ones. Revisions also to ensure proposals would not result in unacceptable impacts upon highway safety or living environment of adjoining or adjacent uses, in terms of noise, disturbance, odours and anti-social behaviour. Clarification on unacceptable impacts arising from cumulative effect with the number, capacity and location of other night-time economy uses in the surrounding area and the regard needing to be had to the impact of proposals on the historic environment/heritage assets.** | | | | | | |
| **Protected characteristic** | For **each** protected characteristic, explain in detail what the evidence is suggesting and the impact of your proposal (if any). Is there an impact on service deliver? Is there an impact on customer satisfaction?  Click the appropriate box on the right to indicate the outcome of your analysis. | Positive impact | **Negative**  **impact** | | No impact |
| Minor | Major |
| **Age** | The main modification to this policy continues to prevent negative impacts on the adjacent residential area.  This will benefit all groups. |  |  |  |  |
| **Disability** | The main modification to this policy continues to prevent negative impacts on the adjacent residential area.  This will benefit all groups. |  |  |  |  |
| **Gender**  **reassignment** | The main modification to this policy continues to prevent negative impacts on the adjacent residential area.  This will benefit all groups. |  |  |  |  |
| **Marriage and Civil Partnership** | The main modification to this policy continues to prevent negative impacts on the adjacent residential area.  This will benefit all groups. |  |  |  |  |
| **Pregnancy and Maternity** | The main modification to this policy continues to prevent negative impacts on the adjacent residential area.  This will benefit all groups. |  |  |  |  |
| **Race/**  **Ethnicity** | The main modification to this policy continues to prevent negative impacts on the adjacent residential area.  This will benefit all groups. |  |  |  |  |
| **Religion or belief** | The main modification to this policy continues to prevent negative impacts on the adjacent residential area.  This will benefit all groups. |  |  |  |  |
| **Sex** | The main modification to this policy continues to prevent negative impacts on the adjacent residential area.  This will benefit all groups. |  |  |  |  |
| **Sexual Orientation** | The main modification to this policy continues to prevent negative impacts on the adjacent residential area.  This will benefit all groups. |  |  |  |  |

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| 1. **Other key groups**   **Are there any other vulnerable groups that might be affected by the proposal?**  ***These could include carers, people in receipt of care, lone parents, people with low incomes or unemployed*** | | Positive impact | **Negative**  **impact** | | No impact |
| Minor | Major |
| **Key groups** | Carers  The main modification to this policy continues to prevent negative impacts on the adjacent residential area.  This will benefit all groups. |  |  |  |  |
|  | People in receipt of care  The main modification to this policy continues to prevent negative impacts on the adjacent residential area.  This will benefit all groups. |  |  |  |  |
|  | Lone parents  The main modification to this policy continues to prevent negative impacts on the adjacent residential area.  This will benefit all groups. |  |  |  |  |
|  | People on low income or are unemployed  The main modification to this policy continues to prevent negative impacts on the adjacent residential area.  This will benefit all groups. |  |  |  |  |
|  | Young people in care  The main modification to this policy continues to prevent negative impacts on the adjacent residential area.  This will benefit all groups. |  |  |  |  |

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| 1. **Assessing impact**   **What does the evidence tell you about the impact your proposal may have on groups with protected characteristics?** | | | | | | |
| **CHW01 – Community Infrastructure**  **MM57** | | | | | | |
| **Policy CHW01 – Community Infrastructure**  **MM57 Revisions for soundness, general conformity with London Plan. Clarification that policy applies to outdoor sports facilities including playing fields and pitches. Clarification on ‘multi-purpose community facilities’ and that such facilities are preferred in but not limited to locations in Gas, town centres, local centres and public sector estate. Council’s preference for large scale development to provide community facilities or land for such facilities on site to meet the needs generated by development.**  **Reflect approach to outdoor sports facilities, including playing fields and pitches. Clarification that ‘not fit for purpose’ makes clear that facilities should be demonstrated to be not suitable ‘or’ viable. Deletion of nomination of ACVs as a potential planning consideration, as no evidence that nominations will necessarily lead to the formal designation of such assets. Deletion of criteria that limit locations where new community infrastructure is supported, and to resolve overlap and internal consistency issues.**  **Deletion of requirement for all proposals to be subject to legal agreements as not required for all new community infrastructure.**  **Clarification that Policy CHW04 provides a separate approach for public houses. Deletion of Council’s Community Asset Strategy, Community Asset Implementation Plan and Community Participation Strategy, as more relevant and up-to-date information is contained in the IDP. Deletion of reference to ‘Lifetime Neighbourhoods’ as it is not explained or otherwise justified in Plan.**  **Clarification that education provision will need to be kept under review and that contributions can be sought for education if required to make large scale developments acceptable.** | | | | | | |
| **Protected characteristic** | For **each** protected characteristic, explain in detail what the evidence is suggesting and the impact of your proposal (if any). Is there an impact on service deliver? Is there an impact on customer satisfaction?  Click the appropriate box on the right to indicate the outcome of your analysis. | Positive impact | **Negative**  **impact** | | No impact |
| Minor | Major |
| **Age** | The main modification to CHW01 ensures that provision is also made for outdoor sports facilities and, playing fields and pitches.  This will have a particular positive impact on for younger people enabling opportunities for physical and recreational activities . |  |  |  |  |
| **Disability** | The main modification is unlikely to have an additional impact on people with this protected characteristic |  |  |  |  |
| **Gender**  **reassignment** | The inclusion of outdoor sports facilities including playing fields and pitches provides more opportunities for social inclusion. This may be of particular benefit for individuals whose gender differs from the sex registered at birth who are more at risk of experiencing social isolation. |  |  |  |  |
| **Marriage and Civil Partnership** | The main modification is unlikely to have an additional impact on people with this protected characteristic |  |  |  |  |
| **Pregnancy and Maternity** | The main modification is unlikely to have an additional impact on people with this protected characteristic |  |  |  |  |
| **Race/**  **Ethnicity** | The main modification is unlikely to have an additional impact on people with this protected characteristic |  |  |  |  |
| **Religion or belief** | The main modification is unlikely to have an additional impact on people with this protected characteristic |  |  |  |  |
| **Sex** | The main modification is unlikely to have an additional impact on people with this protected characteristic |  |  |  |  |
| **Sexual Orientation** | This may be of particular benefit for individuals whose gender differs from the LGBTQ+ community who maybe more at risk of experiencing social isolation. |  |  |  |  |

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| 1. **Other key groups**   **Are there any other vulnerable groups that might be affected by the proposal?**  ***These could include carers, people in receipt of care, lone parents, people with low incomes or unemployed*** | | Positive impact | **Negative**  **impact** | | No impact |
| Minor | Major |
| **Key groups** | Carers  The main modification is unlikely to have an additional impact on people within this group |  |  |  |  |
|  | People in receipt of care  The main modification is unlikely to have an additional impact on people within this group |  |  |  |  |
|  | Lone parents  The main modification to CHW01 ensures that provision is also made for outdoor sports facilities and, playing fields and pitches.  The inclusion of outdoor sports facilities including playing fields and pitches provides more opportunities for social inclusion. This may be of particular benefit for individuals lone parents and their kids to enable exercise and encourage social interaction |  |  |  |  |
|  | People on low income or are unemployed  The main modification to CHW01 ensures that provision is also made for outdoor sports facilities and, playing fields and pitches.  This may have a particularly positive impact this group if the provision is free or at low cost as this will enable opportunities for physical and recreational activities. |  |  |  |  |
|  | Young people in care  The main modification to CHW01 ensures that provision is also made for outdoor sports facilities and, playing fields and pitches.  This will have a particular positive impact on for younger people enabling opportunities for physical and recreational activities . |  |  |  |  |

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| 1. **Assessing impact**   **What does the evidence tell you about the impact your proposal may have on groups with protected characteristics?** | | | | | | |
| **CHW02 – Promoting health and wellbeing**  **MM58** | | | | | | |
| **MM58 includes clarification that HIA required for major development proposals and that Sport England’s Active Design Principles are guidance to which due regard should be given only. Clarification on cross-reference to CDH03 as it does not require ‘new and improved’ public realm to be provided as indicated. Rewording to ensure consistency with revised approach to Healthier Catering Commitment in MM to Policy TOW03. New cross reference to London Plan Policy T2 in respect of the Healthy Streets Approach.**  **Clarifications to ensure consistency with other Plan policies. Clarification on how contributions referenced in CHW02 part (b) would be needed and calculated, in alignment with London Plan para 11.1.37 and with reference HUDU Planning Contributions Model. New reference to London Plan Policy S6 to ensure that its requirements regarding public toilets are fully considered for relevant proposals. Revision to ‘HIA’ so that it aligns fully with definition in the London Plan’s glossary.** | | | | | | |
| **Protected characteristic** | For **each** protected characteristic, explain in detail what the evidence is suggesting and the impact of your proposal (if any). Is there an impact on service deliver? Is there an impact on customer satisfaction?  Click the appropriate box on the right to indicate the outcome of your analysis. | Positive impact | **Negative**  **impact** | | No impact |
| Minor | Major |
| **Age** | The main modification to CHW02 continues to support active travel and active design principles.  This will benefit this group. |  |  |  |  |
| **Disability** | The main modification to CHW02 is unlikely to additionally impact people with physical disabilities. |  |  |  |  |
| **Gender**  **reassignment** | The main modification to CHW02 continues to support active travel and active design principles.  This will benefit this group.  . |  |  |  |  |
| **Marriage and Civil Partnership** | The main modification to CHW02 continues to support active travel and active design principles.  This will benefit this group. |  |  |  |  |
| **Pregnancy and Maternity** | The main modification to CHW02 continues to support active travel and active design principles.  This will benefit all groups. |  |  |  |  |
| **Race/**  **Ethnicity** | The main modification to CHW02 continues to support active travel and active design principles.  This will benefit this group. |  |  |  |  |
| **Religion or belief** | The main modification to CHW02 continues to support active travel and active design principles.  This will benefit this group. |  |  |  |  |
| **Sex** | The main modification to CHW02 continues to support active travel and active design principles.  This will benefit this group. |  |  |  |  |
| **Sexual Orientation** | The main modification to CHW02 continues to support active travel and active design principles.  This will benefit this group. |  |  |  |  |

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| 1. **Other key groups**   **Are there any other vulnerable groups that might be affected by the proposal?**  ***These could include carers, people in receipt of care, lone parents, people with low incomes or unemployed*** | | Positive impact | **Negative**  **impact** | | No impact |
| Minor | Major |
| **Key groups** | Carers  The main modification to CHW02 continues to support active travel and active design principles.  This will benefit this group. |  |  |  |  |
|  | People in receipt of care  The main modification to CHW02 is unlikely to additionally impact people in receipt of care with physical disabilities. |  |  |  |  |
|  | Lone parents  The main modification to CHW02 continues to support active travel and active design principles.  This will benefit this group. |  |  |  |  |
|  | People on low income or are unemployed  The main modification to CHW02 continues to support active travel and active design principles.  This will benefit this group. |  |  |  |  |
|  | Young people in care  The main modification to CHW02 continues to support active travel and active design principles.  This will benefit this group. |  |  |  |  |

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| 1. **Assessing impact**   **What does the evidence tell you about the impact your proposal may have on groups with protected characteristics?** | | | | | | |
| **CHW03 – Making Barnet a Safer Place**  **MM59** | | | | | | |
| **MM59 Clarifications on Council commitments and parts that set out criteria for development proposals to comply with. Support for development proposals that reflect Secured by Design principles’ or similar. Deletion of specific requirement for all development proposals to work with Secured by Design Officers is not justified. Clarification about CHW03 as it does not expressly promote safer streets and public areas including open spaces as identified. Clarification on ‘town centre strategy programme’. Revision to para 8.20.4 to make clear that Secured by Design principles and consultation with the Metropolitan Police Secured by Design Officers are encouraged, and signpost at para 8.20 to Policy D12 of the London Plan in respect of fire safety.** | | | | | | |
| **Protected characteristic** | For **each** protected characteristic, explain in detail what the evidence is suggesting and the impact of your proposal (if any). Is there an impact on service deliver? Is there an impact on customer satisfaction?  Click the appropriate box on the right to indicate the outcome of your analysis. | Positive impact | **Negative**  **impact** | | No impact |
| Minor | Major |
| **Age** | The main modification to CHW03 continues to support safety within the Borough through effective partnership working and through the design of the built environment.  This will benefit all groups. |  |  |  |  |
| **Disability** | The main modification to CHW03 continues to support safety within the Borough through effective partnership working and through the design of the built environment.  This will benefit all groups. |  |  |  |  |
| **Gender**  **reassignment** | The main modification to CHW03 continues to support safety within the Borough through effective partnership working and through the design of the built environment.  This will benefit all groups.  This will be of particular benefit people belonging to this protected characteristic who are traditionally targeted for hate crime.  . |  |  |  |  |
| **Marriage and Civil Partnership** | The main modification to CHW03 continues to support safety within the Borough through effective partnership working and through the design of the built environment.  This will benefit all groups. |  |  |  |  |
| **Pregnancy and Maternity** | The main modification to CHW03 continues to support active travel and active design principles.  This will benefit all groups. |  |  |  |  |
| **Race/**  **Ethnicity** | The main modification to CHW03 continues to support safety within the Borough through effective partnership working and through the design of the built environment.  This will benefit all groups.  This will be of particular benefit people belonging to the bame community protected characteristic who may have an increased fear of crime.  . |  |  |  |  |
| **Religion or belief** | The main modification to CHW03 continues to support safety within the Borough through effective partnership working and through the design of the built environment.  This will benefit all groups.  This will be of particular benefit people belonging to faith minority backgrounds who may have an increased fear of crime.  . |  |  |  |  |
| **Sex** | The main modification to CHW03 continues to support safety within the Borough through effective partnership working and through the design of the built environment.  This will benefit all groups.  This will be of particular benefit to men who are at most risk from violent crime, particularly ‘stranger violence’ which is likely to occur in public places. In addition, the policy will also benefit those who suffer from fear of crime and violence i.e. women. |  |  |  |  |
| **Sexual Orientation** | The main modification to CHW03 continues to support safety within the Borough through effective partnership working and through the design of the built environment.  This will benefit all groups.  This will be of particular benefit who suffer from fear of crime and violence such as the LGBTQ+ community who are traditionally targeted for hate crime  . |  |  |  |  |

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| 1. **Other key groups**   **Are there any other vulnerable groups that might be affected by the proposal?**  ***These could include carers, people in receipt of care, lone parents, people with low incomes or unemployed*** | | Positive impact | **Negative**  **impact** | | No impact |
| Minor | Major |
| **Key groups** | Carers  The main modification to CHW03 continues to support safety within the Borough through effective partnership working and through the design of the built environment.  This will benefit this group. |  |  |  |  |
|  | People in receipt of care  The main modification to CHW03 continues to support safety within the Borough through effective partnership working and through the design of the built environment.  This will benefit this group |  |  |  |  |
|  | Lone parents  The main modification to CHW03 continues to support safety within the Borough through effective partnership working and through the design of the built environment.  This will benefit this group |  |  |  |  |
|  | People on low income or are unemployed  The main modification to CHW03 continues to support safety within the Borough through effective partnership working and through the design of the built environment.  This will benefit this group |  |  |  |  |
|  | Young people in care  The main modification to CHW03 continues to support safety within the Borough through effective partnership working and through the design of the built environment.  This will benefit this group |  |  |  |  |

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| 1. **Assessing impact**   **What does the evidence tell you about the impact your proposal may have on groups with protected characteristics?** | | | | | | |
| **CHW04 -Protecting Public Houses**  **MM60** | | | | | | |
| **MM60 includes clarification on protection of public houses where they have a heritage, economic, social or cultural value to local communities, ‘or’ where they contribute to wider policy objectives for town centres. Deletion of support only for public houses that come forward as mixed-use development, as unduly restrictive and is unjustified. Cross reference to London Plan Policy HC7; as no substantive local evidence that vacancy test is required. Policy HC7(B) with supporting para 7.7.7 provides a robust means to test whether public houses will endure.**  **Clarification that where London Plan Policy HC7 is satisfied, proposals for other community uses will be supported, and alternate uses will be permitted where the relevant criteria of Policy CHW01 that relate to proposals involving the loss or replacement of existing community facilities are met. Criteria of Policy CHW01 added for clarity. Deletion of nomination of ACV as a potential planning consideration. Clarification that Policy CHW01 (after MM) only applies to public house proposals where Part D applies.** | | | | | | |
| **Protected characteristic** | For **each** protected characteristic, explain in detail what the evidence is suggesting and the impact of your proposal (if any). Is there an impact on service deliver? Is there an impact on customer satisfaction?  Click the appropriate box on the right to indicate the outcome of your analysis. | Positive impact | **Negative**  **impact** | | No impact |
| Minor | Major |
| **Age** | The main modification to CHW04 continues to support the protection of  public houses however this is now highlighted to be assessed against a defined criteria.  This will be of particular benefit to the elderly that provide a safe place to meet with similar people |  |  |  |  |
| **Disability** | The main modification to CHW04 is likely to have neutral effect on individuals with disabilities. |  |  |  |  |
| **Gender**  **reassignment** | The main modification to CHW04 is likely to have neutral effect on  people belonging to this protected characteristic. |  |  |  |  |
| **Marriage and Civil Partnership** | The main modification to CHW04 is likely to have neutral effect on  people belonging to this protected characteristic. |  |  |  |  |
| **Pregnancy and Maternity** | The main modification to CHW04 is likely to have neutral effect on  people belonging to this protected characteristic. |  |  |  |  |
| **Race/**  **Ethnicity** | The main modification to CHW04 is likely to have neutral effect on  BAME groups, as public houses are not part of their lifestyle or cultural tradition.  . |  |  |  |  |
| **Religion or belief** | The main modification to CHW04 is likely to have neutral effect on  individuals belonging to a particular religion or belief as public houses are not part of their lifestyle or cultural tradition. |  |  |  |  |
| **Sex** | The main modification to CHW04 which continues to support the protection of public houses may particularly predominantly white British males as this is commonly part of their lifestyle. |  |  |  |  |
| **Sexual Orientation** | The main modification to CHW04 is likely to have neutral effect on  individuals belonging to this protected characteristic as public houses are not part of their lifestyle or cultural tradition.  . |  |  |  |  |

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| 1. **Other key groups**   **Are there any other vulnerable groups that might be affected by the proposal?**  ***These could include carers, people in receipt of care, lone parents, people with low incomes or unemployed*** | | Positive impact | **Negative**  **impact** | | No impact |
| Minor | Major |
| **Key groups** | Carers  The main modification to CHW04 is likely to have neutral effect on  individuals belonging to this group. |  |  |  |  |
|  | People in receipt of care  The main modification to CHW04 is likely to have neutral effect on  individuals belonging to this group. |  |  |  |  |
|  | Lone parents  The main modification to CHW04 is likely to have neutral effect on  individuals belonging to this group. |  |  |  |  |
|  | People on low income or are unemployed  The main modification to CHW04 is likely to have neutral effect on  individuals belonging to this group. |  |  |  |  |
|  | Carers  The main modification to CHW04 is likely to have neutral effect on  individuals belonging to this group. |  |  |  |  |

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| 1. **Assessing impact**   **What does the evidence tell you about the impact your proposal may have on groups with protected characteristics?** | | | | | | |
| **ECY01 - A Vibrant Local Economy**  **MM61** | | | | | | |
| **MM61 includes clarification on locations where Council will prioritise promoting new employment opportunities. Clarification on approach to safeguarding offices as main town centre use in context of Class E and the required period of active marketing of a period of 12 months to be undertaken for proposals seeking redevelopment of office uses outside of Town Centres and edge of centre locations. Clarification of office requirements and role of this non-strategic policy with support of strategic policies (such as Policy BSS01 and GSS01)**   * 1. **Clarification on locations where new office proposals supported and approach for proposals in other locations that are not in an existing town centre (i.e. application of sequential test for main town uses). Clarification with LSIS identified in Table 14 and that proposals for office uses in these locations should be ancillary to main employment use of premises or land. Clarification that proposals for co-location to support delivery of residential or other uses, such as social infrastructure, should only occur as part of intensification of a LSIS with no net-loss of employment floorspace and are supported by a coordinated master planning process. Deletion of reference to Article 4 direction. Clarification at Part C that as such uses fall within Use Class E (alongside main town centre uses), it should be clarified that it is proposals for development or change of use where permission is required that involve the loss of employment accommodation in those areas that will not be supported. Support for new employment space is subject to site not being allocated in Plan for an alternative use. Clarification that the fit out of all employment premises should be to at least Category A standard. Clarification that travel plans, transport statements or transport assessments are provided in accordance with national policy, London Plan Policy T4 and are consistent with any related MMs to Policy TRC01.** | | | | | | |
| **Protected characteristic** | For **each** protected characteristic, explain in detail what the evidence is suggesting and the impact of your proposal (if any). Is there an impact on service deliver? Is there an impact on customer satisfaction?  Click the appropriate box on the right to indicate the outcome of your analysis. | Positive impact | **Negative**  **impact** | | No impact |
| Minor | Major |
| **Age** | The main modification to ECY01 continues to protect and promote new employment opportunities, which will sustain the economic and social well-being of a community.  The main modification will continue to have a positive impact on all groups  Clarification that travel plans, transport statements or transport assessments are provided in accordance with national policy, London Plan Policy T4 will support active travel.  This is likely to have a positive impact on older people who, statistically, are the groups that are most likely to rely on public transport rather than having access to a private car. |  |  |  |  |
| **Disability** | The main modification to ECY01 continues to protect and promote new employment opportunities, which will sustain the economic and social well-being of a community.  The main modification will continue to have a positive impact on all groups |  |  |  |  |
| **Gender**  **reassignment** | The main modification to ECY01 continues to protect and promote new employment opportunities, which will sustain the economic and social well-being of a community.  The main modification will continue to have a positive impact on all groups |  |  |  |  |
| **Marriage and Civil Partnership** | The main modification to ECY01 continues to protect and promote new employment opportunities, which will sustain the economic and social well-being of a community.  The main modification will continue to have a positive impact on all groups |  |  |  |  |
| **Pregnancy and Maternity** | The main modification to ECY01 continues to protect and promote new employment opportunities, which will sustain the economic and social well-being of a community.  The main modification will continue to have a positive impact on all groups |  |  |  |  |
| **Race/**  **Ethnicity** | The main modification to ECY01 continues to protect and promote new employment opportunities, which will sustain the economic and social well-being of a community.  The main modification will continue to have a positive impact on all groups  . |  |  |  |  |
| **Religion or belief** | The main modification to ECY01 continues to protect and promote new employment opportunities, which will sustain the economic and social well-being of a community.  The main modification will continue to have a positive impact on all groups |  |  |  |  |
| **Sex** | The main modification to ECY01 continues to protect and promote new employment opportunities, which will sustain the economic and social well-being of a community.  The main modification will continue to have a positive impact on all groups |  |  |  |  |
| **Sexual Orientation** | The main modification to ECY01 continues to protect and promote new employment opportunities, which will sustain the economic and social well-being of a community.  The main modification will continue to have a positive impact on all groups |  |  |  |  |

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| 1. **Other key groups**   **Are there any other vulnerable groups that might be affected by the proposal?**  ***These could include carers, people in receipt of care, lone parents, people with low incomes or unemployed*** | | Positive impact | **Negative**  **impact** | | No impact |
| Minor | Major |
| **Key groups** | Carers  The main modification to ECY01 continues to protect and promote new employment opportunities, which will sustain the economic and social well-being of a community.  The main modification will continue to have a positive impact on all groups |  |  |  |  |
|  | People in receipt of care  The main modification to ECY01 continues to protect and promote new employment opportunities, which will sustain the economic and social well-being of a community.  The main modification will continue to have a positive impact on all groups |  |  |  |  |
|  | Lone parents  The main modification to ECY01 continues to protect and promote new employment opportunities, which will sustain the economic and social well-being of a community.  The main modification will continue to have a positive impact on all groups |  |  |  |  |
|  | People on low income or are unemployed  The main modification to ECY01 continues to protect and promote new employment opportunities, which will sustain the economic and social well-being of a community.  The main modification will continue to have a positive impact on all groups. This will particularly benefit active job seekers. |  |  |  |  |
|  | Young people in care  The main modification to ECY01 continues to protect and promote new employment opportunities, which will sustain the economic and social well-being of a community.  The main modification will continue to have a positive impact on all groups |  |  |  |  |

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| 1. **Assessing impact**   **What does the evidence tell you about the impact your proposal may have on groups with protected characteristics?** | | | | | | |
| **Policy ECY02 – Affordable Workspace**  **MM62** | | | | | | |
| **MM62 includes clarification on proposals for new employment floorspace in designated employment areas, together with Brent Cross GA, Brent Cross West GA, Edgware GA, New Southgate Opportunity Area, and Barnet’s District Town Centres, to sustain a mix of business uses which contribute to the character of an area. Clarification to ensure consistency with national policy and general conformity with the London plan, that a minimum 10% of affordable workspace, or equivalent contribution to off-site provision, is typically sought unless a viability assessment says not viable. Revision in Part C to ensure provision of units that are suitable for sub-division and provide fully customisable spaces for end user, whilst ensuring consistency with MM to Policy ECY01 that requires minimum Category A fit out. Clarification that policy applies to major developments for new employment floorspace and/ or which would provide net additional floorspace as extension(s) to existing employment premises.**  **Clarification about SPD and that contributions sought are in line with relevant requirements of national policy and CIL Regulations and take account of any viability assessment accompanying the application.** | | | | | | |
| **Protected characteristic** | For **each** protected characteristic, explain in detail what the evidence is suggesting and the impact of your proposal (if any). Is there an impact on service deliver? Is there an impact on customer satisfaction?  Click the appropriate box on the right to indicate the outcome of your analysis. | Positive impact | **Negative**  **impact** | | No impact |
| Minor | Major |
| **Age** | The main modification to ECY02 provides further clarification that a minimum 10% of affordable workspace, or equivalent contribution to off-site provision.  The main modification may positively impact young and older adults within this group who seek to start their own businesses aid in improving their economic growth but require affordable works space. |  |  |  |  |
| **Disability** | Data from the Equalities and Human Rights Commission has shown that disabled people have much lower employment rates and are more likely to be economically inactive than non-disabled people. The main modification for this policy may facilitate employment growth or provide opportunities for starting businesses that will be beneficial to this group at a local level |  |  |  |  |
| **Gender**  **reassignment** | It is known that members of the Trans community disproportionately have challenges finding and retaining work. The main modification to this policy which strengthens support for the provision of affordable workspace may facilitate employment or provide opportunities for starting businesses which will be beneficial to this group |  |  |  |  |
| **Marriage and Civil Partnership** | The main modification is unlikely to have an additional impact on people with this protected characteristic |  |  |  |  |
| **Pregnancy and Maternity** | The main modification is unlikely to have an additional impact on people with this protected characteristic |  |  |  |  |
| **Race/**  **Ethnicity** | The main modification to ECY02 which provides further clarification that minimum 10% of affordable workspace, or equivalent contribution to off-site provision, is typically sought unless a viability assessment says not viable may be of particular benefit to BAME groups, for whom small businesses are a traditional way out of unemployment.  . |  |  |  |  |
| **Religion or belief** | The main modification is unlikely to have an additional impact on people with this protected characteristic |  |  |  |  |
| **Sex** | The main modification is unlikely to have an additional impact on people with this protected characteristic |  |  |  |  |
| **Sexual Orientation** | The main modification is unlikely to have an additional impact on people with this protected characteristic |  |  |  |  |

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| 1. **Other key groups**   **Are there any other vulnerable groups that might be affected by the proposal?**  ***These could include carers, people in receipt of care, lone parents, people with low incomes or unemployed*** | | Positive impact | **Negative**  **impact** | | No impact |
| Minor | Major |
| **Key groups** | Carers  The main modification is unlikely to have an additional for individuals within this group |  |  |  |  |
|  | People in receipt of care  The main modification is unlikely to have an additional for individuals within this group |  |  |  |  |
|  | Lone parents  The main modification is unlikely to have an additional for individuals within this group |  |  |  |  |
|  | People on low income or are unemployed  The main modification may positively impact individuals within this group who seek to start their own businesses aid in improving their economic growth but require affordable works space. |  |  |  |  |
|  | Young people in care  The main modification may positively impact young adults within this group who seek to start their own businesses aid in improving their economic growth but require affordable work space. |  |  |  |  |

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| 1. **Assessing impact**   **What does the evidence tell you about the impact your proposal may have on groups with protected characteristics?** | | | | | | |
| **Policy ECY03 – Local Jobs, Skills and Training**  **MM63** | | | | | | |
| **MM63 revisions are needed to improve the effectiveness of policy implementation and to ensure closer alignment with the London plan. These include clarifications to provide certainty on qualifying development where Council seeks increased employment opportunities in the Borough, i.e major developments where 20 or more full-time equivalent (FTE) jobs created. Proposals required to set out skills, employment and training opportunities to be delivered and deletion of requirement for a LEA (to align with London Plan Policy E11). Rewording in Part C is necessary to reflect the status of SPDS, clarifying that decision makers should have regard to any relevant SPD guidance intended to be provided with respect to jobs, skills and training. Revisions in the policy supporting text provide clarification regarding how FTE job creation calculated for decision making in terms of permanent jobs arising from development, and where temporary jobs are created during construction. Revisions to encourage developers to liaise with the Council at early stage to identify opportunities associated with proposed developments..** | | | | | | |
| **Protected characteristic** | For **each** protected characteristic, explain in detail what the evidence is suggesting and the impact of your proposal (if any). Is there an impact on service deliver? Is there an impact on customer satisfaction?  Click the appropriate box on the right to indicate the outcome of your analysis. | Positive impact | **Negative**  **impact** | | No impact |
| Minor | Major |
| **Age** | The main modification to ECY03 continues to improve training and employment opportunities for Barnet residents.  This is likely to have a positive impact particularly young people who will benefit from these opportunities at the start of their career. |  |  |  |  |
| **Disability** | The main modification to ECY03 is unlikely to have an additional impact on people with this protected characteristic . |  |  |  |  |
| **Gender**  **reassignment** | The main modification to ECY03 is unlikely to have an additional impact on people with this protected characteristic |  |  |  |  |
| **Marriage and Civil Partnership** | The main modification to ECY03 is unlikely to have an additional impact on people with this protected characteristic |  |  |  |  |
| **Pregnancy and Maternity** | The main modification to ECY03 unlikely to have an additional impact on people with this protected characteristic |  |  |  |  |
| **Race/**  **Ethnicity** | The main modification to ECY03 continues to improve training and employment opportunities for Barnet residents.  Thiis likely to have a positive impact may be of particular benefit to BAME groups.  . |  |  |  |  |
| **Religion or belief** | The main modification to ECY03 unlikely to have an additional impact on people with this protected characteristic |  |  |  |  |
| **Sex** | The main modification to ECY03 unlikely to have an additional impact on people with this protected characteristic |  |  |  |  |
| **Sexual Orientation** | The main modification to ECY03 unlikely to have an additional impact on people with this protected characteristic |  |  |  |  |

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| 1. **Other key groups**   **Are there any other vulnerable groups that might be affected by the proposal?**  ***These could include carers, people in receipt of care, lone parents, people with low incomes or unemployed*** | | Positive impact | **Negative**  **impact** | | No impact |
| Minor | Major |
| **Key groups** | Carers  The main modifications to ECY03 are unlikely to have an additional for individuals within this group |  |  |  |  |
|  | People in receipt of care  The main modifications to ECY03 are unlikely to have an additional for individuals within this group |  |  |  |  |
|  | Lone parents  The main modifications to ECY03 are unlikely to have an additional for individuals within this group |  |  |  |  |
|  | People on low income or are unemployed  The main modification to ECY03 continues to improve training and employment opportunities for Barnet residents.  This will be particularly beneficial to those who are unemployed who are seeking job opportunities . |  |  |  |  |
|  | Young people in care  The main modification to ECY03 continues to improve training and employment opportunities for Barnet residents.  This is likely to have a positive impact particularly young people who will benefit from these opportunities at the start of their career. |  |  |  |  |

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| 1. **Assessing impact**   **What does the evidence tell you about the impact your proposal may have on groups with protected characteristics?** | | | | | | |
| **ECC01 – Mitigating Climate Change**  **MM64** | | | | | | |
| **MM revisions are focussed on soundness and to ensure closer alignment / general conformity with London Plan and national policy. These revisions include:**  **Part A) - re-wording to align with Policy BSS01 in terms of locations for growth and para 20 of the NPPF in respect of climate change mitigation and adaptation.**  **Part B) - explanation of ‘promote the highest environmental standards’ and ‘exemplary levels of sustainability’;**  **Parts C) and D) - clarification on energy matters to reflect London Plan terminology; deletion of reference to Part L of the Building Regs to provide clarity that it is the zero-carbon target that is sought to be achieved by major development in accordance with London Plan Policy SI2. Deletion of the reference that minor development proposals should meet Council’s carbon reduction target of at least 6% beyond Part L of the Building Regs is required as there is insufficient evidence to justify imposition of this target as a requirement in all circumstances.**  **Part E - requirements relating to decentralised energy deleted and instead alignment with Policy SI3 of the London Plan.**  **Part H - wording relating to harm to the significance of heritage is replaced with a reference to Policy CH08 to ensure consistency; also, additions included to ensure that the policy wording is consistent with the Council’s support of the retrofitting, reuse and adaptation of existing buildings at paragraph 10.6.3.** | | | | | | |
| **Protected characteristic** | For **each** protected characteristic, explain in detail what the evidence is suggesting and the impact of your proposal (if any). Is there an impact on service deliver? Is there an impact on customer satisfaction?  Click the appropriate box on the right to indicate the outcome of your analysis. | Positive impact | **Negative**  **impact** | | No impact |
| Minor | Major |
| **Age** | The main modification to ECC01 continues to set out design requirements for development to adapt to climate change. Climate change affects social and environmental determinants of health (e.g. clean air and clean drinking water).  This will have a positive impact on all groups. |  |  |  |  |
| **Disability** | The main modification to ECC01 continues to set out design requirements for development to adapt to climate change. Climate change affects social and environmental determinants of health (e.g. clean air and clean drinking water).  This will have a positive impact on all groups. |  |  |  |  |
| **Gender**  **reassignment** | The main modification to ECC01 continues to set out design requirements for development to adapt to climate change. Climate change affects social and environmental determinants of health (e.g. clean air and clean drinking water).  This will have a positive impact on all groups. |  |  |  |  |
| **Marriage and Civil Partnership** | The main modification to ECC01 continues to set out design requirements for development to adapt to climate change. Climate change affects social and environmental determinants of health (e.g. clean air and clean drinking water).  This will have a positive impact on all groups. |  |  |  |  |
| **Pregnancy and Maternity** | The main modification to ECC01 continues to set out design requirements for development to adapt to climate change. Climate change affects social and environmental determinants of health (e.g. clean air and clean drinking water).  This will have a positive impact on all groups. |  |  |  |  |
| **Race/**  **Ethnicity** | The main modification to ECC01 continues to set out design requirements for development to adapt to climate change. Climate change affects social and environmental determinants of health (e.g. clean air and clean drinking water).  This will have a positive impact on all groups.  . |  |  |  |  |
| **Religion or belief** | The main modification to ECC01 continues to set out design requirements for development to adapt to climate change. Climate change affects social and environmental determinants of health (e.g. clean air and clean drinking water).  This will have a positive impact on all groups. |  |  |  |  |
| **Sex** | The main modification to ECC01 continues to set out design requirements for development to adapt to climate change. Climate change affects social and environmental determinants of health (e.g. clean air and clean drinking water).  This will have a positive impact on all groups. |  |  |  |  |
| **Sexual Orientation** | The main modification to ECC01 continues to set out design requirements for development to adapt to climate change. Climate change affects social and environmental determinants of health (e.g. clean air and clean drinking water).  This will have a positive impact on all groups. |  |  |  |  |

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| 1. **Other key groups**   **Are there any other vulnerable groups that might be affected by the proposal?**  ***These could include carers, people in receipt of care, lone parents, people with low incomes or unemployed*** | | Positive impact | **Negative**  **impact** | | No impact |
| Minor | Major |
| **Key groups** | Carers  The main modification to ECC01 continues to set out design requirements for development to adapt to climate change. Climate change affects social and environmental determinants of health (e.g. clean air and clean drinking water).  This will have a positive impact on all groups. |  |  |  |  |
|  | People in receipt of care  The main modification to ECC01 continues to set out design requirements for development to adapt to climate change. Climate change affects social and environmental determinants of health (e.g. clean air and clean drinking water).  This will have a positive impact on all groups. |  |  |  |  |
|  | Lone parents  The main modification to ECC01 continues to set out design requirements for development to adapt to climate change. Climate change affects social and environmental determinants of health (e.g. clean air and clean drinking water).  This will have a positive impact on all groups. |  |  |  |  |
|  | People on low income or are unemployed  The main modification to ECC01 continues to set out design requirements for development to adapt to climate change. Climate change affects social and environmental determinants of health (e.g. clean air and clean drinking water).  This will have a positive impact on all groups. |  |  |  |  |
|  | Young people in care  The main modification to ECC01 continues to set out design requirements for development to adapt to climate change. Climate change affects social and environmental determinants of health (e.g. clean air and clean drinking water).  This will have a positive impact on all groups. |  |  |  |  |

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| 1. **Assessing impact**   **What does the evidence tell you about the impact your proposal may have on groups with protected characteristics?** | | | | | | |
| **ECC02– Environmental Considerations**  **MM65** | | | | | | |
| **MM65 Revisions for soundness, general conformity with London Plan and national policy, notably alignment with approaches to air quality at NPPF para 192 and London Plan Policy SI1.Clarification that demolition and construction management plans may be conditioned where necessary. New parts on light pollution and odour criterion. Cross references to Tables for setting out requirements on light pollution and consistent references to both noise and vibration.** | | | | | | |
| **Protected characteristic** | For **each** protected characteristic, explain in detail what the evidence is suggesting and the impact of your proposal (if any). Is there an impact on service deliver? Is there an impact on customer satisfaction?  Click the appropriate box on the right to indicate the outcome of your analysis. | Positive impact | **Negative**  **impact** | | No impact |
| Minor | Major |
| **Age** | The main modification to ECC02 provides stronger protection from amenity impacts through providing requirements to minimise impacts from light pollution and odour emitting businesses.  This will have a positive impact on all groups |  |  |  |  |
| **Disability** | The main modification to ECC02 provides stronger protection from amenity impacts through providing requirements to minimise impacts from light pollution and odour emitting businesses.  This will have a positive impact on all groups |  |  |  |  |
| **Gender**  **reassignment** | The main modification to ECC02 provides stronger protection from amenity impacts through providing requirements to minimise impacts from light pollution and odour emitting businesses.  This will have a positive impact on all groups |  |  |  |  |
| **Marriage and Civil Partnership** | The main modification to ECC02 provides stronger protection from amenity impacts through providing requirements to minimise impacts from light pollution and odour emitting businesses.  This will have a positive impact on all groups |  |  |  |  |
| **Pregnancy and Maternity** | The main modification to ECC02 provides stronger protection from amenity impacts through providing requirements to minimise impacts from light pollution and odour emitting businesses.  This will have a positive impact on all groups |  |  |  |  |
| **Race/**  **Ethnicity** | The main modification to ECC02 provides stronger protection from amenity impacts through providing requirements to minimise impacts from light pollution and odour emitting businesses.  This will have a positive impact on all groups  . |  |  |  |  |
| **Religion or belief** | The main modification to ECC02 provides stronger protection from amenity impacts through providing requirements to minimise impacts from light pollution and odour emitting businesses.  This will have a positive impact on all groups |  |  |  |  |
| **Sex** | The main modification to ECC02 provides stronger protection from amenity impacts through providing requirements to minimise impacts from light pollution and odour emitting businesses.  This will have a positive impact on all groups |  |  |  |  |
| **Sexual Orientation** | The main modification to ECC02 provides stronger protection from amenity impacts through providing requirements to minimise impacts from light pollution and odour emitting businesses.  This will have a positive impact on all groups |  |  |  |  |

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| 1. **Other key groups**   **Are there any other vulnerable groups that might be affected by the proposal?**  ***These could include carers, people in receipt of care, lone parents, people with low incomes or unemployed*** | | Positive impact | **Negative**  **impact** | | No impact |
| Minor | Major |
| **Key groups** | Carers  The main modification to ECC02 provides stronger protection from amenity impacts through providing requirements to minimise impacts from light pollution and odour emitting businesses.  This will have a positive impact on all groups |  |  |  |  |
|  | People in receipt of care  The main modification to ECC02 provides stronger protection from amenity impacts through providing requirements to minimise impacts from light pollution and odour emitting businesses.  This will have a positive impact on all groups |  |  |  |  |
|  | Lone parents  The main modification to ECC02 provides stronger protection from amenity impacts through providing requirements to minimise impacts from light pollution and odour emitting businesses.  This will have a positive impact on all groups |  |  |  |  |
|  | People on low income or are unemployed  The main modification to ECC02 provides stronger protection from amenity impacts through providing requirements to minimise impacts from light pollution and odour emitting businesses.  This will have a positive impact on all groups |  |  |  |  |
|  | Young people in care  The main modification to ECC02 provides stronger protection from amenity impacts through providing requirements to minimise impacts from light pollution and odour emitting businesses.  This will have a positive impact on all groups |  |  |  |  |

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| 1. **Assessing impact**   **What does the evidence tell you about the impact your proposal may have on groups with protected characteristics?** | | | | | | |
| **ECC02A– Water Management**  **MM66** | | | | | | |
| **MM66 Revisions to the detailed wording of Policy ECC02A for soundness and to ensure closer alignment / general conformity with policies in the London Plan.**  **These include in Part A in relation to flood risk:**  **i)  At Aa) specific reference to the Council seeking to ensure that development is located in areas at lowest risk of flooding assessed through applying, as appropriate, the sequential test.**  **ii) At Ab) additional reference made to the need for development to ensure that flood risk is not increased elsewhere.**  **iii) At Ac) clarifications that improvements to flood defences may be needed and be maintained in perpetuity, having regard to climate change that defended areas should be protected; also reference added in respect of land adjacent to flood defences needing to be protected to provide space for flood water in the event of breach; for clarity of intent, references also added to needing to consider future improvement, the introduction of natural flood management techniques, public amenity ‘space’ together with biodiversity ‘enhancements’.**  **iv) At Ad) clarifications added in outlining the circumstances when a site-specific flood risk assessment should be undertaken.**  **In Part B with regards surface water management, clarifications provided with respect to sustainable drainage run-off expectation, and that where it is necessary that management and maintenance plan arrangements are in place, the need as relevant for these to be secured through planning conditions or obligations.**  **In Part C clarification that major development proposals will be required to demonstrate how appropriate solutions to water capacity issues will be delivered in appropriate timeframes. This also includes deletion of Table 20 as submitted which includes water efficiency requirements as it repeats parts, but not all, of Policy SI 5 of the London Plan and Policy ECC02A.**  **In Part D clarification in respect of water courses of the expectation that proposals adjacent to a river corridor ensure a buffer zone of at least 10 metres. Also, additional reference made to encouragement for naturalisation of river corridors with clarification of the requirement where necessary for contributions towards river restoration and de-culverting.**  **Additional criterion (Part Dc) requiring that all applications for sites adjacent to a river corridor provide an assessment of impacts (including cumulative impacts) of the development on the riverine environment and other matters.** | | | | | | |
| **Protected characteristic** | For **each** protected characteristic, explain in detail what the evidence is suggesting and the impact of your proposal (if any). Is there an impact on service deliver? Is there an impact on customer satisfaction?  Click the appropriate box on the right to indicate the outcome of your analysis. | Positive impact | **Negative**  **impact** | | No impact |
| Minor | Major |
| **Age** | The main modification to ECC02A provides stronger protection for the Boroughs water resources and ensure against flood risk. This will contribute towards wider climate change objectives.  This will have a positive impact on all groups |  |  |  |  |
| **Disability** | The main modification to ECC02A provides stronger protection for the Boroughs water resources and ensure against flood risk. This will contribute towards wider climate change objectives.  This will have a positive impact on all groups |  |  |  |  |
| **Gender**  **reassignment** | The main modification to ECC02A provides stronger protection for the Boroughs water resources and ensure against flood risk. This will contribute towards wider climate change objectives.  This will have a positive impact on all groups |  |  |  |  |
| **Marriage and Civil Partnership** | The main modification to ECC02A provides stronger protection for the Boroughs water resources and ensure against flood risk. This will contribute towards wider climate change objectives.  This will have a positive impact on all groups |  |  |  |  |
| **Pregnancy and Maternity** | The main modification to ECC02A provides stronger protection for the Boroughs water resources and ensure against flood risk. This will contribute towards wider climate change objectives.  This will have a positive impact on all groups |  |  |  |  |
| **Race/**  **Ethnicity** | The main modification to ECC02A provides stronger protection for the Boroughs water resources and ensure against flood risk. This will contribute towards wider climate change objectives.  This will have a positive impact on all groups  . |  |  |  |  |
| **Religion or belief** | The main modification to ECC02A provides stronger protection for the Boroughs water resources and ensure against flood risk. This will contribute towards wider climate change objectives.  This will have a positive impact on all groups |  |  |  |  |
| **Sex** | The main modification to ECC02A provides stronger protection for the Boroughs water resources and ensure against flood risk. This will contribute towards wider climate change objectives.  This will have a positive impact on all groups |  |  |  |  |
| **Sexual Orientation** | The main modification to ECC02A provides stronger protection for the Boroughs water resources and ensure against flood risk. This will contribute towards wider climate change objectives.  This will have a positive impact on all groups |  |  |  |  |

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| 1. **Other key groups**   **Are there any other vulnerable groups that might be affected by the proposal?**  ***These could include carers, people in receipt of care, lone parents, people with low incomes or unemployed*** | | Positive impact | **Negative**  **impact** | | No impact |
| Minor | Major |
| **Key groups** | Carers  The main modification to ECC02A provides stronger protection for the Boroughs water resources and ensure against flood risk. This will contribute towards wider climate change objectives.  This will have a positive impact on all groups |  |  |  |  |
|  | People in receipt of care  The main modification to ECC02A provides stronger protection for the Boroughs water resources and ensure against flood risk. This will contribute towards wider climate change objectives.  This will have a positive impact on all groups |  |  |  |  |
|  | Lone parents  The main modification to ECC02A provides stronger protection for the Boroughs water resources and ensure against flood risk. This will contribute towards wider climate change objectives.  This will have a positive impact on all groups |  |  |  |  |
|  | People on low income or are unemployed  The main modification to ECC02A provides stronger protection for the Boroughs water resources and ensure against flood risk. This will contribute towards wider climate change objectives.  This will have a positive impact on all groups |  |  |  |  |
|  | Young people in care  The main modification to ECC02A provides stronger protection for the Boroughs water resources and ensure against flood risk. This will contribute towards wider climate change objectives.  This will have a positive impact on all groups |  |  |  |  |

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| 1. **Assessing impact**   **What does the evidence tell you about the impact your proposal may have on groups with protected characteristics?** | | | | | | |
| **ECC03– Dealing with Waste**  **MM67** | | | | | | |
| **MM67 Revisions for soundness, general conformity with London Plan. Clarification that Council encourages sustainable waste management in accordance with Policy SI 7 of the London Plan and the North London Waste Plan. Improved referencing to North London Waste Plan in respect of Scratchwood Quarry (Site No 29).**  **Reflect adoption of the North London Waste Plan.**  **.** | | | | | | |
| **Protected characteristic** | For **each** protected characteristic, explain in detail what the evidence is suggesting and the impact of your proposal (if any). Is there an impact on service deliver? Is there an impact on customer satisfaction?  Click the appropriate box on the right to indicate the outcome of your analysis. | Positive impact | **Negative**  **impact** | | No impact |
| Minor | Major |
| **Age** | The main modification to ECC03 continues to require management of waste and to ensure adequate refuse and recycling storage space and facilities that enables easy collection and is accessible to all residents within a development.  The main modification to this policy is not considered to have negative or disproportionate impact on equalities groups |  |  |  |  |
| **Disability** | The main modification to ECC03 continues to require management of waste and to ensure adequate refuse and recycling storage space and facilities that enables easy collection and is accessible to all residents within a development.  The main modification to this policy is not considered to have negative or disproportionate impact on equalities groups |  |  |  |  |
| **Gender**  **reassignment** | The main modification to ECC03 continues to require management of waste and to ensure adequate refuse and recycling storage space and facilities that enables easy collection and is accessible to all residents within a development.  The main modification to this policy is not considered to have negative or disproportionate impact on equalities groups |  |  |  |  |
| **Marriage and Civil Partnership** | The main modification to ECC03 continues to require management of waste and to ensure adequate refuse and recycling storage space and facilities that enables easy collection and is accessible to all residents within a development.  The main modification to this policy is not considered to have negative or disproportionate impact on equalities groups |  |  |  |  |
| **Pregnancy and Maternity** | The main modification to ECC03 continues to require management of waste and to ensure adequate refuse and recycling storage space and facilities that enables easy collection and is accessible to all residents within a development.  The main modification to this policy is not considered to have negative or disproportionate impact on equalities groups |  |  |  |  |
| **Race/**  **Ethnicity** | The main modification to ECC03 continues to require management of waste and to ensure adequate refuse and recycling storage space and facilities that enables easy collection and is accessible to all residents within a development.  The main modification to this policy is not considered to have negative or disproportionate impact on equalities groups  . |  |  |  |  |
| **Religion or belief** | The main modification to ECC03 continues to require management of waste and to ensure adequate refuse and recycling storage space and facilities that enables easy collection and is accessible to all residents within a development.  The main modification to this policy is not considered to have negative or disproportionate impact on equalities groups |  |  |  |  |
| **Sex** | The main modification to ECC03 continues to require management of waste and to ensure adequate refuse and recycling storage space and facilities that enables easy collection and is accessible to all residents within a development.  The main modification to this policy is not considered to have negative or disproportionate impact on equalities groups |  |  |  |  |
| **Sexual Orientation** | The main modification to ECC03 continues to require management of waste and to ensure adequate refuse and recycling storage space and facilities that enables easy collection and is accessible to all residents within a development.  The main modification to this policy is not considered to have negative or disproportionate impact on equalities groups |  |  |  |  |

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| 1. **Other key groups**   **Are there any other vulnerable groups that might be affected by the proposal?**  ***These could include carers, people in receipt of care, lone parents, people with low incomes or unemployed*** | | Positive impact | **Negative**  **impact** | | No impact |
| Minor | Major |
| **Key groups** | Carers  The main modification to ECC03 continues to require management of waste and to ensure adequate refuse and recycling storage space and facilities that enables easy collection and is accessible to all residents within a development.  The main modification to this policy is not considered to have negative or disproportionate impact on other key groups |  |  |  |  |
|  | People in receipt of care  The main modification to ECC03 continues to require management of waste and to ensure adequate refuse and recycling storage space and facilities that enables easy collection and is accessible to all residents within a development.  The main modification to this policy is not considered to have negative or disproportionate impact on other key groups |  |  |  |  |
|  | Lone parents  The main modification to ECC03 continues to require management of waste and to ensure adequate refuse and recycling storage space and facilities that enables easy collection and is accessible to all residents within a development.  The main modification to this policy is not considered to have negative or disproportionate impact on other key groups |  |  |  |  |
|  | People on low income or are unemployed  The main modification to ECC03 continues to require management of waste and to ensure adequate refuse and recycling storage space and facilities that enables easy collection and is accessible to all residents within a development.  The main modification to this policy is not considered to have negative or disproportionate impact on other key groups |  |  |  |  |
|  | Young people in care  The main modification to ECC03 continues to require management of waste and to ensure adequate refuse and recycling storage space and facilities that enables easy collection and is accessible to all residents within a development.  The main modification to this policy is not considered to have negative or disproportionate impact on other key groups |  |  |  |  |

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| 1. **Assessing impact**   **What does the evidence tell you about the impact your proposal may have on groups with protected characteristics?** | | | | | | |
| **ECC04 – Barnet’s Parks and Open Spaces**  **MM68** | | | | | | |
| **MM68 Revisions for soundness, general conformity with London Plan. Clarifications that Council intends to protect and enhance existing open spaces; on how developers expected to make provision for new and/or improvements to parks and open spaces. This includes where contributions towards offsite provision rather than direct provision may be appropriate and sets out management and maintenance expectations. Includes standards for sports pitches identified in Open Space, Sports and Recreational Facilities Assessment and refers to London Plan Policy S4 in respect of play provision. Clarification on ‘natural green spaces’; and playing fields as a form of open space. Deletion of Part E to reconcile with Council’s strategy to address deficiencies in and improve access to parks and open spaces, and to reflect that evidence does not justify a policy approach that permits release of existing open space for development.** | | | | | | |
| **Protected characteristic** | For **each** protected characteristic, explain in detail what the evidence is suggesting and the impact of your proposal (if any). Is there an impact on service deliver? Is there an impact on customer satisfaction?  Click the appropriate box on the right to indicate the outcome of your analysis. | Positive impact | **Negative**  **impact** | | No impact |
| Minor | Major |
| **Age** | The main modification to ECC04 provides stronger protection of existing open space and the need to enhance them and provide new open space. This includes for playing pitches.  This will have particularly positive impact for younger children as this will provide opportunities for physical and recreational activities. |  |  |  |  |
| **Disability** | The main modification to ECC04 provides stronger protection of existing open space and the need to enhance them and provide new open space.  The modification does not propose additional arrangements for individuals with disability as such there is no additional impact to individuals with disabilities. |  |  |  |  |
| **Gender**  **reassignment** | The main modification to ECC04 provides stronger protection of existing open space and the need to enhance them and provide new open space.  This is likely to have positive impacts on this group |  |  |  |  |
| **Marriage and Civil Partnership** | The main modification to ECC04 provides stronger protection of existing open space and the need to enhance them and provide new open space.  This is likely to have positive impacts on this group |  |  |  |  |
| **Pregnancy and Maternity** | The main modification to ECC04 provides stronger protection of existing open space and the need to enhance them and provide new open space.  This is likely to have positive impacts on this group |  |  |  |  |
| **Race/**  **Ethnicity** | The main modification to ECC04 provides stronger protection of existing open space and the need to enhance them and provide new open space.  This is likely to have positive impacts on this group as it can aid in encouraging community cohesion where different groups gather to enjoy the shared open spaces |  |  |  |  |
| **Religion or belief** | The main modification to ECC04 provides stronger protection of existing open space and the need to enhance them and provide new open space.  This is likely to have positive impacts on this group as it can aid in encouraging community cohesion where different groups gather to enjoy the shared open spaces |  |  |  |  |
| **Sex** | The main modification to ECC04 provides stronger protection of existing open space and the need to enhance them and provide new open space.  This is likely to have positive impacts on this group |  |  |  |  |
| **Sexual Orientation** | The main modification to ECC04 provides stronger protection of existing open space and the need to enhance them and provide new open space.  This is likely to have positive impacts on this group as it can aid in encouraging community cohesion where different groups gather to enjoy the shared open spaces |  |  |  |  |

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| 1. **Other key groups**   **Are there any other vulnerable groups that might be affected by the proposal?**  ***These could include carers, people in receipt of care, lone parents, people with low incomes or unemployed*** | | Positive impact | **Negative**  **impact** | | No impact |
| Minor | Major |
| **Key groups** | Carers  The main modification to ECC04 provides stronger protection of existing open space and the need to enhance them and provide new open space.  This is likely to have positive impacts on this group |  |  |  |  |
|  | People in receipt of care  The main modification to ECC04 provides stronger protection of existing open space and the need to enhance them and provide new open space.  The modification does not propose additional arrangements for individuals with mobility issues as such there may be no additional impact to individuals receiving care and are less mobile |  |  |  |  |
|  | Lone parents  The main modification to ECC04 provides stronger protection of existing open space and the need to enhance them and provide new open space.  This is likely to have positive impacts for lone parents and their children |  |  |  |  |
|  | People on low income or are unemployed  The main modification to ECC04 provides stronger protection of existing open space and the need to enhance them and provide new open space.  This is likely to have positive impacts on this group, enabling free access to green and opportunities for exercise and social interaction |  |  |  |  |
|  | Young children in care  The main modification to ECC04 provides stronger protection of existing open space and the need to enhance them and provide new open space.  This is likely to have positive impacts on this group, as this will provide opportunities for physical and recreational activities. |  |  |  |  |

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| 1. **Assessing impact**   **What does the evidence tell you about the impact your proposal may have on groups with protected characteristics?** | | | | | | |
| **ECC05 – Green Belt and Metropolitan Open Land**  **MM69** | | | | | | |
| **MM69 Revisions for soundness, general conformity with London Plan. Deletion of criteria that development outside Green Belt affects its openness in the terms of its definition in the NPPF, and it conflicts with the Framework’s approaches to assessing openness. Instead, in respect of development proposed adjacent to Green Belt / MOL, a sentence is added to the policy supporting text strongly advocating a design led approach cross referencing to policy CDH01 and highlighting a focus on landscape and local character where necessary.** | | | | | | |
| **Protected characteristic** | For **each** protected characteristic, explain in detail what the evidence is suggesting and the impact of your proposal (if any). Is there an impact on service deliver? Is there an impact on customer satisfaction?  Click the appropriate box on the right to indicate the outcome of your analysis. | Positive impact | **Negative**  **impact** | | No impact |
| Minor | Major |
| **Age** | The main modification to ECC05 still ensures the protection of the Borough’s Green Belt and MOL. It is not considered to have significant effects on equalities groups. |  |  |  |  |
| **Disability** | The main modification to ECC05 still ensures the protection of the Borough’s Green Belt and MOL. It is not considered to have significant effects on equalities groups. |  |  |  |  |
| **Gender**  **reassignment** | The main modification to ECC05 still ensures the protection of the Borough’s Green Belt and MOL. It is not considered to have significant effects on equalities groups. |  |  |  |  |
| **Marriage and Civil Partnership** | The main modification to ECC05 still ensures the protection of the Borough’s Green Belt and MOL. It is not considered to have significant effects on equalities groups. |  |  |  |  |
| **Pregnancy and Maternity** | The main modification to ECC05 still ensures the protection of the Borough’s Green Belt and MOL. It is not considered to have significant effects on equalities groups. |  |  |  |  |
| **Race/**  **Ethnicity** | The main modification to ECC05 still ensures the protection of the Borough’s Green Belt and MOL. It is not considered to have significant effects on equalities groups. |  |  |  |  |
| **Religion or belief** | The main modification to ECC05 still ensures the protection of the Borough’s Green Belt and MOL. It is not considered to have significant effects on equalities groups. |  |  |  |  |
| **Sex** | The main modification to ECC05 still ensures the protection of the Borough’s Green Belt and MOL. It is not considered to have significant effects on equalities groups. |  |  |  |  |
| **Sexual Orientation** | The main modification to ECC05 still ensures the protection of the Borough’s Green Belt and MOL. It is not considered to have significant effects on equalities groups. |  |  |  |  |

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| 1. **Other key groups**   **Are there any other vulnerable groups that might be affected by the proposal?**  ***These could include carers, people in receipt of care, lone parents, people with low incomes or unemployed*** | | Positive impact | **Negative**  **impact** | | No impact |
| Minor | Major |
| **Key groups** | Carers  The main modification to ECC05 still ensures the protection of the Borough’s Green Belt and MOL. It is not considered to have significant effects on key groups |  |  |  |  |
|  | People in receipt of care  The main modification to ECC05 still ensures the protection of the Borough’s Green Belt and MOL. It is not considered to have significant effects on key groups |  |  |  |  |
|  | Lone parents  The main modification to ECC05 still ensures the protection of the Borough’s Green Belt and MOL. It is not considered to have significant effects on key groups |  |  |  |  |
|  | People on low income or are unemployed  The main modification to ECC05 still ensures the protection of the Borough’s Green Belt and MOL. It is not considered to have significant effects on key groups |  |  |  |  |
|  | Young children in care  The main modification to ECC05 still ensures the protection of the Borough’s Green Belt and MOL. It is not considered to have significant effects on key groups |  |  |  |  |

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| 1. **Assessing impact**   **What does the evidence tell you about the impact your proposal may have on groups with protected characteristics?** | | | | | | |
| **ECC06 – Biodiversity**  **MM70** | | | | | | |
| **MM70 Revisions for soundness, general conformity with London Plan. Clarifications the current and proposed future Green Infrastructure SPDs constitute guidance only., contributions may be sought towards the opportunities of the Green Grid Areas relevant to Barnet in respect of biodiversity. Confirm that, at a minimum, biodiversity net gain should be provided in accordance with national policy, or legislation and that compliance with Table is required, unless legislation indicates otherwise. . Clarifies that development proposals at application stage should be supported by sufficient evidence to demonstrate to a decision maker that the BNG requirement will be capable of being achieved.** **Also clarifies that proposals meet the Urban Greening Factor target scores set out by Policy G5 of the London Plan and provide SuDs schemes that maximise biodiversity benefits. Clarification that where necessary monitoring of biodiversity net gain may need to be secured by planning conditions or obligations as appropriate. Update text on implications of the Environment Act 2021 and associated regulations in respect of biodiversity net gain and Local Nature Recovery Strategies.** | | | | | | |
| **Protected characteristic** | For **each** protected characteristic, explain in detail what the evidence is suggesting and the impact of your proposal (if any). Is there an impact on service deliver? Is there an impact on customer satisfaction?  Click the appropriate box on the right to indicate the outcome of your analysis. | Positive impact | **Negative**  **impact** | | No impact |
| Minor | Major |
| **Age** | The main modification to ECC06 still seeks to protect and enhance the Borough’s biodiversity. The main modification is not considered to have significant effects on equalities groups. |  |  |  |  |
| **Disability** | The main modification to ECC06 still seeks to protect and enhance the Borough’s biodiversity. The main modification is not considered to have significant effects on equalities groups. |  |  |  |  |
| **Gender**  **reassignment** | The main modification to ECC06 still seeks to protect and enhance the Borough’s biodiversity. The main modification is not considered to have significant effects on equalities groups. |  |  |  |  |
| **Marriage and Civil Partnership** | The main modification to ECC06 still seeks to protect and enhance the Borough’s biodiversity. The main modification is not considered to have significant effects on equalities groups. |  |  |  |  |
| **Pregnancy and Maternity** | The main modification to ECC06 still seeks to protect and enhance the Borough’s biodiversity. The main modification is not considered to have significant effects on equalities groups. |  |  |  |  |
| **Race/**  **Ethnicity** | The main modification to ECC06 still seeks to protect and enhance the Borough’s biodiversity. The main modification is not considered to have significant effects on equalities groups. |  |  |  |  |
| **Religion or belief** | The main modification to ECC06 still seeks to protect and enhance the Borough’s biodiversity. The main modification is not considered to have significant effects on equalities groups. |  |  |  |  |
| **Sex** | The main modification to ECC06 still seeks to protect and enhance the Borough’s biodiversity. The main modification is not considered to have significant effects on equalities groups. |  |  |  |  |
| **Sexual Orientation** | The main modification to ECC06 still seeks to protect and enhance the Borough’s biodiversity. The main modification is not considered to have significant effects on equalities groups. |  |  |  |  |

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| 1. **Other key groups**   **Are there any other vulnerable groups that might be affected by the proposal?**  ***These could include carers, people in receipt of care, lone parents, people with low incomes or unemployed*** | | Positive impact | **Negative**  **impact** | | No impact |
| Minor | Major |
| **Key groups** | Carers  The main modification to ECC06 still seeks to protect and enhance the Borough’s biodiversity. The main modification is not considered to have significant effects on this group. |  |  |  |  |
|  | People in receipt of care  The main modification to ECC06 still seeks to protect and enhance the Borough’s biodiversity. The main modification is not considered to have significant effects on this group. |  |  |  |  |
|  | Lone parents  The main modification to ECC06 still seeks to protect and enhance the Borough’s biodiversity. The main modification is not considered to have significant effects on this group. |  |  |  |  |
|  | People on low income or are unemployed  The main modification to ECC06 still seeks to protect and enhance the Borough’s biodiversity. The main modification is not considered to have significant effects on this group. |  |  |  |  |
|  | Young children in care  The main modification to ECC06 still seeks to protect and enhance the Borough’s biodiversity. The main modification is not considered to have significant effects on this group. |  |  |  |  |

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| 1. **Assessing impact**   **What does the evidence tell you about the impact your proposal may have on groups with protected characteristics?** | | | | | | |
| **TRC01 – Sustainable and Active Travel**  **MM71** | | | | | | |
| **MM71 Revisions for soundness, general conformity with London Plan. Clarifications include i) that development proposals are required to demonstrate that adequate provision is made for necessary transport infrastructure, and that development does not compromise implementation of necessary transport infrastructure projects; ii) seeking contributions to orbital connectivity and public transport enhancements; iii) that the documents referred to in the policy are required where there would be construction vehicle / servicing or delivery issues. Revision needed to clearly set out the requirements for all developments generating significant amounts of movements to provide travel plans and transport assessments/statements. Also, clarification provided in the supporting text that mitigation of highway safety and road network impacts may be sought through planning obligations or agreements under Section 278 of the Highways Act 1980.** | | | | | | |
| **Protected characteristic** | For **each** protected characteristic, explain in detail what the evidence is suggesting and the impact of your proposal (if any). Is there an impact on service deliver? Is there an impact on customer satisfaction?  Click the appropriate box on the right to indicate the outcome of your analysis. | Positive impact | **Negative**  **impact** | | No impact |
| Minor | Major |
| **Age** | The main modification to TRC01 strengthens support for active travel and the use of public transport.  In supporting enhancements to new public transport infrastructure this will have a positive impact older people to provide better accessibility and mobility to access services. It will also have a positive impact on younger individuals who are most likely to depend on public transport or walking and cycling.  In supporting more active travel, the main modification will also have positive benefits in terms of health in terms enabling more exercise which can benefit young and both older individuals. |  |  |  |  |
| **Disability** | The main modifications to policy TRC01 is not likely to have any additional impacts on individuals who have disabilities |  |  |  |  |
| **Gender**  **reassignment** | The main modifications to policy TRC01 will have no additional impact on individuals who have a different gender identity from their sex registered at birth. |  |  |  |  |
| **Marriage and Civil Partnership** | The main modifications to policy TRC01 will have no additional impact on individuals who are married or in a civil partnership. |  |  |  |  |
| **Pregnancy and Maternity** | The main modifications to policy TRC01 in supporting new public transport infrastructure and supporting more active travel could have a positive impact to individuals during pregnancy and maternity to provide improved accessibility for services without the need for a car. |  |  |  |  |
| **Race/**  **Ethnicity** | The main modifications to policy TRC01 will have no additional impact on any individual from a particular race or ethnicity. |  |  |  |  |
| **Religion or belief** | The main modifications to policy TRC01 will have no additional impact on any individual belonging to a particular religion or holding certain beliefs. |  |  |  |  |
| **Sex** | In supporting enhancements to new public transport infrastructure, the main modification to TRC01 is likely to have a positive impact on women, younger people and older people who, statistically, are the groups that are most likely to rely on public transport rather than having access to a private car. |  |  |  |  |
| **Sexual Orientation** | The main modifications to policy TRC01 will have no additional impact on any individual with a particular sexual orientation |  |  |  |  |

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| 1. **Other key groups**   **Are there any other vulnerable groups that might be affected by the proposal?**  ***These could include carers, people in receipt of care, lone parents, people with low incomes or unemployed*** | | Positive impact | **Negative**  **impact** | | No impact |
| Minor | Major |
| **Key groups** | Carers  The main modifications to policy TRC01 will have no additional impact to this group |  |  |  |  |
|  | People in receipt of care  The main modifications to policy TRC01 will have no additional impact to this group |  |  |  |  |
|  | Lone parents  The main modifications to policy TRC01 in supporting new public transport infrastructure and supporting more active travel could have a positive impact lone parents and their children in ensuring improved accessibility for services without the need for a car. |  |  |  |  |
|  | People on low income or are unemployed  The main modification to TRC01 strengthens support for active travel and the use of public transport.  In supporting enhancements to new public transport infrastructure and more active travel, the main modification will also have positive benefits in terms more cost effective ways to travel i.e either for free (i.e walking or cycling) or via public transport. |  |  |  |  |
|  | Young children in care  In supporting more active travel, the main modifications to TRC02 will also have positive benefits in terms of health in terms enabling more exercise which can benefit young individuals. |  |  |  |  |

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| 1. **Assessing impact**   **What does the evidence tell you about the impact your proposal may have on groups with protected characteristics?** | | | | | | |
| **TRC02– Transport infrastructure**  **MM72** | | | | | | |
| **MM72 revisions are necessary to provide updates to transport infrastructure proposals and to explain how the Council will work with key partners to deliver capacity improvements. Delete reference to policies GSS09 and GSS11 as the transport infrastructure referred to within Policy TRC02 has wider application than for land relevant to those policies. Clarification that Council will facilitate and support contributions to delivery of specified transport infrastructure.**  **Clarification that Brent Cross North bus station may be replaced, remodelled or improved. Update current status of Colindale Station and the WLO. Clarification that land at Oakleigh Road South is safeguarded for Crossrail 2.**  **Clarifications that Council will work with TfL and Network Rail to bring forward capacity improvements identified in the STA and role of IDP in relation to transport infrastructure monitoring. Explanation at para 11.11.6A on roles of and signpost to the relevant elements of the Long Term Transport Strategy 2020-2041, Strategic Transport Assessment, and IDP insofar as these relate to the requirements of Policy TRC02. New Table AA identifies different forms of infrastructure required by the different parts of the policy**  **Clarification on where it is anticipated that developments will need to contribute to delivery either directly or by means of financial contributions.**  **Also clarifies revised targets for new homes** | | | | | | |
| **Protected characteristic** | For **each** protected characteristic, explain in detail what the evidence is suggesting and the impact of your proposal (if any). Is there an impact on service deliver? Is there an impact on customer satisfaction?  Click the appropriate box on the right to indicate the outcome of your analysis. | Positive impact | **Negative**  **impact** | | No impact |
| Minor | Major |
| **Age** | The main modification to TRC02 strengthens support for transport infrastructure improvements in the borough  This will have a positive impact older people to provide better accessibility and mobility to access services. This modification will also have a positive impact on younger people who are most likely to be using public transport. |  |  |  |  |
| **Disability** | The main modification to TRC02 does not detail any accessibility improvements as such the main modification may have a neutral affect on people with disabilities |  |  |  |  |
| **Gender**  **reassignment** | The main modifications to policy TRC02 will have no additional impact on individuals who have a different gender identity from their sex registered at birth. |  |  |  |  |
| **Marriage and Civil Partnership** | The main modifications to policy TRC02 will have no additional impact on individuals who are married or in a civil partnership. |  |  |  |  |
| **Pregnancy and Maternity** | The main modifications to policy TRC02 in supporting new public transport infrastructure this could have a positive impact to individuals during pregnancy and maternity to provide improved accessibility for services without the need for a car. |  |  |  |  |
| **Race/**  **Ethnicity** | The main modifications to policy TRC02 will have no additional impact on any individual from a particular race or ethnicity. |  |  |  |  |
| **Religion or belief** | The main modifications to policy TRC02 will have no additional impact on any individual belonging to a particular religion or holding certain beliefs. |  |  |  |  |
| **Sex** | The main modifications to policy TRC02 will have no additional impact on any individual belonging to a particular sex |  |  |  |  |
| **Sexual Orientation** | The main modifications to policy TRC02 will have no additional impact on any individual with a particular sexual orientation |  |  |  |  |

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| 1. **Other key groups**   **Are there any other vulnerable groups that might be affected by the proposal?**  ***These could include carers, people in receipt of care, lone parents, people with low incomes or unemployed*** | | Positive impact | **Negative**  **impact** | | No impact |
| Minor | Major |
| **Key groups** | Carers  The main modifications to policy TRC02 will have no additional impact to this group |  |  |  |  |
|  | People in receipt of care  The main modifications to policy TRC02 will have no additional impact to this group |  |  |  |  |
|  | Lone parents  The main modifications to policy TRC02 in supporting enhancements to new public transport infrastructure could have a positive impact lone parents and their children in ensuring improved accessibility for services without the need for a car. |  |  |  |  |
|  | People on low income or are unemployed  The main modification to TRC02 strengthens support for transport infrastructure improvements in the borough  In supporting enhancements to new public transport infrastructure is likely to positively impact this group in supporting more cost effective modes of travel. |  |  |  |  |
|  | Young children in care  The main modification to TRC02 strengthens support for transport infrastructure improvements in the borough  This will have a positive impact older people to provide better accessibility and mobility to access services. This modification will also have a positive impact on younger people who are most likely to be using public transport |  |  |  |  |

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| 1. **Assessing impact**   **What does the evidence tell you about the impact your proposal may have on groups with protected characteristics?** | | | | | | |
| **TRC03– Parking management**  **MM73** | | | | | | |
| **MM73 Clarification that parking should be limited in accordance with London Plan standards. Parking permits may be issued for development in CPZs in line with maximum provision level in Table 23, taking account of any on-site provision and subject to any capacity for additional on-street parking.**  **Clarification on where new CPZs or alterations to existing CPZs are deemed necessary to make development acceptable, contributions for implementation and monitoring may be required. Deletion of requirement for CPZs to be in place before development. Clarification on ‘car free development’ by making certain that ‘where no parking would be provided within a development site, residential parking permits will be made available to Blue Badge Holders’. Re-wording at Part D to reflect London Plan policies) regarding the reprovision of parking and not providing at previous levels where this would exceed standards. Update references to electric vehicle charging to refer to Part S of the Building Regulations. Clarification that car club parking spaces with active charging facilities encouraged as alternative to private parking for residents.**  **Parking statements or transport statements/assessments should be provided with proposals to assess appropriate provision levels and any capacity for proposed on-street parking. Clarifications that parking standards are maximums and that although not a requirement of all development – in some cases, the Council may seek to ensure new or updated CPZs become effective prior to the occupation of proposed development where unacceptable impacts on local highway conditions would otherwise result.**  **Clarification on how parking assessments and on-street parking capacity will be assessed. Deletion of references to orbital PTAL and orbital connectivity, as support for such approaches is not underpinned by substantive evidence, the methodology for calculating such is unclear. Revisions to Table 23 to make clear that PTAL5 and PTAL6 areas should be car free and to delete the ^ footnote because clear evidence has not been provided that higher standards of provision would support additional family housing.** | | | | | | |
| **Protected characteristic** | For **each** protected characteristic, explain in detail what the evidence is suggesting and the impact of your proposal (if any). Is there an impact on service deliver? Is there an impact on customer satisfaction?  Click the appropriate box on the right to indicate the outcome of your analysis. | Positive impact | **Negative**  **impact** | | No impact |
| Minor | Major |
| **Age** | The main modification to TRC03 seeks to further reinforce the need to limit car use in the borough by only providing parking where necessary.  This may have a minor impact on the elderly who may have mobility issues however with other policies seeking to make key services more accessibly through public transport this is likely to have only a minor impact |  |  |  |  |
| **Disability** | The main modification to TRC03 does not affect provision for blue badge holders.  As such the main modification to TRC03 is not likely to affect blue badge holders |  |  |  |  |
| **Gender**  **reassignment** | The main modifications to policy TRC03 will have no additional impact on individuals who have a different gender identity from their sex registered at birth. |  |  |  |  |
| **Marriage and Civil Partnership** | The main modifications to policy TRC03 will have no additional impact on individuals who are married or in a civil partnership. |  |  |  |  |
| **Pregnancy and Maternity** | The main modification to TRC03 seeks to further reinforce the need to limit car use in the borough by only providing parking where necessary.  The main modifications to policy TRC03 may have a minor impact on individuals during pregnancy and maternity who may be more reliant on cars during this time, however with other policies seeking to make key services more accessibly through public transport this is likely to have only a minor impact. |  |  |  |  |
| **Race/**  **Ethnicity** | The main modifications to policy TRC03 will have no additional impact on any individual from a particular race or ethnicity. |  |  |  |  |
| **Religion or belief** | The main modifications to policy TRC03 will have no additional impact on any individual belonging to a particular religion or holding certain beliefs. |  |  |  |  |
| **Sex** | The main modifications to policy TRC03 will have no additional impact on any individual belonging to a particular sex |  |  |  |  |
| **Sexual Orientation** | The main modifications to policy TRC03will have no additional impact on any individual with a particular sexual orientation |  |  |  |  |

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| 1. **Other key groups**   **Are there any other vulnerable groups that might be affected by the proposal?**  ***These could include carers, people in receipt of care, lone parents, people with low incomes or unemployed*** | | Positive impact | **Negative**  **impact** | | No impact |
| Minor | Major |
| **Key groups** | Carers  The main modification to TRC03 seeks to further reinforce the need to limit car use in the borough by only providing parking where necessary.  The main modification to TRC03 does not affect provision for blue badge holders.  As such the main modification to TRC03 is not likely to affect blue badge holders  This is important for carers and those in receipt of care |  |  |  |  |
|  | People in receipt of care  The main modification to TRC03 does not affect provision for blue badge holders.  As such the main modification to TRC03 is not likely to affect blue badge holders  This is important for carers and those in receipt of care |  |  |  |  |
|  | Lone parents  The main modifications to policy TRC03 will have no additional impact on individuals within this group may have a minor impact for some lone parents who may be more rely on car use with smaller children |  |  |  |  |
|  | People on low income or unemployed  The main modifications to policy TRC03 will have no additional impact on individuals within this group |  |  |  |  |
|  | Young people in care  The main modifications to policy TRC03 will have no additional impact on individuals within this group |  |  |  |  |

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| 1. **Assessing impact**   **What does the evidence tell you about the impact your proposal may have on groups with protected characteristics?** | | | | | | |
| **TRC04– Digital Communication and Connectivity**  **MM74** | | | | | | |
| **MM74 Clarification that Council will support the delivery of digital connectivity infrastructure with a particular focus on areas with gaps in connectivity and barriers to digital access as set out in London Plan Policy SI6(B).**  **Clarification on Council’s aims in respect of CCTV provision.** **The MM clarifies how the use of s106 and CIL can be used to support the delivery of infrastructure in accordance with legislation and London Plan requirements. The MM also provides improved cross referencing to other Local Plan policies**. | | | | | | |
| **Protected characteristic** | For **each** protected characteristic, explain in detail what the evidence is suggesting and the impact of your proposal (if any). Is there an impact on service deliver? Is there an impact on customer satisfaction?  Click the appropriate box on the right to indicate the outcome of your analysis. | Positive impact | **Negative**  **impact** | | No impact |
| Minor | Major |
| **Age** | The main modification to TRC04 provides additional text to highlight the Council’s aims to increase the number and coverage of CCTV cameras to provide improved security and safety for residents  Further clarity on safety and security measures are likely to be of particularly positive benefit on older people who may have a higher perceived fear of crime or be at higher risk of crime. |  |  |  |  |
| **Disability** | Further clarity on safety and security measures are likely to be of particularly positive benefit on individuals with disabilities who may have a higher perceived fear of crime or be at higher risk of crime. |  |  |  |  |
| **Gender**  **reassignment** | Further clarity on safety and security measures are likely to be of particularly positive benefit on individuals which have a gender identity different from their sex registered at birth who may have a higher perceived fear of crime or be at higher risk of hate crime. |  |  |  |  |
| **Marriage and Civil Partnership** | The main modifications to policy TRC04 will have no additional impact on individuals who are married or in a civil partnership. |  |  |  |  |
| **Pregnancy and Maternity** | Further clarity on safety and security measures are likely to be of particularly positive benefit on individuals during and post pregnancy who may have a higher perceived fear of crime. |  |  |  |  |
| **Race/**  **Ethnicity** | Further clarity on safety and security measures are likely to be of particularly positive benefit on individuals belonging to a particular race or ethnicity who may have an increased fear of crime. |  |  |  |  |
| **Religion or belief** | The main modification to TRC04 is unlikely to have an additional impact on individuals who belonging to a particular religion or holding a particular belief system |  |  |  |  |
| **Sex** | Further clarity on safety and security measures is likely to be of particularly positive for females who have a higher perceived fear of crime and males who are at higher risk of crime. |  |  |  |  |
| **Sexual Orientation** | Further clarity on safety and security measures is likely to be of particularly positive benefit on individuals who have a particular sexual orientation who have a higher perceived fear of crime or be at higher risk of hate crime. |  |  |  |  |

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| 1. **Other key groups**   **Are there any other vulnerable groups that might be affected by the proposal?**  ***These could include carers, people in receipt of care, lone parents, people with low incomes or unemployed*** | | Positive impact | **Negative**  **impact** | | No impact |
| Minor | Major |
| **Key groups** | Carers  The main modification to TRC04 provides further clarity on safety and security measures and inclusive design. This will be of particular benefit to carers and people in receipt of care with visible disabilities as they may appear more vulnerable. |  |  |  |  |
|  | People in receipt of care  The main modification toTRC04 provides further clarity on safety and security measures and inclusive design. This will be of particular benefit to carers and people in receipt of care with visible disabilities as they may appear more vulnerable. |  |  |  |  |
|  | Lone parents  This main modification to TRC04 may be of particular benefit to lone parents to increase their sense of safety when walking alone with younger children with less parents in the family. |  |  |  |  |
|  | People with low incomes or unemployed  This main modification to TRC04 is unlikely to have an additional impact to individuals within this group. |  |  |  |  |
|  | Young people in care  This main modification to TRC04 is unlikely to have an additional impact to individuals within this group. |  |  |  |  |

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| 1. **Cumulative impact**   **Considering what else is happening within the council and Barnet could your proposal contribute to a cumulative impact on groups with protected characteristics?**  **Yes No** |
| The local plan will provide a positive vision for the future of Barnet, providing a framework for meeting housing needs and addressing other economic, social and environmental priorities; and a platform for local people to shape their surroundings.  This will have a cumulative positive impact on all groups. |

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| 1. **Actions to mitigate or remove negative impact**   **Only complete this section if your proposals may have a negative impact on groups with protected characteristics. These need to be included in the relevant service plan for mainstreaming and performance management purposes.** | | | | | | |
| **Group affected** | **Potential negative impact** | **Mitigation measures**  *If you are unable to identify measures to mitigate impact, please state so and provide a brief explanation*. | **Monitoring**    *How will you assess whether these measures are successfully mitigating the impact?* | **Deadline date** | **Lead Officer** |
| Policy HOU05 – Efficient use of Barnet Housing Stock | MM37 could potentially result in a choice of housing stock this could affect the following groups  Protective characteristic groups:   * Age (younger and older) * Disability * Marriage * Pregnancy and maternity * Race   Other key groups   * Carers * People in receipt of care * Lone parents * People with low incomes and unemployed | Policy HOU05 continues to set out the very limited circumstances for any loss of residential stock.  Policy HOU01, seeks to ensure the provision of affordable housing alongside development.  Policy HOU02 ensures  that development provides a mix of dwelling types and sizes in order to provide choice for a growing and diverse population for all households in the Borough. It emphasises bed spaces and space standards in ensuring homes are well designed and spacious. This should mitigate against any potential loss of housing choice. | Authorities monitoring report | Annually | Planning Policy Team |
| CDH08  Barnet’s Heiritage | MM51 strengthens protection for heritage assets  There may be some conflict between protecting heritage and non heritage assets (locally listed assets) and making alterations to improve disabled access, e.g. ramps / lifts may not be considered appropriate in some listed buildings, so the policy could be considered to have a low negative impact on people in receipt of care that have reduced mobility .  This could affect the following groups  Protective characteristic groups:  -Disability  Other key groups  People in receipt of care  - | Policy CDH02 – Sustainable and Inclusive Designprovides design requirements for new development in respect of accessibility | Authorities monitoring report | Annually | Planning Policy Team |
| TOW03  Managing Hot Food Takeaways, Adult Gaming Centres, Amusement Arcades, Betting Shops, Payday Loan Shops, Pawnbrokers and Shisha Bars | MM 55 may make it easier for younger people to access hot food takeaways and outlets associated with gambling, by removing the 400 m boundary restriction.  This could affect the following groups;  Protective characteristic groups:  Age  Other key groups  Lone parents  Young children in care | The Policy has also been modified with requirement for all relevant proposals to complete the Council’s Health Impact Assessment screening tool.  The policy also requires proposals in relation to hot food take aways to comply with the Council’s Healthy Catering Commitment.  This counterbalances any negative impacts |  | Annually | Planning Policy Team |
| TRC03– Parking management | MM73 seeks to further reinforce the need to limit car use in the borough by only providing parking where necessary.  This could affect the following groups:  Protective characteristic groups:  Older people and individuals during pregnancy and post pregnancy.  Other key groups  Lone parents | Policies CDH03, CHW02, CHW03, TRC01 and TRC02 which seek to secure public transport infrastructure improvements and support active travel should mitigate the loss of parking available to these groups as this will ensure key services still remain accessible to these groups. | Authorities monitoring report | Annually | Planning Policy Team |

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| 1. **Outcome of the Equalities Impact Assessment (EqIA)**   **Please select one of the following four outcomes** |
| **Proceed with no changes**  The EqIA has not identified any potential for a disproportionate impact and all opportunities to advance equality of opportunity are being addressed |
| **Proceed with adjustments**  Adjustments are required to remove/mitigate negative impacts identified by the assessment |
| **Negative impact but proceed anyway**  This EqIA has identified negative impacts that are not possible to mitigate. However, it is still reasonable to continue with the activity. Outline the reasons for this and the information used to reach this decision in the space below |
| **Do not proceed**  This EqIA has identified negative impacts that cannot be mitigated and it is not possible to continue. Outline the reasons for this and the information used to reach this decision in the space below |
| **Reasons for decision**  Following the submission of the Local Plan for Independent Examination under Regulation 22 of the Town and Country Planning (Local Planning) (England) Regulations 2012 in November 2021, and the subsequent examination Hearing Sessions held between September and December 2022, the Inspectors have, at the request of the Council, recommended a number of Main Modifications to the Plan in order for it to be found sound. To be found sound the Local Plan has to be positively prepared, justified, effective and consistent with national policy.  The Local Plan review updates the current local plan and fulfils a statutory requirement to ensure that policies remain up to date and remain effective in guiding development in Barnet. The Main Modifications represent a significant step towards adoption of the Local Plan.  The Local Plan will provide a positive vision for the future of Barnet, providing a framework for achieving sustainable development. This is intended to benefit all groups equally.  Where there is any identification of potentially negative impacts from one policy these impacts will be offset by other policies as noted above. As such Barnet’s new local plan will cumulatively provide positive impacts for all groups. |

# Sign-off

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| **9.Sign off and approval by Head of Service / Strategic lead** | | |
| Name | Job title | |
| Tick this box to indicate that you have approved this EqIA | | Date of approval: |
| Tick this box to indicate if EqIA has been published  Date EqIA was published: ………………………………… …….  Embed link to published EqIA: | | Date of next review: |