

Core Strategy

Equalities Impact Assessment



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Details of the Equalities Impact Assessment	
1.1 EIA Year	2nd Year
1.2 Details of the document being assessed	Title of EqIA: Core Strategy Publication Draft This is a new strategic policy document
1.3 Name of Service Department and Departmental Diversity Coordinator (DDC)	City Planning Delivery Unit, Built Environment Name of DDC : Reviewed by Carly Fry
1.4 Details of person responsible for this EIA	Name : Helena Merriott Position: Principal Planning Officer Email : ldf@westminster.gov.uk Telephone No: 020 7641 2860
1.5 Details of Project Team	Comments from a range of groups were considered at the Issues and Options, Preferred Options Stage Publication Draft these informed the production of this Core Strategy Submission Draft document. The groups that made representation are likely to include representatives from all of the six equality strands groups detailed in this assessment.
1.6 Date of completion of final EIA	April 2010
1.7 Overview of the role and purpose of the Core Strategy	<p><u>Overview of Core Strategy</u></p> <p>The Core Strategy is the key strategic document in the LDF and sets the long term strategy for the type and location of development in Westminster. It contains the vision and key policies for the future development of Westminster. The Core Strategy is spatial strategy which guides development of the Westminster over the next 15-20 years.</p> <p>The Core Strategy identifies the key strategic land use planning matters for Westminster. It is the spatial expression of Westminster's Sustainable Community Strategy and reflects not only the City Council's own strategies such as the City Plan, Building a Living City but those of other agencies' plans and proposals. Where possible the principles of existing strategies, plans, proposal and programmes are reflected in the publication draft document.</p> <p>A number of formal consultation stages were undertaken to develop the Core Strategy. These have included the initial Issues and Options Stage (May 2007), Preferred Option Stage (July 2008) and the Publication Draft of the Core Strategy (November 2009). The Issues and Options document contained a number of key issues facing Westminster and key questions asking views on these issues, this initial document generated 80 consultation responses and numerous meetings which lead to the development of a range of more detailed options.</p> <p>The Preferred Options has been produced after taking comments received at the Issues and Option stage, the range of preferred and alternative options reflect comments received. The preferred options were those selected as viable and realistic options which could become a policy</p>

approach. Alternative options relate to options presented by other stakeholders and officers considered by the Council however, these were discounted for a variety of reasons. On the Preferred Options document the council received 101 representations and held 70 meetings.

An initial Equalities Impact Assessment (EqIA) was carried out at the Preferred Option Stage to assess chapters and broad issues contained in the Preferred Options document. This approach identified equality issues with the potential for negative impact on some quality strands, and outlined other policies in the plan which would mitigate the impact of any negative impacts within a policy.

The Initial Equalities Impact Assessment of the Preferred Options identified the key issues of concern these were Minimising the Impact of Growth, Economic Development in North Westminster and Sustainable Inclusive Design. Minimising the Impact of Growth was a key challenge outlined in the initial assessment, reducing the impact of intensification and growth minimising the impacts on residents, workers and visitors. These impacts are likely to be short term mainly resulting from construction activity therefore these impacts could be resolved through mitigating policies contained in other parts of the Core Strategy and the City Management Plan.

The preferred option and emerging policy approach for North Westminster which presented the option for an Economic Development Area was a positive, proactive policy approach, this was generally supported by stakeholders to ensure development contributed to improving the range of economic opportunities improving economic vitality, supporting other social benefits.

The Preferred Option stage introduced a new set of options on Sustainable Inclusive Design. These options sought to ensure that development in Westminster would contribute to improving health, providing a safe environment, reducing crime and fear of crime, creating sustainable inclusive urban design and architecture and sustainable housing including a range of specialist housing. Together these preferred options provided a range of policy approaches which would significantly improve people's access to buildings and spaces, provide a range of housing to meet the needs of the community and overall ensure that all groups have the same life chances.

The Publication Draft / Submission Draft Core Strategy provides a detailed policy framework and the EqIA provides a comprehensive appraisal of all the options presented. It builds on the existing EqIA tool created by the City Council by integrating details of what the impact these policy choices will have on the short, medium and long term. It also identifies other policies to mitigate the impact of a particular policy approach this may be another policies contained within the Core Strategy or if it is a more detailed issue it may be dealt with by policies in the proposed in the City Management Plan.

The Westminster EqIA template does not consider the contribution these policies have on delivering the City Plan alongside targets and priorities in Westminster's Local Area Agreement and Comprehensive Area Agreement. These documents all seek to meet a shared vision for Westminster, which is by 2016 Westminster will be the best city to live, in work and visit in the UK, a vibrant city with great quality of life, strong and united communities and excellent services offering real opportunities for everyone to achieve a better future. By including these targets and priorities this demonstrates how each policy in the Core Strategy contributes towards meeting the objectives in each of these documents.

The Westminster EqIA template also does not allow for the consideration of socio-economic inequalities, as it pre-dates the Equality Bill. The Equality Bill, although not yet an Act of Parliament, would place a duty on public bodies to have due regard to the desirability of exercising its functions in a way that is designed to reduce the inequalities of outcome that result from socio-economic disadvantage, when making decisions of a strategic nature.

	<p>This EqIA makes reference to how policies in the Core Strategy will seek to meet the priorities of the Draft Single Equalities Scheme. This demonstrates how the individual policies will meet the corporate priorities on equalities. These are detailed throughout the assessment.</p> <p>As a key document in a suite of policies (making up the Local Development Framework) underpinning planning in Westminster for the next 25 years, the Core Strategy will be used to guide planning and infrastructure decisions of a strategic nature and has been written in accordance with guidance from CLG.</p> <p>The Core Strategy has been written in a way that considers how planning and infrastructure can reduce socio-economic disadvantage. Approaches as detailed in the policies on Opportunity Areas, North Westminster Economic Development Area, employment and the economy, Infrastructure and Development Impacts are designed to improve the quality of the built environment in a way that also considers how it can positively impact on the economy and improve job opportunities and life chances.</p> <p>As such, the EqIA for the Core Strategy has been slightly amended in order to consider how its policies can help reduce inequalities arising from socio-economic disadvantage and where relevant, specific ways in which the Core Strategy supports this have been referenced throughout.</p> <p>The Westminster EqIA template also it does not allow for the consideration of the emerging Single Equalities Scheme (SES). Although this document the Core Strategy is presently in a draft format some of its proposals, if adopted following publication in early 2010 could help to mitigate for negative impacts of some aspects of Westminster life. The draft SES provides outcome focused priorities where relevant these have been referenced in this EqIA.</p> <p>This EqIA assessed each of the policies detailed in Core Strategy see individual assessments below. The policies contained in the Publication Draft were amended to reflect the results of this assessment. The key outcomes of this EqIA and comments received on the initial can be found in the Executive Summary which accompanies this document.</p> <p>The Publication Draft Core Strategy will be published on the 12th November 2009 – 13th January 2010 for public comment. During this stage comments can only be made in relation to the “legal compliance” and “soundness” of the Core Strategy. The comments made at this stage will accompany the document when it is submitted to the Secretary of State in spring / summer next year.</p> <p>Next steps in the production of the Core Strategy This EqIA will be published as part of the evidence base in April 2010 and to accompany the Core Strategy Submission that will be submitted to the Secretary of State..</p>
<p>Section 2 Evidence</p>	<p>What evidence will you use to determine positive and negative impacts of your Strategic Policy?</p> <p>Existing evidence gathered through consultation on the Issues and Options & Preferred Option Stage. Knowledge of planning policies, land use surveys in Westminster, Statistics contained in the ‘London’s Lesbian Gay Bisexual and Transgender Voluntary and Community Sector Infrastructure Development Report’ by Karios in Soho May 2007.</p> <p>We have used Census, ONS, Ward Profiles, the City Survey by Westminster City Council and Public Annual Health Report 2006/2007 Westminster</p>

NHS (which is informed by JSNA datasets) to understand baseline data on the six equality strand groups. Various other documents have been used in the development of the Core Strategy these are listed in the Glossary to the Core Strategy.

Is there any evidence to suggest that your strategic policy would increase or decrease the take up of any Council Services by any groups/ communities?

Once the strategic objectives set on page 16 of the Core Strategy Publication Draft have been translated into policy and then these development principles incorporated into actual schemes the number and range of services should increase. E.g. Affordable housing, employment initiatives and social and community facilities could lead to a take up of services to all local residents as access and coverage is improved.

Section 3 Equality Impact Assessment

Policy CS 1 Mixed Uses in the Central Activities Zone

Where proposals increase the amount of commercial floorspace by 200 sqm or more, or in the case of A1 retail or private educational, health and leisure facilities (D1 or D2), by 400 sqm or more, the provision of an equivalent amount of residential floorspace will be required on-site, where the council considers this to be appropriate and practical. This will not apply to changes of use between commercial uses, except where the change of use is to B1 office use.

Equality Strand Group	Age	Disability	Gender	Race	Religion or Belief	Sexual Orientation	Socio Economic
Score	=	+	+	+	+	+	+
Overall Assessment	+						

3.1 Part A : What significant positive or negative impact could your policy have on people from any of the six equality strand groups (i.e. age, disability, gender, race, religion or belief and sexual orientation) and their access to Westminster City Council Services.

Commentary:

This policy will have a positive impact on most of the six equality strand groups. It aims to increase residential uses, from commercial floorspace to bring forward more homes. Homes in the Central Activities Zone may not be suit the lifestyles of all groups, for example housing in this area may not be suitable for families, the elderly and disabled people. This policy will be supported by more detailed housing policies in the City Management Plan which will ensure a range of housing is delivered across Westminster.

Short term negative impacts - New development causes disruption through noise, air pollution, can create access problems, particularly for people with disabilities (especially those with mobility problems or sensory impairments), carers, older people, parents or guardians with young children (often women). The code for considerate construction will mitigate some of the impacts of new development.

Medium term positive impacts – Housing provided within the CAZ will provide a balance of homes and jobs, which will ensure that people do not need to travel long distances to access work.

Medium term negative impacts - Additional housing in the CAZ, some of this housing is likely to be private housing. In some areas this new housing may be located close to existing social housing. The types of services and facilities demanded by residents of new private of housing may change the provision of services and facilities locally. This could reinforce social barriers between people who live in the CAZ who could feel excluded as local shops, leisure facilities and places to eat may no longer be affordable to these groups. Low income groups could feel resentment as the range of opportunities available to them are reduced.

Long term positive impacts – A mix of uses in the CAZ (including housing) will create vibrant and attractive environment for people to work and live. This contributes to economic resilience as a range of uses and people living in the city create places that have a range of uses and activity as this encourages investment. It will also help to increase the overall provision of housing in Westminster.

Mitigation - The following policies within the Core Strategy could mitigate the negative impacts of this policy CS28 Health, Safety and Well-being, CS 30 Air Quality, CS31 Noise Pollution. Implementation of policies in the Core Strategy will take place with the help of local partnerships. These provide support for deprived and minority groups to ensure that these groups can access economic opportunities (initiatives like Westminster Works, social and community funding)can reduce unemployment and provide access to work). The City Council works closely with local partnerships (including the third sector) to support these groups needs where possible in Supplementary Planning Documents and in planning applications. These groups help to identify the needs of most community groups including disadvantaged groups they ensure that a range of social and community facilities are available. In some cases these facilities are secured by S106 agreements improving the quality of life for equality groups.

3.2 Part B : This section screens the impact of policies on Community Cohesion, Deprivation and Human Rights

(Please note a more detailed Health Impact Assessment is available to accompany the submission version of the Core Strategy)

Community Cohesion Impact Assessment

Does this strategic policy reflect Westminster City Partnership's (WCP) principles on community cohesion? Yes

Will this policy promote positive relationships between the groups/ communities identified in 3.1 or any other groups/communities not stated in 3.1? Yes

Does this policy bring these groups/communities into increase contact with each other? Yes

Mixed use development provides opportunities for social interaction. In a strategic policy like this it is difficult to say whether this will resolve or create tensions between specific groups.

Deprivation Impact Assessment

Will this strategic policy support the employability of out of work residents in the renewal areas?

Some parts of the renewal areas are included in CAZ, these include Church Street, Westbourne, West End and South Westminster LARP. The policy approach ensures commercial uses are supported with housing which will create more sustainable communities. The mix of uses in the CAZ helps to meet priority SES 3, Economic well-being in the Draft Single Equality Scheme (SES).

Will this strategic policy make a positive contribution to the local economy and in particular small businesses? Yes

The mix of business and residential uses creates a demand for a diverse range of uses. These uses contribute to making Westminster a vibrant and attractive location where businesses want to be based. The policy does provide support for small scale retail development and acknowledges the role that private education, health and leisure facilities play in supporting communities and therefore only a larger threshold of floorspace is required to trigger provision of housing in these cases. This will encourage a balanced mix of uses which protect and enhance the character and liveability of an area.

Will your strategic policy support the Local Area Renewal Programme (LARP) renewal plan delivery and in particular meet the needs of Westminster's most deprived communities?

This policy applies to the West End and part of the South Westminster LARP area, here additional housing. The policy approach will help to ensure that distinctive places are created, that protect the character and function of these unique areas and helps to create more sustainable residential communities.

How does this policy support delivery of Westminster's City Plan Objectives, Local Area Agreement (LAA) and Comprehensive Area Assessment (CAA) improvement priorities and agreed objectives.

City Plan – key priority is to improve the supply of good quality housing, this policy complements the City Plan by increasing the overall amount of housing.

LAA targets – one of the LAA priorities for housing seeks is to tackle need and housing shortages, this policy makes a contribution towards this priority by requiring housing from some commercial development (depending on the type and size of development) this will meet housing needs.

CAA priorities - this policy will create sustainable development across Westminster which will be resilient and adaptable in challenging economic climate and ensure that a wide range and mix of uses exist which attracts further investment into areas in periods of growth.

Human Rights Assessment

Does this strategic policy protect and promote human rights as defined in the Human Rights Act 1998? Yes

Are there any aspects of your Policy including how it is delivered or accessed that could have a negative impact on human rights? Yes

Growth and change will have a negative impact on Human Rights. Article 8 of the Act relates to right to respect for private and family life, disruption caused by construction may impact on home and family life through noise and air pollution. However, these impacts are only short term other wider benefits may be secured these include more housing.

Is more information or evidence required to make a reasonable assessment of negative impact? No

If you identified any negative impacts in Section 3 Parts A or B can changes be made to the policy to reduce or remove the likelihood of a negative impact.

Any negative impacts will be addressed by other policies within the plan. For example residential amenity is addressed in policy CS28 Health, Safety and Well-Being.

Will the changes planned ensure that your policy remains legal? Yes

Section 4

Action Plan

No negative impacts have been identified therefore no action plan has been prepared for this section of the Equality Impact Assessment

Consultation & Engagement

Other delivery units within the council, all stakeholders incl. business sector, GLA and local community groups, LARPs and amenity societies and areas forums. A full list of consultees is available on request.

Review and monitoring - This policy will be reviewed in the following ways:

Monitoring the amount of additional floorspace by type, proposed social and community floorspace, net additional dwellings, – Source Annual Monitoring Report (AMR) prepared every December. Jobs provided in Westminster, ONS.

+ + Very Positive Impact + Positive Impact = Neutral – Negative Impact ? Unknown Impact

Policy CS 2 Special Policy Areas

Special Policy Areas are designated to protect and promote specialist uses and functions as follows:

Harley Street:	Medical facilities
Portland Place:	Institutional uses
East Marylebone:	Wholesale showrooms
Savile Row:	Tailoring
St James's:	Private members' clubs, art galleries, niche retail

Equality Strand Group	Age	Disability	Gender	Race	Religion or Belief	Sexual Orientation	Socio Economic
Score	+	+	+	+	+	+	+
Overall Assessment	+						

3.1 Part A : What significant positive or negative impact could your policy have on people from any of the six equality strand groups (i.e. age, disability, gender, race, religion or belief and sexual orientation) and their access to Westminster City Council Services.

Commentary: Overall the designation of Special Policy Area (SPAs) will strengthen the character and function of areas, this policy may also support communities within these areas by providing jobs. The Harley Street SPA is a centre of medical excellence, providing high quality medical facilities, equipment and private healthcare to affluent residents. St James's SPA will protect a range of uses which meet the needs of local residents. East Marylebone wholesale showroom SPA has businesses run by a cross section of the community maintaining

this SPA will support these businesses, their employees and local communities. Supporting the tailoring industry on Savile Row will ensure that jobs remain for older tailors and apprenticeships schemes are available for young people. These highly skilled older craftsmen / women play are essential to the future of Savile Row as they share their tailoring skills with the next generation of younger tailors. Portland Place SPA is home to a number of institutional uses these sometimes provide bursaries, sponsorships and grants to support those from less affluent backgrounds to pursue a career of interest .The variety of employment opportunities, apprenticeship schemes and bursaries created by this policy may provide employment opportunities to support those affected by social and economic disadvantage.

Short term positive impacts – Raising the profile, protecting the identity and character of the Special Policy Areas will encourage businesses to invest in these areas.

Medium term positive impacts – In some SPAs it may be possible to secure funding via planning obligations / s106 agreements to improve the public realm and signage improving people’s ability to find these areas, bringing more people to visit and purchase goods or services.

Medium term negative impacts - The designation of these SPAs may have a negative impact as the types of goods and services provided may excluded certain groups due to the lack of affordability of the goods/services provided in these areas.

Long term positive impacts – The designation of SPAs will protect the character and function of these areas. This will maintain these areas as they are helping to protect residential amenity, protecting the range of vibrant uses within these unique parts of Westminster.

Mitigation –This policy mainly has a positive impact on the character and function of areas in Westminster and supports local people by maintaining jobs and the character of areas where people live. Furthermore the support for traditional and specialist retail and health offers in the West End will positively impact on the international brand of the West End which in itself helps to sustain the areas and Westminster’s mixed and vibrant economy. The lack of affordability of goods available in these SPA’s may mean people feel excluded however within the West End there are a range of more affordable goods and services to mitigate any impact.

3.2 Part B : This section screens the impact of policies on Community Cohesion, Deprivation and Human Rights

(Please note a more detailed Health Impact Assessment is available to accompany the submission version of the Core Strategy).

Community Cohesion Impact Assessment

Does this strategic policy reflect Westminster City Partnership’s (WCP) principles on community cohesion? Yes

Special Policy Areas provide unique clusters of specialist uses. Often the people who work in business that have a strong sense of identity because they have spent time training and learning their craft/trade.

Will this policy promote positive relationships between the groups/ communities identified in 3.1 or any other groups/communities not stated in 3.1? Yes

Like most work places employees come from different communities work and socialise together.

Does this policy bring these groups/communities into increase contact with each other? Yes

The range of uses promoted by these policies will provide opportunities for social interaction.

Deprivation Impact Assessment

Will this strategic policy support the employability of out of work residents in the renewal areas?

It is difficult to say if these areas have a direct influence on the employability of out of work residents. Some of these businesses may provide employment opportunities for people in the West End LARP area. Savile Row SPA sits on the edge of the West End LARP area and provides apprenticeships for young people who wish to train as tailors. The policy approach in the Savile Row will help to meet SES priority 16, which seeks to reduce the number of young people who are not in education, employment or training.

Will this strategic policy make a positive contribution to the local economy and in particular small businesses? Yes

The clusters of specialist uses supported by this policy are often small or medium sized businesses. The unique range offered in these areas of Westminster create a particular character and function in certain areas, this encourages a range of businesses to invest in Westminster. SPAs should protect the long term vitality and viability of the local economy.

Will your strategic policy support the Local Area Renewal Programme (LARP) renewal plan delivery and in particular meet the needs of Westminster’s most deprived

communities? Yes by creating employment opportunities in the West End and South Westminster LARP. This policy supports priority 3 in the draft SES which aims to help adults into work and tackle childhood poverty. Supporting policies in the City Management Plan could help to deliver the aims of the draft priority SES 22 improving access for people with sensory and mobility impairments, older people in the public realm and managing the highway network to ensure that disabled people can get about.

How does this policy support delivery of Westminster's City Plan Objectives, Local Area Agreement (LAA) and Comprehensive Area Assessment (CAA) improvement priorities and agreed objectives.

City Plan – A key priority of the plan is to protect Westminster's unique environment, this policy achieves this by protecting historic uses and buildings which add to the unique appeal of Westminster.

LAA targets – One of the LAA improvement priorities is to support the development of existing and new small businesses. Within the SPAs there are several small businesses where these uses protect the principles identified designated as a Special Policy Area as the City Council and landowners work together to support these uses. Joint working with businesses and landowners will provide additional support in this challenging economic climate. Supportive leaseholders could be more flexible on payment arrangements and the clustering of these uses could provide the opportunity to share business development ideas work together to secure and share new work and lease units. This policy builds positive working relationship within the community which will support all groups in all economic climates.

CAA priorities – The CAA priorities acknowledge that the strength of the economy is essential. Partnership working between landowners and leaseholders is important to deliver initiatives and support businesses in challenging times.

Human Rights Assessment

Does this strategic policy protect and promote human rights as defined in the Human Rights Act 1998? Yes the designation of SPAs has been considered by landowners through consultation. The city council does not consider that the designation of any of the six Special Policy Area's is in conflict with Protocol 1 Article 1 Protection of property in the Human Rights Act.

Are there any aspects of your Policy including how it is delivered or accessed that could have a negative impact on human rights? No

Is more information or evidence required to make a reasonable assessment of negative impact? No

If you identified any negative impact in Section 3 Parts A or B can changes be made to the policy to reduce or remove the likelihood of a negative impact.

No negative impact was specified

Will the changes planned ensure that your policy remains legal? Yes

Section 4

Action Plan

No negative impacts have been identified therefore no action plan has been prepared for this section of the Equality Impact Assessment

Consultation & Engagement

Other delivery units within the council, all stakeholders incl. business sector, GLA and local community groups, LARPs and amenity societies and areas forums. A full list of consultees is available on request.

Review and monitoring - This policy will be reviewed in the following ways:

Monitoring – Permissions and completions in loss of medical uses in Harley Street SPA, permissions and completions for institutional uses in Portland Place SPA, permissions and completions to secure bespoke tailoring in Savile Row SPA, permissions to secure niche retailing, galleries and extensions to private members clubs Source AMR.

+ + Very Positive Impact + Positive Impact = Neutral – Negative Impact ? Unknown Impact

Policy CS 3 Paddington Opportunity Area

At least 3,000 new homes and development capacity for 23,200 new jobs will be provided within the Paddington Opportunity Area between 2001 and 2026 by provision of a range and mix of uses across the Opportunity Area including:

- A range of offices, flexible workspaces and light industrial units including large floorplate office stock and affordable business floorspace suitable for small business and Creative Industries;
 - A significant proportion of housing;
 - The retention and improvement of the St Mary’s Hospital facilities to provide healthcare at all levels and provision, if required, of health care facilities elsewhere within the Paddington Opportunity Area;
 - Other uses to support the economic and social regeneration of the area, including retail, social and community facilities, entertainment and arts/cultural uses. Where appropriate, other town centre uses should provide active frontages at ground floor level;
 - Public transport and interchange improvements including delivery of Crossrail, improvements to Underground stations and improvements to the bus network;
- together with the following:
- Development of a heat and power network including on-site energy generation capacity;
 - Public realm improvements to improve legibility and connectivity for pedestrians within and to/from the area, and enhanced integration between all modes of public transport;
 - Improvements to the cycle network and facilities including the provision of a north/south route to improve accessibility within and to/from the Opportunity Area; and
 - New public open space, including green space and play areas across the Opportunity Area.

The requirement for residential floorspace as part of new commercial development may be applied more flexibly where the council considers this to be necessary in order to deliver substantial planned transport and/or public realm improvements which are set out above, and are also of benefit to the local community. One site has been identified for a single landmark, high quality building. In other locations within the Opportunity Area, the council considers that high buildings could not be accommodated without detriment to the surrounding townscape.

Equality Strand Group	Age	Disability	Gender	Race	Religion or Belief	Sexual Orientation	Socio Economic
Score	+	+	+	+	+	+	+
Overall Assessment	+						

3.1 Part A : What significant positive or negative impact could your policy have on people from any of the six equality strand groups (i.e. age, disability, gender, race, religion or belief and sexual orientation) and their access to Westminster City Council Services.

Commentary: The proposed mix of uses will have a positive impact for all equality groups. The policy will provide employment opportunities and new homes. It supports improved access to public transport and a better quality public realm which could make the area more accessible for disabled groups (especially those with mobility problems or sensory impairments), carers, older people, parents or guardians with young children (often women). Possible additional social and community facilities may include places for religious or belief groups to meet, this type of development could strengthen community groups within Paddington and adjoining areas. The sharing of any new community facilities and/or

spaces developed may lead to greater community cohesion within the area. Continued partnership working between the council and communities should create a better local environment in the area and beyond.

Short term negative impacts – disruption caused during the construction stages of schemes will have a negative impact on all equality groups. Disabled people, those with mobility problems, sensory problems, carers, parents / guardians with young children will find it difficult to move around the public realm and parking may be restricted.

Medium term positive impacts – growth will create a range of benefits including investment into jobs, better quality housing and other social and community facilities to support the needs of local residents and workers.

Long term positive impacts – growth and change should bring a range benefits including the overall regeneration to the wider area. The policy supports the development of affordable business space which will provide more opportunities for small businesses to invest and grow creating economic stability. This will provide the opportunities for further business growth in Paddington Opportunity Area, Paddington Business Improvement District and in the wider North Westminster Economic Development Area.

Medium to long term negative impacts – intensification of uses will impact on residential amenity which will impact on all equality groups as more noise, will affect people's health by reducing ability to sleep, learning and communication. Because of the dense urban environment living in the city, these environments may not be suitable or meet the lifestyle choices of elderly people, disabled people or families, therefore housing may not be the right type to meet housing needs. Partnership working in Paddington Opportunity Area is important to ensure that deprived communities in the north are not socially excluded by new development. Meetings and activities are important to helping to bring the local community together and help to promote inclusion.

Mitigation - policies in the Core Strategy and the City Management Plan that will mitigate the disruption caused by development these include CS16 Affordable Housing, CS 28 Health, Safety and Well Being , CS 30 Air Quality, CS 31 Noise, CS33 Social and Community Facilities and CS34 Open Space . The code for considerate construction will seek to minimise the negative impacts of development on residents and workers. The policy mitigates negative impacts by trying to secure a range of benefits to support the local community, including pedestrian and public realm improvements and other retail, social and community facilities, entertainment and arts /cultural uses which should help to regenerate the area economically. If more social and community facilities are secured locally this would provide the opportunity for more community events and activities, bringing different parts of the community together. Applying the Affordable Housing policy in the area will help to maintain the mix of housing.

Partnership working between the City Council and local community groups will create linkages with local initiatives like Westminster Works and will help to ensure groups can secure access to employment. Local partnerships provide opportunities for communities to become involved in decision making, these partnerships often engage in discussions on new proposals/ developments. In the Opportunity Area the Paddington Business Improvement District will provide a key role in supporting local businesses to grow, bringing forward environmental improvements and secure benefits from new development locally.

Part B : This section screens the impact of policies on Community Cohesion, Deprivation and Human Rights

(Please note a more detailed Health Impact Assessment is available to accompany the submission version of the Core Strategy).

Community Cohesion Impact Assessment

Does this strategic policy reflect Westminster City Partnership's (WCP) principles on community cohesion? Yes. This policy will have a positive impact on community cohesion by supporting opportunities for new social and community facilities, entertainment, arts, cultural uses and new public open spaces will provide places for people to meet. Any future improvements to St Mary's Hospital may bring further opportunities for groups to come together and secure health benefits for all groups. This policy has the potential to deliver many of the draft SES priorities, these include SES 22 which seeks to improve access for people with sensory or mobility impairments and older people in the public realm and managing the highway network to assist disabled people when they are moving around Westminster.

Will this policy promote positive relationships between the groups/ communities identified in 3.1 or any other groups/communities not stated in 3.1? Yes

Does this policy bring these groups/communities into increase contact with each other? Yes

Support for arts, cultural uses, social and community facilities will provide opportunities for social interaction.

Deprivation Impact Assessment

Will this strategic policy support the employability of out of work residents in the renewal areas? Yes

The Paddington Opportunity Area falls within the North Westminster Economic Development Area, it is located close to the renewal areas of Church Street. The Opportunity Area should act as a catalyst for renewal to the wider area and will attract investment from businesses in the CAZ, who seek a cheaper location for office development in close proximity to the West End. This area provides a unique opportunity to capture investment and provides significant new employment opportunities. Promoting affordable business space will support creative clusters, and initiatives promoting skills and training could provide employment opportunities for residents in Church Street. This approach may contribute to supporting the reduction of inequalities arising from socio-economic disadvantage.

Will this strategic policy make a positive contribution to the local economy and in particular small businesses? Yes

The residents and workers in the area are likely to visit Church Street for local services and shopping this will support local businesses.

Will your strategic policy support the Local Area Renewal Programme (LARP) renewal plan delivery and in particular meet the needs of Westminster's most deprived communities? Yes.

This policy seeks to bring investment into an area adjacent to community which is deprived. Partnership working with local people and businesses (through the LARPS, BID's and initiatives like Westminster Works) will help to support the unemployed in these neighbourhoods and the possible community spaces will contribute towards bringing forward a more inclusive community (reflecting the priority in draft policy SES 5). This should enhance neighbourhoods most in need of renewal, by improving housing and economic opportunities (draft SES 23). The policy encourages the provision of open space could encourage adults and children to take up physical activities this could help to reduce childhood obesity and ensure spaces are available which increase other opportunities for people to get involved in sport and other physical activities support (draft SES 9 & 11). This policy supports the delivery of new housing. This policy encourages a range of social, economic and environmental benefits which if delivered could improve people's quality of life, homes help to improve life and meets many of the priorities in the draft SES. The policies in the Core Strategy may help to reduce the inequalities faced by different groups in the Paddington Opportunity Area.

How does this policy support delivery of Westminster's City Plan Objectives, Local Area Agreement (LAA) and Comprehensive Area Assessment (CAA) improvement priorities and agreed objectives.

City Plan – one of the objectives of the City Plan is to support neighbourhoods. This policy approach supports the development of a neighbourhood approach to local services and decision making in the area. The area is adjacent to a Business Improvement District which promotes better neighbourhood management this will help to secure stronger business and community partnerships. The policy seeks to improve the public realm, green spaces and provide new open spaces to make the neighbourhood a more pleasant place to live by tackling local environmental priorities. The policy seeks to improve accessibility of the public transport network, by improving disabled access to Paddington Station and improving pedestrian links and improving legibility through the area.

LAA targets – one of the improvement priorities is to support the development of existing and new small local businesses, the policy approach to support arrange of offices, flexible workspaces and light industrial units and affordable business floorspace which will directly support existing and new small businesses.

CAA priorities - The strength of the local economy is a key priority. Partnership working is essential to deliver initiatives to support to communities in these challenging economic times. Westminster Works will provide support for job seekers and long term unemployed residents in the city. This is a programme led by Paddington Development Trust and the policy supports partnership working of this nature. The policy proposes 23,200 new jobs in the area Westminster Works will work to provided these jobs locally.

Human Rights Assessment

Does this strategic policy protect and promote human rights as defined in the Human Rights Act 1998? Yes

Are there any aspects of your Policy including how it is delivered or accessed that could have a negative impact on human rights? Yes

Growth and new infrastructure provision will involve new development which could disrupt family life and working environments by virtue of noise, debris and general disruption. This is in conflict with Article 8, right to respect for private and family life, however should only be temporary during the construction stage, many safeguards will be put in place by the code of considerate construction, for example the scheme limits hours of working (which has been subject to an EqIA). The policy has been developed following extensive

consultation with the community to ensure that community needs and priorities are reflected within the policy. To ensure it does not conflict with Protocol 1 Article 1 Protection of Property. The policy of designating the Paddington Opportunity Area (an area of growth and change) originated from regional policy and is contained within the London Plan and supported by regional government. This policy helps to remove the social barriers of discrimination by improving accessibility for disabled people. This supports Article 14 of Human Rights Act relating to the Prohibition of discrimination.

Is more information or evidence required to make a reasonable assessment of negative impact? No

If you identified any negative impact in Section 3 Parts A or B can changes be made to the policy to reduce or remove the likelihood of a negative impact.

No negative impact was specified.

Will the changes planned ensure that your policy remains legal? Yes

Section 4

Action Plan

No negative impacts have been identified therefore no action plan has been prepared for this section of the Equality Impact Assessment

Consultation & Engagement

Other delivery units within the council, all stakeholders incl. business sector, GLA and local community groups, LARPs and amenity societies and areas forums. A full list of consultees is available on request.

Review and monitoring - This policy will be reviewed in the following ways:

Monitoring the amount of additional floorspace by type, proposed social and community floorspace, net additional dwellings, – Source Annual Monitoring Report (AMR) prepared every December. Jobs provided in Westminster, ONS.

+ + Very Positive Impact + Positive Impact = Neutral – Negative Impact ? Unknown Impact

Policy CS 4 Victoria Opportunity Area

At least 1,000 new homes and development capacity for 8,000 new jobs will be provided within the Victoria Opportunity Area between 2001 and 2026, together with the following:

- **Improvements within and around the Victoria Transport Interchange (comprising Victoria Main Line Station, London Underground stations, the international coach terminal, local London bus network and Terminus Place) as opportunities arise. Improvements include increased transport and pedestrian movement capacity; improved integration between different transport modes; improved connectivity within the transport interchange and to surrounding areas including Victoria Street, Buckingham Palace and Vauxhall Bridge Road; improved cycle parking;**
- **Safe-guarding and Integration of Crossrail Line 2;**
- **Public realm and environmental improvements to improve legibility and accessibility for pedestrians and cyclists, particularly to and around the Victoria Transport Interchange, retail areas, other attractions and features in the vicinity;**
- **A mix of uses on all development sites including active frontages at ground floor level except where this would compromise movement in and around the Victoria Transport Interchange;**
- **Provision of publicly accessible open spaces, including tranquil spaces in the vicinity of the transport interchange, and play spaces for children;**
- **Provision of new purpose-built library; facilities for young people / teenagers; and improved sports and leisure facilities;**
- **Protection and enhancement of Strutton Ground street market;**
- **A Combined Heat and Power facility, connected to the Pimlico District Heating Undertaking (and potentially to the Whitehall system if supported by Government), with**

sufficient capacity to serve all sites within the Opportunity Area.

The requirement for residential floorspace as part of new commercial development may be applied more flexibly where the council considers this to be necessary in order to deliver substantial planned transport infrastructure improvements and/or public realm improvements which are set out above and are also of benefit to the local community. There are limited opportunities for tall buildings because of the potential harm to the wider area, including the World Heritage Site adjacent listed buildings, Buckingham Palace, conservation areas and the Royal Parks. Tall buildings may be acceptable in a limited number of suitable locations where the council considers that they will not seriously harm the surrounding area and its heritage assets, and will also deliver wider benefits to the Opportunity Area.

Equality Strand Group	Age	Disability	Gender	Race	Religion or Belief	Sexual Orientation	Socio Economic
Score	+	++	+	+	+	+	+
Overall Assessment	+						

3.1 Part A : What significant positive or negative impact could your policy have on people from any of the six equality strand groups (i.e. age, disability, gender, race, religion or belief and sexual orientation) and their access to Westminster City Council Services.

Commentary: The proposed mix of uses will have a positive impact for all equality groups, through the provision of employment opportunities and homes. The policy encourages improved access to public transport and the public realm this if delivered it may bring benefits to disabled groups, (especially those with mobility problems or sensory impairments), carers, older people, parents or guardians with young children (often women). Social and community facilities are encouraged as part of new developments this could bring benefits for all equality groups. The sharing of these facilities and spaces may lead to greater community cohesion within the area. Partnership working between the council and communities will create a better local environment in the area and adjoining areas. Employment initiatives, including the establishment of a social and community fund, will provide job opportunities for local people in all equality groups.

Short term negative impacts – disruption caused during the construction stages of schemes will have a negative impact on all equality groups.

Medium term positive impacts – growth may create a range of benefits including investment into jobs, better quality housing and other social and community facilities to support the needs of local residents and workers.

Medium term negative impacts – intensification of uses will impact on residential amenity which will impact on all equality groups as more noise, affecting people’s health by reducing people’s ability to sleep, learn and communicate. Because of the dense urban environment living in the city, these environments may not be suitable or meet the lifestyle choices of elderly people, disabled people or families with children therefore housing may not be the right type to meet housing needs. Partnership working in Victoria Opportunity Area is important to ensure that deprived communities in the area are not socially excluded by new development. . Meetings and activities are important to helping to bring the local community together and help to promote inclusion.

New development in Victoria should contribute to improvements in and around the Victoria Transport Interchange and station, underground stations, coach terminal and bus network. The works to improve accessibility of public transport and public realm are likely to be more long term and will cause significant inconvenience to pedestrians especially those with mobility problems or sensory impairments), carers, older people, parents or guardians with young children (often women).

Long term positive impacts – growth and change should bring a range of benefits, as well as overall regeneration to the wider area. The priorities within the policy support employment, residential and social and community infrastructure to meet the needs of local communities.

Mitigation - policies in the Core Strategy and the City Management Plan that will mitigate the impact of growth include CS 28 Health, Safety and Well Being, CS 30 Air Quality, CS 31 Noise and CS34 Open Space. The code for considerate construction will seek to minimise the negative impacts of development on residents and workers.

The policy itself seeks to mitigate negative impacts of new development by trying to secure a range of benefits to support the local community, mixed use development including,

social and community facilities, entertainment and arts /cultural uses which should help to regenerate the area economically. If more social and community facilities are secured locally this would provide the opportunity for more community events and activities, which will bring different parts of the community together. Other policies in the plan which accompany this policy include CS 15 Meeting Housing Needs, CS16 Affordable Housing CS 32 Planning Obligations and Delivering Infrastructure CS33 Social and Community Infrastructure together these policies should help to mitigate any negative impact on communities.

Partnership working between the City Council and local community groups will create linkages with local initiatives like Westminster Works and SW1st which help to ensure groups can secure access to employment. Local partnerships provide opportunities for communities to become involved in decision making, these partnerships often engage in discussions planning applications and provide a voice for local people and businesses to ensure that their views and needs are addressed in new proposals/ developments. The South Westminster Renewal Partnership provides a key role in bringing communities together to discuss and resolve local problems. Transport for London and the City Council will need to work closely together to resolve access problems arising from public transport and public realm schemes to mitigate the impact of new development. The code for considerate construction applies for all schemes to ensure that pedestrian movement remains a priority.

Part B : This section screens the impact of policies on Community Cohesion, Deprivation and Human Rights

(Please note a more detailed Health Impact Assessment is available to accompany the submission version of the Core Strategy).

Community Cohesion Impact Assessment

Does this strategic policy reflect Westminster City Partnership's (WCP) principles on community cohesion?

This policy could have a positive impact on community cohesion as it seeks to secure new social and community facilities, open spaces and tranquil spaces where people can meet up within Victoria.

Will this policy promote positive relationships between the groups/ communities identified in 3.1 or any other groups/communities not stated in 3.1? Yes

If new open spaces are created by this policy this would create places for people to meet up and may encourage social interaction. Transient populations in area do face some difficulties when arriving in the UK and need the support of local agencies settle in. This can create tensions locally as these groups arrive into Victoria by train or coach and then ask for information or money from other people. The provision of social and community facilities may include facilities for agencies supporting these groups and could help to address these problems.

Does this policy bring these groups/communities into increase contact with each other? Yes

Support for social and community facilities and open spaces in this policy may provide opportunities for social interaction and space for organisations.

Deprivation Impact Assessment

Will this strategic policy support the employability of out of work residents in the renewal areas? Yes

Victoria is adjacent to the South Westminster renewal area. The policy provides more employment opportunities, however the key challenge is ensuring that local people are able to access these jobs. The City Council will work in partnership with the job brokerage scheme called SW1st to ensure local people can access employment opportunities. The newly formed Victoria BID area will strengthen business networks and hopefully create strong and united business community.

Will this strategic policy make a positive contribution to the local economy and in particular small businesses? Yes

This policy approach makes a positive contribution to the local economy with the potential to develop 8,000 new jobs and environmental improvements which will encourage investment into the area. This will encourage small businesses to invest in the area.

Will your strategic policy support the Local Area Renewal Programme (LARP) renewal plan delivery and in particular meet the needs of Westminster's most deprived communities? Yes

The policy identifies several priorities for the area, these have been subject to consultation and contain some of the South Westminster renewal plan priorities. It support the development of neighbourhoods, it does not look at growth and change in isolation it aims to try and develop a range of schemes which will create a more inclusive community, (meeting priority 5 in the draft SES) and enhances neighbourhoods most in need of renewal, by improving housing and economic opportunities (draft SES 23). Supporting the

development of more open space this could encourage adults and children to take up physical activities this could help to reduce childhood obesity and ensure spaces are available which increase other opportunity for people to get involved in sport and other physical activities support (draft SES 9 & 11). This policy also provides support for the delivery of housing. These policy approaches will also support duties under the Disability and Discrimination Act and the Equalities Bill. This policy for Victoria would support the development of a local social and community fund this would meet the priorities of (draft SES 16) reduce the number of young people not in education, employment or training. These Core Strategy and draft SES policies if adopted will help to remove inequalities faced by different groups in the Victoria Opportunity Area.

How does this policy support delivery of Westminster's City Plan Objectives, Local Area Agreement (LAA) and Comprehensive Area Assessment (CAA) improvement priorities and agreed objectives.

City Plan – this policy approach supports the development of a neighbourhood approach to local service provision and decision making. The area has recently voted to become a Business Improvement District which promotes neighbourhood management. The policy seeks to improve the public realm, green spaces and provide new open spaces to make the neighbourhood a more pleasant place to live by tackling local environmental priorities. The policy seeks to improve accessibility of the public transport network, by securing improvements within and around Victoria Station, Underground stations, Terminus Place and improving pedestrian links through the area.

LAA targets – one of the improvement priorities is to increase the number of disadvantaged people in employment. The policy supports the SW1st job brokerage scheme and seeks to secure 8,000 new jobs which should ensure that race groups are able to access employment locally.

CAA priorities - The strength of the local economy is a key priority. Partnership working is essential to deliver initiatives to support communities in these challenging economic times it is also a key element in delivering this policy. The council will work with a range of stakeholders to deliver the objectives of this policy.

Human Rights Assessment

Does this strategic policy protect and promote human rights as defined in the Human Rights Act 1998? Yes

Are there any aspects of your Policy including how it is delivered or accessed that could have a negative impact on human rights? Yes

Growth and new infrastructure provision will involve new development which could disrupt family life and working environments by virtue of noise, debris and general disruption. This is in conflict with Article 8, right to respect for private and family life, however should only be temporary during the construction stage, many safeguards will be put in place by the code of considerate construction, for example the scheme limits hours of working (which has been subject to an EqIA).

Is more information or evidence required to make a reasonable assessment of negative impact? No

If you identified any negative impact in Section 3 Parts A or B can changes be made to the policy to reduce or remove the likelihood of a negative impact.

No negative impact was specified

Will the changes planned ensure that your policy remains legal? Yes

Section 4

Action Plan

No negative impacts have been identified therefore no action plan has been prepared for this section of the Equality Impact Assessment

Consultation & Engagement

Other delivery units within the council, all stakeholders incl. business sector, GLA and local community groups, LARPs and amenity societies and areas forums. A full list of consultees is available on request.

Review and monitoring - This policy will be reviewed in the following ways:

Monitoring the amount of additional floorspace by type, proposed social and community floorspace, net additional dwellings, – Source Annual Monitoring Report (AMR) prepared every December. Jobs provided in Westminster, ONS.

++ Very Positive Impact + Positive Impact = Neutral – Negative Impact ? Unknown Impact

Policy CS 5 Tottenham Court Road

At least 1,000 new homes and development capacity for 5,000 new jobs will be provided within the Tottenham Court Road Opportunity Area (including within the London Borough of Camden) between 2001 and 2026, together with the following priorities:

- Crossrail, including new Crossrail/London Underground stations;
- Public realm improvements to improve pedestrian circulation and movement, enhance the appearance of the street environment, and improve connectivity and way-finding to the surrounding areas, particularly retail and tourist destinations such as Covent Garden and the British Museum;
- A1 retail use at basement to first floor level for all frontages onto Oxford Street, and at ground floor level for all frontages onto Tottenham Court Road and Charing Cross Road, including large scale retail development on appropriate sites.

The requirement for residential floorspace as part of new commercial development may be applied more flexibly where the council considers this to be necessary in order to deliver substantial planned transport and/or public realm improvements which are set out above and are also of benefit to the local community.

Equality Strand Group	Age	Disability	Gender	Race	Religion or Belief	Sexual Orientation	Socio Economic
Score	+	+	+	+	+	+	+
Overall Assessment	+						

3.1 Part A : What significant positive or negative impact could your policy have on people from any of the six equality strand groups (i.e. age, disability, gender, race, religion or belief and sexual orientation) and their access to Westminster City Council Services.

Commentary: The proposed mix of uses will have a positive impact on equality groups through the provision of employment opportunities and homes for all groups. The policy encourages improvements to transport infrastructure, public realm and wayfinding this may benefit disabled people (especially those with mobility problems or sensory impairments), carers, older people parents or guardians with young children (often women). This will make these destinations easy for people to find, improve economic viability and provide better access for all groups. Employment initiatives, provided by new development schemes will provide job opportunities for local people.

Short term negative impacts – disruption caused during the construction stages of schemes will have a negative impact on all equality groups.

Medium term positive impacts – growth will create a range of benefits including investment into jobs, better quality housing, and public realm improvements to support the needs of local residents and workers. For the LGBT community this area is an attractive place to live it is an area where they feel welcome and safe.

Medium term negative impacts – intensification of uses will impact on residential amenity, which will impact on all equality groups as more noise, will affect people’s health by reducing people’s ability to sleep, learning and communication. Because of the dense urban environment living in the city, these environments may not be suitable or meet the lifestyle choices of elderly people, disabled people or families with children therefore housing may not be the right type to meet housing needs. Partnership working in the Tottenham Court Road Opportunity Area is important to ensure that deprived communities in the area are not socially excluded by new development. . Meetings and activities are important to helping to bring the local community together and help to promote inclusion. The possible development of CrossRail / London underground stations and possible public realm improvements will cause significant inconvenience to pedestrians especially those with mobility problems or sensory impairments), carers, older people, parents or guardians with young children (often women). Additional retail growth and CrossRail in this area could create an unattractive public realm in this area until improvements are finished. This will

create congested streets which will make movement difficult for all equality groups.

Long term positive impacts – growth and change should bring a range benefits as well as the overall regeneration to the wider area. The priorities within the policy support employment, residential development, improved public transport delivery of Cross Rail and London Underground stations and improved public realm.

Mitigation - policies in the Core Strategy and the City Management Plan that will mitigate the impacts of growth including CS16 Affordable Housing, CS 28 Health, Safety and Well Being , CS 30 Air Quality, CS 31 Noise and CS34 Open Space . The code for considerate construction will seek to minimise the negative impact of development on residents and workers. CS 16 Affordable Housing policy is important for this area to ensure that new development does provide an adequate range of affordable homes to meet the needs of the existing community and tackle any tensions. Policy CS40 Pedestrian Movement and Sustainable Transport will ensure that pedestrian movement remains a priority.

Part B : This section screens the impact of policies on Community Cohesion, Deprivation and Human Rights

(Please note a more detailed Health Impact Assessment is available to accompany the submission version of the Core Strategy).

Community Cohesion Impact Assessment

Does this strategic policy reflect Westminster City Partnership’s (WCP) principles on community cohesion?

The new jobs created in the Opportunity Area will bring people from different communities together to work and socialise.

Will this policy promote positive relationships between the groups/ communities identified in 3.1 or any other groups/communities not stated in 3.1? Yes

Does this policy bring these groups/communities into increase contact with each other? Yes

This policy encourages way-finding and improvements to the public realm, if delivered this may create a more enjoyable walking environment this may encourage social interaction.

Deprivation Impact Assessment

Will this strategic policy support the employability of out of work residents in the renewal areas? Yes

Tottenham Court Road is adjacent to West End renewal area this policy provides a key role in increasing employment opportunities, with the support of various initiatives in Westminster this could deliver employment opportunities for local people.

Will this strategic policy support make a positive contribution to the local economy and in particular small businesses? Yes

The policy supports the local economy by encouraging growth in existing small businesses, like specialist book retailers and electronics retailers remain in the area.

Will your strategic policy support the Local Area Renewal Programme (LARP) renewal plan delivery and in particular meet the needs of Westminster’s most deprived communities? Yes

One of the priorities within the LARP area is to create more employment opportunities for people in West End LARP area this policy seeks to secure 5,000 new jobs. This policy helps to support the development of neighbourhoods, this approach will help to foster a more inclusive community (draft SES 5) and enhance neighbourhoods most in need of renewal, by improving housing and economic opportunities (draft SES 23). This policy also provides support for the delivery of housing meeting priorities within the SES. These Core Strategy and draft SES policies if adopted will help to remove inequalities faced by different groups in the Tottenham Court Road Opportunity Area.

How does this policy support delivery of Westminster’s City Plan Objectives, Local Area Agreement (LAA) and Comprehensive Area Assessment (CAA) improvement priorities and agreed objectives.

City Plan – one of the City Plan priorities is to ensure everyone can improve their life chances. This policy provides for a range of new housing and employment opportunities. These two factors have a significant impact on the life chances of all equality groups.

LAA targets – one of the LAA targets is to support the of development of existing and new small businesses, this policy supports existing businesses through public realm improvements which will enhance the shopping experience for customers and attract people back to the area. Existing clusters of uses such as specialist book retailers and electronic manufacturers will encourage new small businesses to locate here as the area already attracts these customers.

CAA priorities – a key priority is to ensure that housing need is met, this policy achieves this by seeking to deliver 1,000 new homes are delivered in this cross boundary Opportunity

Area. This policy approach also assists in delivering the 'Living City' programme which seeks to tackle overcrowding.

Human Rights Assessment

Does this strategic policy protect and promote human rights as defined in the Human Rights Act 1998? Yes

Are there any aspects of your Policy including how it is delivered or accessed that could have a negative impact on human rights? Yes

Growth and new infrastructure provision will involve new development which could disrupt family life and working environments by virtue of noise, debris and general disruption. This is in conflict with Article 8, right to respect for private and family life however should only be temporary during the construction stage, many safeguards will be put in place by the code of considerate construction, for example the scheme limits hours of working (which has been subject to an EqIA). The policy of designating the Tottenham Court Road Opportunity Area originated from regional policy and is contained within the London Plan and supported by regional government. The overall result of this policy should be positive.

Are there any aspects of your Policy including how it is delivered or accessed that could have a negative impact on human rights? No

Is more information or evidence required to make a reasonable assessment of negative impact? No

If you identified any negative impact in Section 3 Parts A or B can changes be made to the policy to reduce or remove the likelihood of a negative impact.

No negative impact was specified

Will the changes planned ensure that your policy remains legal? Yes

Section 4

Action Plan

No negative impacts have been identified therefore no action plan has been prepared for this section of the Equality Impact Assessment

Consultation & Engagement

Describe service departments, all stakeholders incl. business sector, GLA and local community groups, LARPs and amenity societies and areas forums. A full list of consultees is available on request.

Review and monitoring - This policy will be reviewed in the following ways:

Monitoring the amount of additional floorspace by type, proposed social and community floorspace, net additional dwellings, – Source Annual Monitoring Report (AMR) prepared every December. Jobs provided in Westminster, ONS.

+ + Very Positive Impact + Positive Impact = Neutral – Negative Impact ? Unknown Impact

Policy CS 6 Core Central Activities Zone

The Core Central Activities Zone (Core CAZ) is an appropriate location for residential use and a range of commercial uses and cultural uses, subject to the following priorities;

- **Retail floorspace is encouraged throughout the area. Large scale retail development will be directed to the West End International Shopping Centre's Primary Shopping Frontages, the CAZ Frontages and the Opportunity Areas, with smaller-scale retail development also to its other shopping centres. Development within the Knightsbridge Primary Shopping Frontage will support the character, function and vitality of the wider International Shopping Centre within the Royal Borough of Kensington and Chelsea.**
- **Within the West End Stress Area, new entertainment uses will only be allowed where the council considers that they are small-scale, low-impact and they will not**

result in an increased concentration of late-night uses.

- Development sites within the Millbank Strategic Cultural Area between Lambeth and Vauxhall bridges will deliver a mix of uses including those that support culture and the creative industries - including arts and cultural uses, affordable business floorspace, workshops and studios; and
- Berwick Street market will be protected and the use of Rupert Street for specialist seasonal market trading will be supported.

Where retail developments fronting the Primary Shopping Frontages result in the requirement to provide residential floorspace, the residential floorspace may be provided off-site in the vicinity rather than on-site, where the council is satisfied that off-site provision would better contribute to the vitality of the West End Special Retail Policy Area or Knightsbridge International Shopping Centre.

Equality Strand Group	Age	Disability	Gender	Race	Religion or Belief	Sexual Orientation	Socio Economic
Score	+/-	+/-	+	+	+	+	+
Overall Assessment	+						

3.1 Part A : What significant positive or negative impact could your policy have on people from any of the six equality strand groups (i.e. age, disability, gender, race, religion or belief and sexual orientation) and their access to Westminster City Council Services.

Commentary: This policy approach mostly has a positive impact on all equality strands. It aims to protect the range of distinctive uses within the Core CAZ Westminster, These uses will bring a range of employment opportunities for all equality groups particularly the LGBT community who live in this area. Supporting cultural uses in the Millbank Strategic Cultural Area will support local community networks for ethnic groups, different religions and beliefs. Protecting Berwick Street Market and the use of Rupert Street for seasonal market trading, this should ensure a range of affordable fresh foods are available for all. This policy brings a range of socio-economic benefits seeks to support development improving economic activity, protecting the uses and activities which service the local areas like the market. The West End Stress Area designation and multi agency approach to manage the night- time activity in this area will help to tackle crime including hate crime which affects all equality groups in this area LGBT community.

Short term negative impacts – disruption caused during the construction stages of schemes will have a negative impact on all equality groups.

Medium term positive impacts – the policy provides support for a range of uses supporting the needs of all equality groups which maintains the diverse character and function of CAZ encouraging people to live , work and play in the area . This mix of uses, can provide a range of employment opportunities, which may help low income groups in the South Westminster, West End and Church Street LARP areas. Arts and cultural uses will provide the opportunity for communities to meet up and learn more about different cultures. This may create more social integration and a more inclusive community in this area. This could encourage people to become more involved and participate in local issues and decision making.

Medium term negative impacts – a growth in commercial activities will lead to more activity from people visiting the area. This activity can make places feel safer, but it also can lead to more opportunity for criminal activity, like pick pocketing on busy streets. This is likely to affect more vulnerable equality strand groups including young people, older people or those with disabilities. Increases in the number of people visiting the area could also lead to an increase in the number of hate crimes in Soho and surrounding areas which affect the LGBT community. This is an issue which will be tackled directly through the priorities set out in Westminster’s Single Equality Scheme (draft SES19).

An increase in commercial uses could increase the number of people in the area this could create congestion from vehicles on streets and may lead to more road traffic accidents. Noise and public nuisance in these areas at night disrupts residents, visitors and businesses who share these areas. This is expensive to local businesses, can ruin people’s quality of life over the medium to long term. The increase in pedestrians could have a negative impact on people’s quality of life.

Long term positive impacts –The policy supports a range of uses that will maintain the vibrancy of this area. By supporting the further development of the Millbank Strategic Cultural Area, will continue to support participation in arts and cultural uses. These uses can help to promote understand and helps to build inclusive neighbourhoods.

Mitigation – This policy approach seeks to maintain a balance between growth, protecting the distinctiveness of the area and meeting local needs. The following policies in the Core Strategy will play a key role in mitigating any negative impacts of this policy. Policy CS 23 Entertainment Uses seeks to manage all new entertainment uses and restricts large scale entertainment uses to prevent negative impacts on residential amenity, health and safety and the local environment. Policy CS20 retail and the retail hierarchy seeks to ensure shops and services that serve local people are protected. Policies CS 28 Health, Safety and Well-being seeks to protect residential amenity, create a safe environment and deliver development which is well designed to prevent criminal activity and CS31 Noise by minimising noise and containing vibration within development. Other more detailed policies to mitigate the impact of development will be included in the City Management Plan.

Part B : This section screens the impact of policies on Community Cohesion, Deprivation and Human Rights

(Please note a more detailed Health Impact Assessment is available to accompany the submission version of the Core Strategy).

Community Cohesion Impact Assessment

Does this strategic policy reflect Westminster City Partnership’s (WCP) principles on community cohesion? Yes

The protection of the Berwick Street market and support for a seasonal market at Rupert Street, the cultural area creates opportunities for all equality groups to come together. During these days and events people may discuss local issues, some exhibitions may encourage people to get involved in trying to make a difference in their actions.

Will this policy promote positive relationships between the groups/ communities identified in 3.1 or any other groups/communities not stated in 3.1? Yes

Does this policy bring these groups/communities into increase contact with each other? Yes

Berwick Street market and arts and cultural uses within Millbank Strategic Cultural Area provides opportunities for local people to get together and become informed and involved in local issues.

Deprivation Impact Assessment

Will this strategic policy support the employability of out of work residents in the renewal areas? Yes

The policy encourages a range of employment opportunities some of these jobs may be taken by people in the South Westminster, West End and Church Street LARP areas.

Will this strategic policy make a positive contribution to the local economy and in particular small businesses? Yes

Support for affordable business space within the Millbank Strategic Cultural Area will make a positive contribution to the local economy.

Will your strategic policy support the Local Area Renewal Programme (LARP) renewal plan delivery and in particular meet the needs of Westminster’s most deprived communities? Yes

Core CAZ is located within two LARP areas (South Westminster and West End) and offers a range of employment opportunities. This could meet the priorities of (draft SES 16) which seeks to reduce the number of young people not in education, employment or training. The Millbank Strategic Cultural Area will provide opportunities for communities to come together for local events and activities. Providing spaces for events is a key priority as identified in the Neighbourhood Plan for SW1.

How does this policy support delivery of Westminster’s City Plan Objectives, Local Area Agreement (LAA) and Comprehensive Area Assessment (CAA) improvement priorities and agreed objectives.

City Plan – a key priority is to create a strong city economy with a skilled workforce and successful businesses this policy supports a range of commercial uses which will help to create a distinctive city with employment opportunities to support all equality groups.

LAA targets – one target is to support the development of existing and new small local businesses, this policy supports a range of retail businesses this could include some existing smaller local retail units. New small development is supported in other shopping centres.

CAA priorities - the strengthening of the local economy is a key priority, this policy seeks to address this by encouraging a range of uses which will create a range of uses which

promote economic stability.

Human Rights Assessment

Does this strategic policy protect and promote human rights as defined in the Human Rights Act 1998? Yes

Mainly yes, but residents and visitors peace maybe disturbed by late night activities/evening economy in the West End. This could mean that people may not be able to live peacefully in their own home without disturbance. If this evening activity is constant it will disturb people's right to respect private and family life. This is in conflict with Article 8 right to respect for private and family life. The City Council is working with a range of partners to reduce the levels of noise and disturbance, will improve the residential environment and overall night time experience. The Core Central Activities Zone is the heart of London and Westminster as a result often becomes a central meeting point for a range of public events. The cultural quarter provides a place where people can meet this is mainly because this will raise the profile of the subjects that people are discussing. These public spaces and buildings provide the opportunities for people meet, march, hold public processions and demonstrations supporting Article 11 Freedom of assembly and association. This area and the protection of the range of uses and activities in this area will ensure it remains an attractive area for investment and a high profile venue where people are free to assemble and form associations. This policy and designation of the West End Stress Area and the multi agency approach taken to manage these areas could reduce hate crime in the LGBT community ensuring Article 14 Prohibition of discrimination.

Are there any aspects of your Policy including how it is delivered or accessed that could have a negative impact on human rights? No

Is more information or evidence required to make a reasonable assessment of negative impact? No

If you identified any negative impact in Section 3 Parts A or B can changes be made to the policy to reduce or remove the likelihood of a negative impact.

No negative impact was specified

Will the changes planned ensure that your policy remains legal? Yes

Section 4

Action Plan

No negative impacts have been identified therefore no action plan has been prepared for this section of the Equality Impact Assessment

Consultation & Engagement

Other delivery units within the council, all stakeholders' incl. business sector, GLA and local community groups, LARPs and amenity societies and areas forums. A full list of consultees is available on request.

Review and monitoring - This policy will be reviewed in the following ways:

Monitoring the amount of additional floorspace by type, net additional dwellings, – Source Annual Monitoring Report (AMR) prepared every December. Jobs provided in Westminster, ONS.

+ + Very Positive Impact + Positive Impact = Neutral – Negative Impact ? Unknown Impact

Policy CS 7 West End Special Retail Policy Area

The unique status and offer of the West End Special Retail Policy Area will be maintained and enhanced, together with the following priorities:

- Improved retail space;
- Appropriate retail growth with A1 retail provision along the Primary Shopping Frontages at least at basement, ground and first floor levels;
- Improved pedestrian environment to manage the significant pedestrian flows and address the adverse impacts of pedestrian congestion in the Primary Shopping Frontages;
- Improved public transport provision and access to it, including Crossrail stations at Tottenham Court Road and Bond Street;
- Development of Oasis Areas of rest, including seating areas, and A3 café and restaurant uses where appropriate in terms of scale and location, to support the main retail areas in WESRPA;
- Improved linkages to and from surrounding retail areas and visitor attractions; and
- Provision of appropriate service uses where they complement the shopping environment.

The requirement for residential floorspace as part of new commercial development may be applied more flexibly at the eastern end of Oxford Street Primary Shopping Frontage (east of Oxford Circus) where the council considers this to be necessary in order to deliver substantial planned transport and/or public realm improvements which are set out above and are also of benefit to the local community.

Equality Strand Group	Age	Disability	Gender	Race	Religion or Belief	Sexual Orientation	Socio Economic
Score	+	+	+	+	?	+	+
Overall Assessment	+						

3.1 Part A : What significant positive or negative impact could your policy have on people from any of the six equality strand groups (i.e. age, disability, gender, race, religion or belief and sexual orientation) and their access to Westminster City Council Services.

Commentary: This policy will have a positive impact on most equality groups. The international shopping streets of Oxford Street, Bond Street, Piccadilly, Covent Garden and streets within Soho and Carnaby Street are very congested due to the high volumes of people. This creates a difficult environment for people with disabilities (especially those with mobility problems or sensory impairments), carers, older people, parents or guardians with young children (often women). This policy approach seeks to improve the pedestrian environment by creating a more accessible public realm, and better public transport. Support for a range of employment opportunities, which may benefit many groups. The impact that WESRPA has on religious or belief groups is unknown as it is uncertain how regularly these groups visit these areas.

Short / medium term negative impacts – disruption caused during the construction stages of schemes will have a negative impact on all equality groups. There will be particular issues for people with disabilities, mobility problems, sensory impairments, parents and guardians of children, young and old people will feel excluded due to lack of access to the area. The intense activity on these shopping streets makes it a difficult environment for these groups at present. This combined with the redevelopment of shops, public realm and public transport may mean that these groups will avoid this area. In some cases the improvements could take sometime this could create losses for the retailers.

Long term positive impacts – Overall in the longer term the pedestrian environment should be more accessible making movement easier for all. Oasis Areas will provide a break from

the busy streets. A better shopping environment and range of jobs are likely to be provided by this policy, some of which could be construction jobs supporting schemes like Westminster Works which may provide jobs for local people.

Mitigation - This policy aims to manage the issues affecting this area. To mitigate some of the negative impacts of this policy local partnerships are important. The City Council will work closely with retailers, landowners, developers, the Business Improvement District (New West End Company and Heart of London), the West End Marketing Alliance to maintain an attractive pedestrian environment in the short to long term. The code for considerate construction should ensure all groups can access shops during this period of construction. Other policies in the Core Strategy and City Management Plan will play a key role in mitigating the impact of these improvements these policies in CS 30, Air Quality, CS 31 Noise and CS40 Sustainable Movement and Transport.

Part B : This section screens the impact of policies on Community Cohesion, Deprivation and Human Rights

(Please note a more detailed Health Impact Assessment is available to accompany the submission version of the Core Strategy).

Community Cohesion Impact Assessment

Does this strategic policy reflect Westminster City Partnership's (WCP) principles on community cohesion? N/A

Will this policy promote positive relationships between the groups/ communities identified in 3.1 or any other groups/communities not stated in 3.1? Yes

Does this policy bring these groups/communities into increase contact with each other? Yes

Oasis Areas will encourage more social interaction between groups of shoppers and will provide areas for those with disabilities and mobility problems to rest, encourage participation in public life removing social barriers for disabled people.

Deprivation Impact Assessment

Will this strategic policy support the employability of out of work residents in the renewal areas? Yes

WESRPA should provide a range of employment opportunities in the retail industry, other opportunities may be on offer for construction workers working on new retail units, public realm improvements and public transport schemes. It is difficult to identify whether local people in the renewal areas will be employed in these jobs. Possibly some positions will go to residents in the West End Renewal Area.

Will this strategic policy make a positive contribution to the local economy and in particular small businesses? Yes

The policy supports investment in the area which should create a more attractive environment for customers. This will help to improve the local economy. Any future increases in retail profits could be re invested, to help to promote training and employment and reduce the number of young people not in education, employment or training. This will help to deliver priorities in draft SES 3 & 16.

Will your strategic policy support the Local Area Renewal Programme (LARP) renewal plan delivery and in particular meet the needs of Westminster's most deprived communities?

The policy is most likely to secure benefits for residents in the West End LARP. Improvements to public realm and public transport improvements will help to secure improvements for people with sensory, mobility impairments helping to meet the priorities in (draft SES 22). This policy helps to support the development of neighbourhoods, this approach will help to foster a more inclusive community (draft SES 5) and enhance neighbourhoods most in need of renewal and improve local economic opportunities (draft SES 23).

How does this policy support delivery of Westminster's City Plan Objectives, Local Area Agreement (LAA) and Comprehensive Area Assessment (CAA) improvement priorities and agreed objectives.

City Plan – this policy will meet the priorities of the City Plan by creating a safer, sustainable city with a strong economy and successful businesses.

LAA targets – a target is to make the local environment and open spaces enjoyable for all, this policy contributes to this target by supporting public realm improvements, way-finding, Oasis Areas of rest and improved provision and access to public transport.

CAA priorities – one improvement priority is to seek to ensure that Westminster is well kept this policy contributes to this by supporting improved schemes, retail space improvement

to the streetscape and the overall shopping experience in the area.

Human Rights Assessment

Does this strategic policy protect and promote human rights as defined in the Human Rights Act 1998? Yes

Are there any aspects of your Policy including how it is delivered or accessed that could have a negative impact on human rights? Yes

Growth and new infrastructure provision will involve new development which could disrupt family life and working environments by virtue of noise, debris and general disruption. This pollution will create a conflict with Article 8, right to respect for private and family life, however should only be temporary during the construction stage, many safeguards will be put in place by the code of considerate construction, for example the scheme limits hours of working (which has been subject to an EqlA). The overall result should be positive. This policy and designation of the West End Stress Area and the multi agency approach taken to manage these areas could reduce hate crime in the LGBT community ensuring Article 14 Prohibition of discrimination is met.

Is more information or evidence required to make a reasonable assessment of negative impact? No

If you identified any negative impact in Section 3 Parts A or B can changes be made to the policy to reduce or remove the likelihood of a negative impact.

No negative impact was specified

Will the changes planned ensure that your policy remains legal? Yes

Section 4

Action Plan

No negative impacts have been identified therefore no action plan has been prepared for this section of the Equality Impact Assessment

Consultation & Engagement

Other delivery units within the council, all stakeholders incl. business sector, GLA and local community groups, LARPs and amenity societies and areas forums. A full list of consultees is available on request.

Review and monitoring - This policy will be reviewed in the following ways:

Monitoring – Westminster Shopping Health Checks this will be recorded in next years AMR.

+ + Very Positive Impact + Positive Impact = Neutral – Negative Impact ? Unknown Impact

Policy CS 8 Marylebone and Fitzrovia

Edgware Road, Baker Street, Marylebone Road, Portland Place, Park Crescent and Great Portland Street are appropriate locations for residential use and a range of commercial uses. Retail and other appropriate town centre uses will also be directed to Marylebone High Street and the Local Shopping Centres.

Within the Edgware Road Stress Area, new entertainment uses will only be allowed where the council considers that they are low-impact and would not result in an increased concentration of late-night uses.

Outside these locations, new commercial uses will not generally be appropriate unless they provide services to support the community.

Equality Strand Group	Age	Disability	Gender	Race	Religion or Belief	Sexual Orientation	Socio Economic
Score	+	+	+	+	=	+	+
Overall Assessment	+						

3.1 Part A : What significant positive or negative impact could your policy have on people from any of the six equality strand groups (i.e. age, disability, gender, race, religion or belief and sexual orientation) and their access to Westminster City Council Services.

Commentary: The policy will have positive impact for most ages, genders and ethnic groups. The policy approach does not directly support the provision of facilities for faith groups or belief groups therefore, the impact is likely to be neutral. The Edgware Road Stress Area should benefit all groups who live in the area by reducing public nuisance, noise, crime and improving safety. This policy continues to promote Marylebone High Street as a District Centre with a range of services to support local communities. Smaller centres are often more accessible than larger centres as there are less people which makes movement easier for people with disabilities, mobility problems, carers, elderly people with children (often women).

Short term negative impacts - disruption caused during the construction stages of schemes will have a negative impact on all equality groups.

Medium term positive impacts – this policy protects the residential character and function of the area maintaining residential amenity. The Stress Area protects residential amenity and businesses. Marylebone High Street will provide a range of town centre uses including shops and services which provide opportunities for social interaction. The range of uses in the area and policy approach to support these uses should provide a range of employment opportunities to support all equality groups and provide jobs to local people, this includes those in the more deprived areas of Church Street and West End LARP residents are prepared to travel.

Medium term negative impacts -

Long term positive impacts – provides protection which maintains the character and function of the area less busy than Core CAZ serving local needs rather than tourists.

Mitigation – Other supporting policies within in the Core Strategy include policy CS20 retail and the retail hierarchy seeks to ensure shops and services that serve local people are protected. Policies CS 28 Health, Safety and Well-being seeks to protect residential amenity and CS31 Noise. The code for considerate construction manages the construction phases of development.

Part B : This section screens the impact of policies on Community Cohesion, Deprivation and Human Rights

(Please note a more detailed Health Impact Assessment is available to accompany the submission version of the Core Strategy).

Community Cohesion Impact Assessment

Does this strategic policy reflect Westminster City Partnership’s (WCP) principles on community cohesion? Yes A range uses will bring people together.

Will this policy promote positive relationships between the groups/ communities identified in 3.1 or any other groups/communities not stated in 3.1? Yes

Does this policy bring these groups/communities into increase contact with each other?

The District Centre of Marylebone Road will provide a range of services and facilities which provide opportunities for people to meet up and encourages increased social interaction.

Deprivation Impact Assessment

Will this strategic policy support the employability of out of work residents in the renewal areas?

Marylebone District Centre may provide some employment opportunities for residents in Church Street and West End LARP areas.

Will this strategic policy make a positive contribution to the local economy and in particular small businesses? Yes

Small retail units into other district and local shopping centres will support small businesses and the local economy..

Will your strategic policy support the Local Area Renewal Programme (LARP) renewal plan delivery and in particular meet the needs of Westminster's most deprived communities?

Yes this policy could provide employment opportunities for people living the adjacent West End and Church Street LARP areas.

How does this policy support delivery of Westminster's City Plan Objectives, Local Area Agreement (LAA) and Comprehensive Area Assessment (CAA) improvement priorities and agreed objectives.

City Plan – A priority of the City Plan is to build communities and create sustainable communities. This policy seeks to protect the character and function of this area and protect residential environment.

LAA targets – A LAA target is to enable residents enjoy a good quality of life, this policy creates the area with a balance of uses and quieter residential areas that would enable all groups to have a good quality of life.

CAA priorities – Creating a strong local economy is a key priority, the policy recognises that this is delivered through partnerships and makes reference to the Marylebone High Street which has been regenerated following the involvement of de Howard Walden Estate as landowner and leaseholder has provided a range of uses to be secured on this street.

Human Rights Assessment

Does this strategic policy protect and promote human rights as defined in the Human Rights Act 1998? Yes

New commercial and residential development will disrupt family life and working environments by virtue of noise, debris and general disruption. This is in conflict with Article 8, right to respect for private and family life, however should only be temporary during the construction stage, many safeguards will be put in place by the code of considerate construction, for example the scheme limits hours of working (which has been subject to an EqlA). The overall result should be positive.

Are there any aspects of your Policy including how it is delivered or accessed that could have a negative impact on human rights? No

Is more information or evidence required to make a reasonable assessment of negative impact? No

If you identified any negative impact in Section 3 Parts A or B can changes be made to the policy to reduce or remove the likelihood of a negative impact.

No negative impact was specified

Will the changes planned ensure that your policy remains legal? Yes

Section 4

Action Plan

No negative impacts have been identified therefore no action plan has been prepared for this section of the Equality Impact Assessment

Consultation & Engagement

Other delivery units within the council, all stakeholders incl. business sector, GLA and local community groups, LARPs and amenity societies and areas forums. A full list of consultees is available on request.

Review and monitoring - This policy will be reviewed in the following ways:

Monitoring the amount of additional floorspace by type and net additional dwellings, – Source Annual Monitoring Report (AMR) prepared every December. Jobs provided in Westminster, ONS.

+ + Very Positive Impact + Positive Impact = Neutral – Negative Impact ? Unknown Impact

Policy CS 9 Knightsbridge

New tourism, arts, cultural and educational uses and appropriate town centre uses should be directed to the Strategic Cultural Area.

Outside the Strategic Cultural Area, new commercial uses will not generally be appropriate unless they provide services to support the community.

Equality Strand Group	Age	Disability	Gender	Race	Religion or Belief	Sexual Orientation	Socio Economic
Score	+	+	+	+	+	+	+
Overall Assessment	+						

3.1 Part A : What significant positive or negative impact could your policy have on people from any of the six equality strand groups (i.e. age, disability, gender, race, religion or belief and sexual orientation) and their access to Westminster City Council Services.

Commentary: This policy will have a positive impact for all equality groups. By supporting the local distinctiveness of the area including arts, cultural and educational facilities this policy should strengthen local communities, by promoting local identity and individuality. Cultural awareness makes a huge contribution to improving people’s mental health and well being. These types of facilities are significant assets bringing social and economic benefits. They attract visitors and are central to learning, education and provide local employment opportunities and create vibrant places where people will seek to live and work. A negative impact of this policy is tourists visiting the area and workers may place pressure on existing facilities which serve the residents of Knightsbridge.

Short term negative impacts – disruption caused during the construction stages of schemes will have a negative impact on all equality groups. Increased number of visitors could place pressure on existing infrastructure.

Medium term positive impacts – protecting residential uses will support local residents and preserve some attractive residential buildings. The policy recognises the diversity and distinctiveness of the area. The policy supports tourism, arts, cultural and educational uses, these uses will lead to activities and events which encourage more social interaction between different groups of people. Additional facilities will help to strengthen cultural awareness between different groups of people through exhibitions. This will provide the opportunity for people to learn about others histories, backgrounds and cultures this will ensure that people have a shared a sense of identity. Overall this policy should have a positive impact and creates a sense of community cohesion. The development of the area will support local businesses as the tourist industry will bring of income into the area.

Medium negative impacts – increases in uses and activity of in the number of people visiting the area mean that streets are become more congested. This may have a negative impact on residential amenity as noise generated by large numbers of people visiting the area disturbs residents.

Long term negative impacts - the growth of the Strategic Cultural Area over the longer term this may place pressure on existing transport infrastructure, while office workers and visitors staying in the area may put pressure on existing social and community facilities like health care, dentists or opticians. This means the area will need more investment into transport , social and community infrastructure.

Mitigation – Other policies within the plan that will reduce the impact of increased visitor numbers include CS21 Tourism, Arts and Culture, CS40 Pedestrian Movement and Sustainable Travel, CS 32 Planning Obligations and Delivering Infrastructure and CS 33 Social and Community Infrastructure will help to maintain local services to residents. Policies to mitigate the impacts of growth on residential amenity include CS 28 Health, Safety and Well Being , CS 30 Air Quality, CS 31 Noise and CS34 Open Space .

Part B : This section screens the impact of policies on Community Cohesion, Deprivation and Human Rights

(Please note a more detailed Health Impact Assessment is available to accompany the submission version of the Core Strategy).

Community Cohesion Impact Assessment

Does this strategic policy reflect Westminster City Partnership's (WCP) principles on community cohesion? Yes

These facilities will help to strengthen cultural awareness between different groups of people through exhibitions. Learning to value each others histories and backgrounds through visiting museums, cultural and education facilities different cultures to have a shared a sense of identity. This understanding will bring communities together, therefore this policy has a positive impact on creating a sense of community cohesion. This policy approach could help to delivery (draft SES 5) Fostering an inclusive Westminster Community.

Will this policy promote positive relationships between the groups/ communities identified in 3.1 or any other groups/communities not stated in 3.1? Yes

Does this policy bring these groups/communities into increase contact with each other?

Events held within Strategic Cultural Area will create opportunities for more social interaction between local communities and other groups of people.

Deprivation Impact Assessment

Will this strategic policy support the employability of out of work residents in the renewal areas? Possibly if residents from the LARP areas work in the LARP areas.

Will this strategic policy make a positive contribution to the local economy and in particular small businesses? Yes

Visitors and tourists create a constant footfall in this area which creates a buoyant local economy. This may encourage small businesses to invest in the area.

Will your strategic policy support the Local Area Renewal Programme (LARP) renewal plan delivery and in particular meet the needs of Westminster's most deprived communities? Possibly through employment opportunities it depends on how far people are willing to travel to access employment, residents from the South Westminster LARP live closest may benefit from jobs.

How does this policy support delivery of Westminster's City Plan Objectives, Local Area Agreement (LAA) and Comprehensive Area Assessment (CAA) improvement priorities and agreed objectives.

City Plan – this policy contributes towards the City Plan objective of making Westminster a distinctive city, the Strategic Cultural Area shared with Kensington and Chelsea is a unique asset to which helps Westminster secure its status as a World City.

LAA targets – a target within the LAA is to increase the range of opportunities to engage children and young people in positive activities, the policy protects and encourages a range of activities which are within the Strategic Cultural Area. These exhibitions halls and the events that take place in the Royal Albert Hall, the Serpentine Gallery, also the Royal College of Art and Music providing learning experiences for all.

CAA priorities - one improvement priority is to ensure that there is a strong local economy, this policy which supports a range of new tourism, arts, cultural, educational and town centre uses will support this area.

Human Rights Assessment

Does this strategic policy protect and promote human rights as defined in the Human Rights Act 1998? Yes

Are there any aspects of your Policy including how it is delivered or accessed that could have a negative impact on human rights?

Growth in new and existing uses and activities provision will involve new development which could disrupt family life and working environments by virtue of noise, debris, general disruption and congestion. This is in conflict with Article 8, right to respect for private and family life however should only be temporary during the construction stage, many safeguards will be put in place by the code of considerate construction, for example the scheme limits hours of working (which has been subject to an EqIA). It is possible that this area could become more congested with people are more uses and activities invest in Knightsbridge and becomes a larger tourist attraction.

Is more information or evidence required to make a reasonable assessment of negative impact? No

If you identified any negative impact in Section 3 Parts A or B can changes be made to the policy to reduce or remove the like hood of a negative impact?

No negative impact was specified

Will the changes planned ensure that your policy remains legal? Yes

Section 4

Action Plan

No negative impacts have been identified therefore no action plan has been prepared for this section of the Equality Impact Assessment

Consultation & Engagement

Other delivery units within the council, all stakeholders incl. business sector, GLA and local community groups, LARPs and amenity societies and areas forums. A full list of consultees is available on request.

Review and monitoring - This policy will be reviewed in the following ways:

Monitoring the amount of additional floorspace by type, proposed social and community floorspace, net additional dwellings, – Source Annual Monitoring Report (AMR) prepared every December. Jobs provided in Westminster, ONS.

+ + Very Positive Impact + Positive Impact = Neutral – Negative Impact ? Unknown Impact

Policy CS 10 Pimlico

This area will be primarily for residential use with supporting retail, social and community and local arts and cultural provision. Retail and other appropriate town centre uses will be directed to the Warwick Way/Tachbrook Street CAZ Frontages and the Local Shopping Centres. The street market at Tachbrook Street will be protected and modest expansion allowed if required to meet the needs of local residents. Outside these locations, new commercial uses will not generally be appropriate unless they provide services to support the community.

Equality Strand Group	Age	Disability	Gender	Race	Religion or Belief	Sexual Orientation	Socio Economic
Score	+	+	+	+	+	+	+
Overall Assessment	+						

3.1 Part A: What significant positive or negative impact could your policy have on people from any of the six equality strand groups (i.e. age, disability, gender, race, religion or belief and sexual orientation) and their access to Westminster City Council Services.

Commentary: This policy seeks to protect the local distinctiveness by maintaining the existing concentration of commercial activity, maintaining shops and services and local arts and cultural facilities to meet the needs of local people. This will ensure a range of employment opportunities, creating a vibrant area and encourages further economic development this will support all equality strand groups.

Short term negative impacts - disruption caused during the construction stages of schemes will have a negative impact on all equality groups.

Short term positive impacts - the protection of the market will ensure that this remains a focus for the local community.

Medium term positive impacts – this policy protects the residential character and function of the area ensuring residential amenity is protected. The protection of the street market at Tachbrook Street will bring short, medium and long term benefits to all groups. Supports low income groups (often ethnic minority groups and older people) by ensuring fresh affordable food is available. Additional social and community facilities may also be developed these will provide all equality groups with activities and spaces to meet and opportunities for social interaction. These types of facilities provide places for local community meeting and access to these facilities may encourage these groups to become more

active in community life. This could empower people to participate in local decision making, this brings personal development for the individuals and can help to create stronger communities.

Long term positive impacts – provides protection which maintains the character and function of the area less busy than Core CAZ serving local needs rather than tourists. The longer term expansion of the market will provide a range of other goods and an ongoing focus for people in the community for. This encourages social interaction and helps to prevent social exclusion in the community. Groups who are most likely to benefit from the market are the unemployed, those of low incomes, older people, disabled people (as some market traders provide a personal service helping people by packing shopping bags) and parents and guardians with young children (often women) .

Mitigation – Policy CS 28 Health, Safety and Well being will protect residential amenity in this area.

Part B : This section screens the impact of policies on Community Cohesion, Deprivation and Human Rights

(Please note a more detailed Health Impact Assessment is available to accompany the submission version of the Core Strategy).

Community Cohesion Impact Assessment

Does this strategic policy reflect Westminster City Partnership's (WCP) principles on community cohesion? Yes Local Arts and cultural facilities will help to strengthen cultural awareness and understand of the needs of different groups. This will build a stronger community.

Will this policy promote positive relationships between the groups/ communities identified in 3.1 or any other groups/communities not stated in 3.1? Yes

Does this policy bring these groups/communities into increase contact with each other?

This policy may encourage new of services and social and community facilities, these may provide opportunities for people to meet up and encourages increased social interaction. This policy helps to deliver the (draft SES 5) which seeks to foster an inclusive Westminster Community. Supporting a range of uses in this area will help to improve neighbourhoods and support policy (draft SES 23).

Deprivation Impact Assessment

Will this strategic policy support the employability of out of work residents in the renewal areas?

This policy supports local retail, social and community, local arts and cultural provision this could bring forward a range community uses.

Will this strategic policy make a positive contribution to the local economy and in particular small businesses?

Not detailed directly in this policy, however as detailed in CS6 new small retail units will be directed into other district and local shopping centres like Pimlico.

Will your strategic policy support the Local Area Renewal Programme (LARP) renewal plan delivery and in particular meet the needs of Westminster's most deprived communities?

The provision of local arts and cultural facilities will provide the opportunity for community events and activities which will bring different generations and cultures together. This will help to make the area a vibrant place to live. This supports one of the priorities in the South Westminster Renewal Plan.

How does this policy support delivery of Westminster's City Plan Objectives, Local Area Agreement (LAA) and Comprehensive Area Assessment (CAA) improvement priorities and agreed objectives.

City Plan – a priority of the City Plan is to build communities and create sustainable communities this policy, seeks to protect the character and function of this area and protect residential environment.

LAA targets – a LAA target is to enable residents enjoy a good quality of life, this policy should create a balance of uses alongside quieter residential areas that would enable all groups to have a good quality of life.

CAA priorities - creating a strong local economy is a key improvement priority in the CAA. The range of uses in Pimlico the market , retail and other appropriate town centre shops and services will help to secure the long term economic viability of the area.

Human Rights Assessment

Does this strategic policy protect and promote human rights as defined in the Human Rights Act 1998? Yes

Are there any aspects of your Policy including how it is delivered or accesses that could have a negative impact on human rights? No

Growth in new and existing uses and activities will involve new development which could disrupt family life and working environments by virtue of noise, debris and general disruption. This is in conflict with Article 8, right to respect for private and family life however should only be temporary during the construction stage, many safeguards will be put in place by the code of considerate construction, for example the scheme limits hours of working (which has been subject to an EqIA). However the end result of providing a range of uses will support local communities.

Is more information or evidence required to make a reasonable assessment of negative impact? No

If you identified any negative impact in Section 3 Parts A or B can changes be made to the policy to reduce or remove the likelihood of a negative impact.

No negative impact was specified

Will the changes planned ensure that your policy remains legal? Yes

Section 4

Action Plan

No negative impacts have been identified therefore no action plan has been prepared for this section of the Equality Impact Assessment

Consultation & Engagement

Other delivery units within the council, all stakeholders incl. business sector, GLA and local community groups, LARPs and amenity societies and areas forums. A full list of consultees is available on request.

Review and monitoring - This policy will be reviewed in the following ways:

Monitoring the amount of additional floorspace by type, proposed social and community floorspace, net additional dwellings, – Source Annual Monitoring Report (AMR) prepared every December. Jobs provided in Westminster, ONS.

+ + Very Positive Impact + Positive Impact = Neutral – Negative Impact ? Unknown Impact

Policy CS 11 Royal Parks

The Royal Parks, their settings, views and tranquillity will be protected from inappropriate development and activity. Developments will only be allowed where they are essential and ancillary to maintaining or enhancing the value of the park as open space, and that do not harm the park's:

- **Open landscape character;**
- **Heritage value;**
- **Nature conservation value;**
- **Tranquillity; or**
- **Value as a public open space.**

Equality Strand Group	Age	Disability	Gender	Race	Religion or Belief	Sexual Orientation	Socio Economic
Score	++	+	++	+	?	+	+
Overall Assessment	++						

3.1 Part A : What significant positive or negative impact could your policy have on people from any of the six equality strand groups (i.e. age, disability, gender, race, religion or belief and sexual orientation) and their access to Westminster City Council Services.

Commentary: This policy will have a positive impact on most groups. Maintaining the setting, views and tranquillity of the Parks is important for people’s mental health providing respite the built environment. The parks also encourage physical activity improving the quality of life, health and well being of people. They are free to all groups. Some of the Royal Parks including Kensington Gardens and Regents Park have disabled toilets. Parking is available as St James which ensures that disabled groups can access the park. The policy only allows development if it is essential and ancillary to maintaining or enhancing the value of the park as open space. On occasions these parks provide the venues social and community events and space for public gatherings which encourages social interaction. It is not clear how well used parks are by religious or belief groups.

Short term positive impacts – the protection of the Royal Parks will ensure open spaces and tranquil environments are maintained for all groups to access.

Short term negative impacts – the development of new facilities within the parks may cause disruption to nearby residents, regular users of the parks and wildlife. The noise from outdoor events in the parks will have a negative impact on all equality groups. These Parks are not evenly dispersed across Westminster, parks provide limited or no value for local people in the LARP areas in Queens Park and Harrow Road. Other Royal Parks are located to the LARP areas so should be beneficial for people in these groups. In these deprived areas high density housing is usually present and these spaces provide an important recreational role for these groups.

Medium term positive impacts - improvements to the parks should ensure that disabled access is provided this would allow equal access for all, at present some parks are difficult for people with mobility problems or sensory impairments, older people, carers, those parents or guardians with children (often women). On occasions they host community events and space for public gatherings which encourages social interaction and helps to prevent social exclusion between people in the local neighbourhood and nationally.

Long term negative impacts – improvements to parks may mean visitor numbers increase. This could change the character and nature of parks as they become too crowded. The structures developed in the grounds of the Park may be visually unattractive.

Long term positive impacts – protects the recreational value of the Royal Parks enhancing the quality of life for people who live close to or regularly use parks. This approach protects open spaces, biodiversity space for recreation and nature conservation. The protection of these tourist attractions will increase the number of visitors, visitors often spend money in or around the edge of parks supporting local businesses.

Mitigation – CS Policy 27 Design supports this policy and requires any new development in parks to be sustainable in design, and made of sustainable construction materials. Policy CS31 Noise protects these areas as areas of tranquillity. Further policies in the City Management Plan will provide detailed criteria and further support the policies detailed above. The Open Space Strategy will ensure the overall amount of open spaces increase across Westminster which should help to mitigate the overuse of the Royal Parks.

Part B : This section screens the impact of policies on Community Cohesion, Deprivation and Human Rights

(Please note a more detailed Health Impact Assessment is available to accompany the submission version of the Core Strategy).

Community Cohesion Impact Assessment

Does this strategic policy reflect Westminster City Partnership’s (WCP) principles on community cohesion? N/A

Will this policy promote positive relationships between the groups/ communities identified in 3.1 or any other groups/communities not stated in 3.1? Yes

Does this policy bring these groups/communities into increase contact with each other? Yes depending on whether the group would use or meet in a Royal Park.

The Royal Parks provide places that people can use for recreational enjoyment, places to meet, venues for national, London – wide and community events.

Deprivation Impact Assessment

Will this strategic policy support the employability of out of work residents in the renewal areas? No

Will this strategic policy make a positive contribution to the local economy and in particular small businesses? Yes

Indirectly as many businesses are located by parks, these benefit people visiting these parks.

Will your strategic policy support the Local Area Renewal Programme (LARP) renewal plan delivery and in particular meet the needs of Westminster's most deprived communities?

Yes many of the LARP action plans refer to the importance of open space, parks are particularly important for people living in high density housing areas where there is little or no garden space or public /private communal space. In all of the LARP areas the Royal Parks play a valuable role in meeting peoples recreation needs.

How does this policy support delivery of Westminster's City Plan Objectives, Local Area Agreement (LAA) and Comprehensive Area Assessment (CAA) improvement priorities and agreed objectives.

City Plan – An objective of the plan is to create a more sustainable, clearer and greener city, this policy makes a positive contribution to this objective.

LAA targets – A key priority of the LAA is to make the local environment and open spaces enjoyable for all, this policy meets these objectives.

CAA priorities – Ensuring Westminster is well kept is a key priority, conserving and managing the Royal Parks is central to this as these are key attractions in central London.

Human Rights Assessment

Does this strategic policy protect and promote human rights as defined in the Human Rights Act 1998? Yes. This policy supports Article 8 Right to respect for private and family life. The provision of parks will provide space for people to be more physically active, this supports family life by ensuring that there are spaces for children and adults to play and exercise. Without this space children and adults will play or exercise within the home which could be disruptive for other members of families restricting their ability to study or rest. These public spaces provide the opportunities for people meet, march, hold public processions and demonstrations supporting Article 11 Freedom of assembly and association.

Are there any aspects of your Policy including how it is delivered or accessed that could have a negative impact on human rights? No

Is more information or evidence required to make a reasonable assessment of negative impact? No

If you identified any negative impact in Section 3 Parts A or B can changes be made to the policy to reduce or remove the likelihood of a negative impact.

No negative impact was specified

Will the changes planned ensure that your policy remains legal? Yes

Section 4

Action Plan

No negative impacts have been identified therefore no action plan has been prepared for this section of the Equality Impact Assessment

Consultation & Engagement

Other delivery units within the council, all stakeholders incl. business sector, GLA and local community groups, LARPs and amenity societies and areas forums. A full list of consultees is available on request.

Review and monitoring - This policy will be reviewed in the following ways:

Monitoring the amount of investment into open spaces – Source Annual Monitoring Report (AMR) prepared every December. Jobs provided in Westminster, ONS.

+ + Very Positive Impact + Positive Impact = Neutral – Negative Impact ? Unknown Impact

Policy CS 12 North Westminster Economic Development Area

The council will continue to encourage and support a partnership approach to tackling deprivation and promoting economic activity. The Council will work closely with its partners locally including Paddington Development Trust, Paddington Waterside Partnerships, area renewal partnerships, Business Improvement Districts, local communities and the private sector.

Development should contribute to increasing economic activity within the area, or providing local services, or improving the quality and tenure mix of housing, and also contribute towards the following priorities:

- Improving physical connections within the Economic Development Area including Paddington Opportunity Area and its shopping centres; and to the Central Activities Zone and other surrounding areas including the South Kilburn Growth Area in the London Borough of Brent and North Kensington within the Royal Borough of Kensington and Chelsea;
- Addressing severance and in some cases the poor local environment resulting from the Westway (A40), Harrow Road (A404), rail network, and canal;
- Improving the public realm and local environment, particularly within Shopping Centres and housing estates;
- Redevelopment of, and infill developments in, some existing housing estates, including provision of a range of housing tenures (including intermediate and market housing) wherever possible, consistent with protection of areas of open space;
- Delivering improved and appropriate local services including: A local services provision facilities in Church Street area and Queens Park; A new sports facility at Moberley Sports and Education Centre; a new children’s sports centre at Compton Street; and support opportunities to provide facilities for local community groups including faith groups;
- Providing training, skills and employment opportunities for local people;
- Redevelopment of a civic space at the Prince of Wales junction/Maida Hill for community activities and to provide a focus for the area;
- Secure a Combined Heat and Power facility with sufficient capacity to serve other sites and establish a wider heat and power network.

B1 uses (including studios and workshops) are acceptable throughout the Economic Development Area as part of major developments.

In the District Shopping Centres of Harrow Road and Church Street/Edgware Road the council may be more flexible about uses, provided development delivers benefits to the local community, provides employment opportunities and contributes to the quality of the built environment. This approach is detailed in the City Management Plan.

A small loss of residential development is acceptable where development will provide local employment opportunities and the council considers that employment uses will not adversely impact on residential amenity, and will not adversely impact on the vitality, viability, character or function of the retail offer in the designated shopping centres.

Equality Strand Group	Age	Disability	Gender	Race	Religion or Belief	Sexual Orientation	Socio Economic
Score	+	+	+	+	+	+	+
Overall Assessment	+						

3.1 Part A : What significant positive or negative impact could your policy have on people from any of the six equality strand groups (i.e. age, disability, gender, race, religion or belief and sexual orientation) and their access to Westminster City Council Services.

Commentary: The policy will have a positive impact on all groups. The sensitive regeneration proposed in the policy will create a vibrant area, with a mix of new employment opportunities, local businesses, shops, services and facilities. The policy supports improved physical connections which prioritise the pedestrian environment this could create a more legible public realm. Support for other improvements to the local environment which will contribute to reducing pollution making movement easier for all groups. Currently the strategic transport infrastructure creates barriers for people with disabilities, (especially those with mobility problems or sensory impairments), carers, older people, parents or

guardians with young children (often women). Public realm improvements under the Westway create better pedestrian and other linkages between neighbourhoods. The policy supports community facilities for local community groups which could include faith groups. The redevelopment of civic space at the Prince of Wales Junction /Maida Village provides space for social interaction. The policy aims to provide a framework for renewal and encourages socio-economic investment in the wards of Queen Park, Harrow Road, Westbourne and Church Street (wider North Westminster Economic Development Area). This policy approach should help reduce a range of inequalities including health inequalities across North Westminster. Improving housing developments within the area will help regenerate neighbourhoods in need of renewal SES 23.

Short term negative impacts - disruption caused during the construction stages of schemes will have a negative impact on all equality groups. Particularly those with disabilities, sensory or mobility impairments, older people, carers, parents and guardians or young children (often women).

Medium term positive impacts – a holistic approach to regenerating the area and working with partners will ensure that development reflects the needs of all equality groups in the area. The policy supports redevelopment, infilling of housing on some housing estates in the area with a range of housing (including intermediate and market housing). This policy approach should help to create more balanced community this could help to raise aspirations and attainment levels in the community. This could also encourage more people to be part of neighbourhood and encourage people to get involved in local decision making. The range of people in the area may contribute to improving the economic performance of the area, as people with more disposable income will spend locally in the District Centres of Church Street/ Edgware Road, Harrow Road and Praed Street / Paddington. The revitalisation of these centres may encourage further investment into this area and supports the development of other business uses including shops and workshops throughout the area.

Medium to long term negative impacts – the policy supports new housing which may encourage a different type of housing and mix of people into the area. This could create tensions between new and existing deprived communities. This could lead to influx of owner occupiers, this could create a change in the range of shops and services provided locally which may create social exclusion in the neighbourhood.

Long term positive impacts – the range of interventions outlined in the policy will address income and health inequalities in the area. Improving opportunities for all groups locally. Improving physical connections within the area will bring significant benefits to people with disabilities (especially those with mobility problems or sensory impairments), carers, older people, those parents or guardians with young children (often women). If improvements in the public realm and other physical benefits are secured in this area this will improve the quality of life for all groups.

Mitigation – This policy approach is supported by the following policies in the Core Strategy, CS 20 Retail and Appendix 2 Retail Hierarchy. The development of this area by the City Council will need to be supported by a range of local partners these include the four LARP areas including Queens Park, Harrow Road, Westbourne and Church Street, the Paddington Development Trust and the Paddington BID.

Part B : This section screens the impact of policies on Community Cohesion, Deprivation and Human Rights

(Please note a more detailed Health Impact Assessment is available to accompany the submission version of the Core Strategy).

Community Cohesion Impact Assessment

Does this strategic policy reflect Westminster City Partnership's (WCP) principles on community cohesion? Yes

Will this policy promote positive relationships between the groups/ communities identified in 3.1 or any other groups/communities not stated in 3.1?Yes

Does this policy bring these groups/communities into increase contact with each other? Yes

The policy supports employment opportunities, training, cultural, social and community facilities, these uses and facilities will lead to increased interaction between different groups.

Deprivation Impact Assessment

Will this strategic policy support the employability of out of work residents in the renewal areas? Yes

Will this strategic policy make a positive contribution to the local economy and in particular small businesses? Yes

Small businesses including affordable business space, studios and workshop spaces are supported by this policy.

Will your strategic policy support the Local Area Renewal Programme (LARP) renewal plan delivery and in particular meet the needs of Westminster's most deprived

communities?

Yes, the NWEDA covers Church Street, Westbourne, Harrow Road and Queens Park LARPs, it encourages a range of community facilities to support the needs of local people in as detailed in the LARP action plans. The designation aims to increase economic uses this will assist in the longer term regeneration of the area creating a range of employment opportunities for local people. Improvements to public realm and public transport improvements will help to secure improvements for people with sensory, mobility impairments and helping to meet the priorities in (draft SES 22). This policy helps to support the development of neighbourhoods and will help deliver a more inclusive community as detailed in policy (draft SES 5).

How does this policy support delivery of Westminster's City Plan Objectives, Local Area Agreement (LAA) and Comprehensive Area Assessment (CAA) improvement priorities and agreed objectives.

City Plan – there are several priorities in the City Plan that this policy addresses, the key priority is to provide a strong city economy with a skilled workforce and successful business, the policy approach provides flexibility over uses to try and provide a range of uses that stimulate and encourage economic growth.

LAA targets – a key target is to increase the number of disadvantaged people in employment, this aim will be achieved through this policy by increasing the number of local employment opportunities.

CAA priorities – a strong economy is an improvement priority creating economic renewal in this area will be achieved through a flexible policy approach that encourages arrange of B1 business uses in the area and the City Management Plan will provide further flexibility.

Human Rights Assessment

Does this strategic policy protect and promote human rights as defined in the Human Rights Act 1998? Yes. This policy supports Article 8 Right to respect for private and family life. The protection of open space within housing developments will encourage people to be more physically active, this supports family life by ensuring that there are spaces for children and adults to play and exercise. Without this space children and adults may be unable to enjoy their homes adequately and children and adults may be unable to work, study, rest or play adequately close to their homes.

Are there any aspects of your Policy including how it is delivered or accessed that could have a negative impact on human rights? No

Is more information or evidence required to make a reasonable assessment of negative impact? No

If you identified any negative impact in Section 3 Parts A or B can changes be made to the policy to reduce or remove the likelihood of a negative impact.

No negative impact was specified.

Will the changes planned ensure that your policy remains legal? Yes

Section 4

Action Plan

No negative impacts have been identified therefore no action plan has been prepared for this section of the Equality Impact Assessment

Consultation & Engagement

Other delivery units within the council, all stakeholders incl. business sector, GLA and local community groups, LARPs and amenity societies and areas forums. A full list of consultees is available on request.

Review and monitoring - This policy will be reviewed in the following ways:

Monitoring the amount of additional floorspace by type, proposed social and community floorspace, net additional dwellings – Source Annual Monitoring Report (AMR) prepared every December. Jobs provided in Westminster, ONS. Unemployment figures, information held by Paddington Waterside on the success of initiatives locally that get people back into work.

+ + Very Positive Impact + Positive Impact = Neutral – Negative Impact ? Unknown Impact

Policy CS 13 Outside the CAZ NWEDA

Areas outside both the Central Activities Zone and North Westminster Economic Development Area will be primarily for residential use with supporting social and community provision.

Retail and other appropriate town centre uses will be directed towards the Major, District and Local Shopping Centres.

The Queensway/Westbourne Grove Major Shopping Centre will be maintained and enhanced by securing retail growth and improved retail space, and ensuring that A1 retail provision is the priority within Core Shopping Frontages.

Within the Queensway/Westbourne Grove Stress Area, new entertainment uses will only be allowed where the council considers that they are low-impact, would not result in an increased concentration of late-night uses and do not compromise the retail character and functioning of the Shopping Centre either individually or cumulatively.

Within the St John’s Wood District Shopping Centre, new community and leisure floorspace may be allowed in the Secondary Shopping Frontages where this complement the retail function within the rest of the Shopping Centre.

Equality Strand Group	Age	Disability	Gender	Race	Religion or Belief	Sexual Orientation	Socio Economic
Score	+	+	+	+	+	+	+
Overall Assessment	+						

3.1 Part A : What significant positive or negative impact could your policy have on people from any of the six equality strand groups (i.e. age, disability, gender, race, religion or belief and sexual orientation) and their access to Westminster City Council Services.

Commentary: Maintaining the local distinctiveness of the area by supporting, primarily residential uses and the provision of social and community facilities will have a positive impact on all equality groups. The range of uses which the policy supports in the two district centres and lively range of uses provided by Queensway / Westbourne Grove Stress Area should provide a diverse range of employment opportunities. If unmanaged these uses would have a negative impact on all residents. These areas provide local shops and services, reducing the need to travel which supports older residents. This policy does not have any specific public realm improvements therefore will not provide direct benefits for disabled people those with mobility problems, carers, parents /guardians with children. However the policy supports enhanced local facilities, shops and services maintaining and improving services locally, this will benefit disabled people, those with mobility problems, older people carers, parents /guardians with young children. The policy has the potential to support local services and jobs for local people. This policy may deliver a range of socio-economic benefits with a mix of uses including housing and employment to support local people. Enhancing the retail function of the area will help to provide a range of employment opportunities that may get adults back into work and help tackle child poverty this will contribute towards achieving (draft SES3).

Short term negative impacts - disruption caused during the construction stages of schemes will have a negative impact on all equality groups, (particular groups affected include disabled people, those with mobility and sensory impairments, carers, older people and people with young children).

Medium term positive impacts – this policy protects the residential character and function of the area ensuring residential amenity is protected. The provision of social and community facilities will provide an attractive residential environment creating a range of benefits for local people including improved quality of life and more access to services which could help improve life chances for all groups. Increased economic growth including a greater market for retail, culture, arts and entertainment helping to support the local

economy.

Long term positive impacts – Provides protection which maintains the character and function of the area, serving local needs rather than tourists.

Mitigation – The code of considerate construction plays a key role in mitigating any negative impacts from development during the construction period. Other policies in the Core Strategy which support this policy include CS 28 Health, Safety and Wellbeing, CS30 Air Quality and CS31 Noise.

Part B : This section screens the impact of policies on Community Cohesion, Deprivation and Human Rights

(Please note a more detailed Health Impact Assessment is available to accompany the submission version of the Core Strategy).

Community Cohesion Impact Assessment

Does this strategic policy reflect Westminster City Partnership's (WCP) principles on community cohesion? Yes

Will this policy promote positive relationships between the groups/ communities identified in 3.1 or any other groups/communities not stated in 3.1? Yes

Does this policy bring these groups/communities into increase contact with each other?

The provision of a range of services and facilities outside the CAZ and the NWEDA will provide opportunities for people to meet up and encourages increased social interaction.

Deprivation Impact Assessment

Will this strategic policy support the employability of out of work residents in the renewal areas?

Some uses of the uses in the area may create employment opportunities for residents in Church Street, Westbourne, Harrow Road and Queens Park LARP. By providing employment opportunities this policy supports the delivery of (draft SES 3) helping adults into work and supports (draft SES 16) this seeks to reduce the number of young people not in education, employment or training.

Will this strategic policy make a positive contribution to the local economy and in particular small businesses?

In these areas there is support for small retail businesses to enhance the retail function of these areas

Will your strategic policy support the Local Area Renewal Programme (LARP) renewal plan delivery and in particular meet the needs of Westminster's most deprived communities?

Yes these areas are adjacent to the LARP areas and will provide a range of complementary uses which will provide additional employment opportunities for local people and a range of uses to support local people.

How does this policy support delivery of Westminster's City Plan Objectives, Local Area Agreement (LAA) and Comprehensive Area Assessment (CAA) improvement priorities and agreed objectives.

City Plan – A priority of the City Plan is to build communities and create sustainable communities this policy, seeks to protect the character and function of this area and protect residential environment.

LAA targets – A LAA target is to enable residents enjoy a good quality of life, this policy creates the area with a balance of uses and quieter residential areas that would enable all groups to have a good quality of life.

CAA priorities – Creating a strong local economy is a key priority, the policy recognises that this by providing support for the District and Local Shopping Centres.

Human Rights Assessment

Does this strategic policy protect and promote human rights as defined in the Human Rights Act 1998? Yes. This policy supports Article 8 Right to respect for private and family life. By supporting residential and social and community uses in this area this will ensure that people are able to continue to peacefully enjoy their property.

Are there any aspects of your Policy including how it is delivered or accessed that could have a negative impact on human rights? No

Is more information or evidence required to make a reasonable assessment of negative impact? No

If you identified any negative impact in Section 3 Parts A or B can changes be made to the policy to reduce or remove the likelihood of a negative impact.

No negative impact was specified.

Will the changes planned ensure that your policy remains legal? Yes

Section 4

Action Plan

No negative impacts have been identified therefore no action plan has been prepared for this section of the Equality Impact Assessment

Consultation & Engagement

Other delivery units within the council, all stakeholders incl. business sector, GLA and local community groups, LARPs and amenity societies and areas forums. A full list of consultees is available on request.

Review and monitoring - This policy will be reviewed in the following ways:

Monitoring the amount of additional floorspace by type, permissions for social and community facilities and net additional dwellings– Source Annual Monitoring Report (AMR) prepared every December. Jobs provided in Westminster, ONS.

+ + Very Positive Impact + Positive Impact = Neutral – Negative Impact ? Unknown Impact

Policy CS 14 Optimising Housing Delivery

The Council will work to achieve and exceed its borough housing target set out in the London Plan.

Residential use is the priority across Westminster except where specifically stated.

All residential uses, floorspace and land will be protected. Proposals that would result in a reduction in the number of residential units will not be acceptable, except where the council considers that reconfiguration or redevelopment of affordable housing would better meet affordable housing need or where a converted house is being returned to a family-sized dwelling or dwellings. Proposals for conversion or redevelopment of single family houses to flats will be assessed taking into account the character of the street and area; impact on residential amenity including parking pressure; and the mix of units proposed.

The number of residential units on development sites will be optimised.

The Council will maintain a publicly available list of deliverable sites for housing development to ensure a continuous 5 year supply of sites, and 6-15 year lists of future developable sites.

Equality Strand Group	Age	Disability	Gender	Race	Religion or Belief	Sexual Orientation	Socio Economic
Score	+	+	+	+	+	+	+
Overall Assessment	+						

3.1 Part A: What significant positive or negative impact could your policy have on people from any of the six equality strand groups (i.e. age, disability, gender, race, religion or

belief and sexual orientation) and their access to Westminster City Council Services.

Commentary: A positive impact on all equality groups. The protection and delivery of additional housing will provide an increase in the overall amount of housing to support the needs of all groups. This policy will support the delivery of housing, in some cases this could meet housing needs and homelessness amongst ethnic minorities draft priority (draft SES 12), overcrowding (draft SES 13). The policy provides a range of social benefits which will improve people's life chances and improve life expectancy amongst rough sleepers (draft SES 14), and possibly this policy could bring forward an increase in housing provision for people with learning disabilities (draft SES 15).

Short and medium term negative impacts- disruption caused during the construction stages of schemes will have a negative impact on all equality groups (particular groups affected include disabled people, those with mobility and sensory impairments, care and people with young children).

Medium term positive impacts – This policy creates a range of positive impacts providing more housing which will create a better quality of life for all equality groups. Housing provides shelter, providing a place for people to rest, study and work which enable people to secure a better life and future. New housing may be more energy efficient which will help those groups on low incomes.

Long term negative impacts – The provision of additional housing could increase densities and create a pressure on existing services and facilities. The design and layout of new housing may be comprised as developers seek to secure maximum profit from their developments. This could affect the residential amenity of existing residents.

Long term positive impacts – provision of additional homes will increase the overall level of housing and will help all equality groups. Some of this housing will include low cost housing. These residential units will also provide homes to meet Westminster's housing targets. Homes would accompany an increase in jobs locally creating sustainable communities.

Mitigation – The code of considerate construction plays a key role in mitigating any negative impacts from development during the construction period. Other policies in the Core Strategy which support this policy are as follows: CS 27 Design, CS28 Health, Safety and Well-being, CS 32 Planning Obligations and Delivering Infrastructure, CS 33 Social and Community Infrastructure, CS 34 Open Spaces (supported also by the Open space Strategy which ensure that housing is accompanied by appropriate level of open play provision). The SPD Sustainable Design and Space Standards document due to be published later this year will ensure sustainable and well proportioned housing is delivered across Westminster.

Part B : This section screens the impact of policies on Community Cohesion, Deprivation and Human Rights

(Please note a more detailed Health Impact Assessment is available to accompany the submission version of the Core Strategy).

Community Cohesion Impact Assessment

Does this strategic policy reflect Westminster City Partnership's (WCP) principles on community cohesion? Yes

This policy provides more housing as part of any housing scheme there could be communal gardens where children are able to play together.

Will this policy promote positive relationships between the groups/ communities identified in 3.1 or any other groups/communities not stated in 3.1? Depends on the housing scheme.

Does this policy bring these groups/communities into increase contact with each other? May be depending on the design of housing scheme, attractive shared spaces within housing developments may encourage interaction between different groups / communities with housing developments.

Deprivation Impact Assessment

Will this strategic policy support the employability of out of work residents in the renewal areas? N/A

Will this strategic policy make a positive contribution to the local economy and in particular small businesses? N/A

Will your strategic policy support the Local Area Renewal Programme (LARP) renewal plan delivery and in particular meet the needs of Westminster's most deprived communities? Yes

This strategic policy seeks to provide housing across the whole of Westminster this includes housing sites in Queens Park, Harrow Road, Westbourne, Church Street and South

Westminster LARP areas.

How does this policy support delivery of Westminster's City Plan Objectives, Local Area Agreement (LAA) and Comprehensive Area Assessment (CAA) improvement priorities and agreed objectives.

City Plan – A key priority of the City Plan is to improve the supply of housing, this policy directly supports this by making the delivery of housing a priority.

LAA targets – A LAA target is to meet housing need and tackle the consequences of housing shortages, this policy seeks to increase the overall amount of housing across Westminster.

CAA priorities – One of the improvement priorities in the CAA is to measure how well housing need is met. Providing additional homes will deal with the overall shortage of housing and relieve the pressure on other types of housing.

Human Rights Assessment

Does this strategic policy protect and promote human rights as defined in the Human Rights Act 1998? Yes. This policy helps to support human rights by ensuring there is sufficient housing to meet the needs of people in Westminster. This will in some cases ensure that homes are available to all equality groups. This meets the requirements in Article 2 Right to life. The provision of housing will ensure people in Westminster have access to housing private and family life in accordance with Article 8.

Are there any aspects of your Policy including how it is delivered or accessed that could have a negative impact on human rights? No

Is more information or evidence required to make a reasonable assessment of negative impact? No

If you identified any negative impact in Section 3 Parts A or B can changes be made to the policy to reduce or remove the likelihood of a negative impact.

No negative impact was specified

Will the changes planned ensure that your policy remains legal? Yes

Section 4

Action Plan

No negative impacts have been identified therefore no action plan has been prepared for this section of the Equality Impact Assessment

Consultation & Engagement

Describe service departments, all stakeholders incl. business sector, GLA and local community groups, LARPs and amenity societies and areas forums. A full list of consultees is available on request.

Review and monitoring - This policy will be reviewed in the following ways:

Monitoring the amount of net additional dwellings, – Source Annual Monitoring Report (AMR) prepared every December. Jobs provided in Westminster, ONS.

+ + Very Positive Impact + Positive Impact = Neutral – Negative Impact ? Unknown Impact

Policy CS 15 Meeting Housing Needs

Residential developments will provide an appropriate mix of units in terms of size, type, and affordable housing provision to contribute towards meeting Westminster's housing needs, and creating mixed communities.

Hostels, Houses in Multiple Occupation, and specialist housing floorspace will be protected. Provision of specialist housing will be allowed where this would contribute towards meeting local housing needs.

All specialist housing floorspace and units will be protected to meet those specific needs except where the accommodation is needed to meet different residential needs as part

of a published strategy by a local service provider. Where this exception applies, changes of use will only be to residential care or nursing homes, hostel, Houses in Multiple Occupation or dwelling houses use.

Equality Strand Group	Age	Disability	Gender	Race	Religion or Belief	Sexual Orientation	Socio Economic
Score	+	+	+	+	+	+	+
Overall Assessment	+						

3.1 Part A : What significant positive or negative impact could your policy have on people from any of the six equality strand groups (i.e. age, disability, gender, race, religion or belief and sexual orientation) and their access to Westminster City Council Services.

Commentary: Creating a mix of housing units will have a positive impact on all equality strand groups. The detailed policy approach to delivering, Hostels, Houses in Multiple Occupation, Life time homes and specialist housing (including extra care units for the elderly and housing for people in wheelchairs or with other mobility impairments will address specific needs of most equality groups) further detailed policies on these issues will be included in the City Management Plan. The demand for specialist housing is likely to increase in the future with an aging population. It is difficult to establish what impact this policy will have on the LGBT equality groups as there ownership or rental of housing is not monitored. This policy provides support for the delivery of a range of housing. In some cases this could meet housing needs and homelessness amongst ethnic minorities helping to meet the priority identified (draft SES 12) and overcrowding (draft SES 13).

Short term negative impacts- disruption caused during the construction stages of schemes will have a negative impact on all equality groups (particular groups affected include disabled people, those with mobility and sensory impairments, care and people with young children).

Medium term negative impacts -Across Westminster there may be some resistance from, existing communities to the introduction of supported housing or specialist housing. This could create tensions in some areas, as some people in the community are not willing to understanding of the needs of specific groups.

Medium term positive impacts – secures a range of housing to meet needs across Westminster, this will support vulnerable groups and families. This could help to tackle homelessness and unemployment amongst these vulnerable groups. These vulnerable groups are usually on low incomes, often clustered in deprived areas, the LARP areas in Westminster therefore this approach will help to support some of the most deprived communities. In some cases these schemes will be part of other housing schemes, this will create mixed communities which encourage more social interaction between different groups of people. This could help to improve understanding and tolerance between groups in Westminster.

Long term positive impacts – provision of additional housing which meet people’s needs in terms of size and specialist needs. Lifetime homes will be sought in new development. Specialist housing will meet the needs older people, people with disabilities(especially those with or sensory impairments), those parents or guardians with young children (often women)

Mitigation – The code of considerate construction plays a key role in mitigating any negative impacts from development during the construction period. Other policies which will support this policy in the Core Strategy are as follows CS 27 Design and CS 28 Health, Safety and Well-being which protects residential amenity.

Part B : This section screens the impact of policies on Community Cohesion, Deprivation and Human Rights

(Please note a more detailed Health Impact Assessment is available to accompany the submission version of the Core Strategy).

Community Cohesion Impact Assessment

Does this strategic policy reflect Westminster City Partnership's (WCP) principles on community cohesion? Yes has potential to.

Housing designed to meet specialist needs may also be affordable housing. These units may be part of a private housing scheme therefore will create mixed communities.

Will this policy promote positive relationships between the groups/ communities identified in 3.1 or any other groups/communities not stated in 3.1? Yes

Does this policy bring these groups/communities into increase contact with each other? Yes has potential to.

Deprivation Impact Assessment

Will this strategic policy support the employability of out of work residents in the renewal areas? N/A

Will this strategic policy make a positive contribution to the local economy and in particular small businesses? N/A

Will your strategic policy support the Local Area Renewal Programme (LARP) renewal plan delivery and in particular meet the needs of Westminster's most deprived communities? Yes

Increasing the supply of specialist homes will have a positive impact on some of the most deprived groups in Westminster.

How does this policy support delivery of Westminster's City Plan Objectives, Local Area Agreement (LAA) and Comprehensive Area Assessment (CAA) improvement priorities and agreed objectives.

City Plan – This policy meets several of the City Plan objectives including creating more sustainable, cleaner, greener city a well designed city, a better city for children and young people, a city of opportunity and where everyone can improve their life chances, well being and health and a more united city.

LAA targets - A LAA target is to meet housing need and tackle the consequences of housing shortages, this policy seeks to increase the overall amount of housing across Westminster.

CAA priorities - One of the improvement priorities in the CAA is to measure how well housing need is met. Providing specialist housing could help existing homeless people and help others in situations of hardship who require supported housing for a variety of reasons (for example women who leave violent relationships and short term accommodating in refuges or children leaving social care).

Human Rights Assessment

Does this strategic policy protect and promote human rights as defined in the Human Rights Act 1998? Yes. This policy helps to support human rights by ensuring there is a range of housing to meet the needs of a range of equality groups in Westminster. This will in some cases ensure that homes are available to vulnerable equality groups who need assistance from the local authority. This meets the requirements in Article 2 Right to life. The provision of a range of housing from specialist to family housing will ensure people in Westminster have private and family life in accordance with Article 8. This policy helps to support people by bringing forward a range of housing, which enables people irrespective of disability, age, gender, race, faith or belief, sexual orientation and socio-economic status to access housing. This will ensure all equality strand groups can peacefully enjoy their property. In accordance with Protocol 1 Article 1 Protection of property. The provision of specialist housing will support people who are facing discrimination. In some cases it plays a key role in stopping discrimination by providing temporary housing for those at risk. This policy supports Article 4 Prohibition of discrimination within the Human Right Act.

Are there any aspects of your Policy including how it is delivered or accessed that could have a negative impact on human rights? No

Is more information or evidence required to make a reasonable assessment of negative impact? No

If you identified any negative impact in Section 3 Parts A or B can changes be made to the policy to reduce or remove the likelihood of a negative impact.

No negative impact was specified

Will the changes planned ensure that your policy remains legal? Yes

Section 4

Action Plan

No negative impacts have been identified therefore no action plan has been prepared for this section of the Equality Impact Assessment

Consultation & Engagement

Other delivery units within the council, all stakeholders incl. business sector, GLA and local community groups, LARPs and amenity societies and areas forums. A full list of consultees is available on request.

Review and monitoring - This policy will be reviewed in the following ways:

Monitoring the amount of and type of additional dwellings – Source Annual Monitoring Report (AMR) prepared every December.

+ + Very Positive Impact + Positive Impact = Neutral – Negative Impact ? Unknown Impact

Policy CS 16 Affordable Housing

Affordable housing and floorspace that is used or was last used as affordable housing will be protected.

The council will achieve at least 22% of new homes to be affordable homes to 2012, and aim to exceed 30% for the remaining plan period, and will work with its partners to facilitate and optimise the delivery of new affordable homes.

Proposals for housing developments of either 10 or more additional units or over 1,000 sqm additional residential floorspace will be expected to provide a proportion of the floorspace as affordable housing.

The affordable housing will be provided on-site. Where the council considers that this is not practical or viable, the affordable housing should be provided off-site in the vicinity. Off-site provision beyond the vicinity of the development will only be acceptable where the council considers that the affordable housing provision is greater and of a higher quality than would be possible on- or off-site in the vicinity, and where it would not add to an existing localised concentration of social housing, as set out in the City Management Plan.

Equality Strand Group	Age	Disability	Gender	Race	Religion or Belief	Sexual Orientation	Socio Economic
Score	++	++	++	++	++	++	+
Overall Assessment	++						

3.1 Part A: What significant positive or negative impact could your policy have on people from any of the six equality strand groups (i.e. age, disability, gender, race, religion or belief and sexual orientation) and their access to Westminster City Council Services.

Commentary: This policy will have a positive impact on all equality groups as it will provide access to affordable homes. The acute shortage of affordable housing floorspace in Westminster, is due to the fact that average house prices are double that for the whole of London and over 10 times the average Westminster household income. Overcrowding and poor quality housing has negative impact on health and life chances. Safeguarding existing affordable housing and developing future housing will also meet the needs of those people on the housing waiting list in the social rented sector and specific groups like the elderly and key workers. This approach could bring a range of social and economic benefits for all groups as housing supports jobs. This policy will assist in addressing housing inequalities across Westminster. This policy provides support for the delivery of housing, this could meet housing needs and homelessness amongst ethnic minorities a priority in the (draft SES 12), and assist in tackling overcrowding as detailed in (draft SES 13). Protection and improvements in Affordable Housing will help to regenerate neighbourhoods in need of renewal and supports draft SES 23.

Short term negative impacts - disruption caused during the construction stages of schemes will have a negative impact on all equality groups (particular groups affected include disabled people, those with mobility and sensory impairments, carers, older people and people with young children).

Medium term negative impacts - Across Westminster there may be some resistance from, existing communities to the introduction of supported housing or specialist housing. This could create tensions in some areas, as some people in the community are not willing to understanding of the needs of specific groups. There is a perception that affordable housing may be unattractive and may lead to a decline in property prices. This could create tension and lead to low income groups feeling excluded in the communities which they live

Medium term positive impacts – More affordable housing units will provide a range of housing choices which will alleviate overcrowding. New homes can have a positive impact on family life provide space for parents and children to study, play, rest and sleep. Affordable housing provides access to good quality housing for all groups particularly deprived vulnerable groups in Westminster. The protection of affordable housing will ensure that communities in the deprived LARP areas, Queens Park, Westbourne, Harrow Road, West End and South Westminster.

Long term positive impacts – provision of additional affordable homes will improve health outcomes and will have a positive impact on deprivation. Providing more affordable housing will create more affordable housing schemes which will provide a range of choices which may help people to own their own home.

Mitigation – Policy CS27 Design and CS28 Health, Safety and Well-being will protect residential quality and amenity. In areas where there may be tensions between existing and new communities, new social and community facilities, protected and encouraged by CS 33 Social and Community Infrastructure, may create activities for a range of groups, and may encourage social interaction between communities to overcome tensions. CS 34 Open Space, CS36 Site of Importance for Nature Conservation, CS36 Westminster’s Blue Ribbon Network and CS37 Biodiversity and Green Infrastructure all help to support housing in Westminster by providing open space for recreation

Part B : This section screens the impact of policies on Community Cohesion, Deprivation and Human Rights

(Please note a more detailed Health Impact Assessment is available to accompany the submission version of the Core Strategy).

Community Cohesion Impact Assessment

Does this strategic policy reflect Westminster City Partnership’s (WCP) principles on community cohesion? Yes has potential to.

Some affordable housing is provided with private housing schemes, this creates a mix of residents from different socio-economic backgrounds which will create more mixed communities and provide the opportunity for community cohesion.

Will this policy promote positive relationships between the groups/ communities identified in 3.1 or any other groups/communities not stated in 3.1? Yes

Does this policy bring these groups/communities into increase contact with each other? Yes has potential to.

This depends on the communal space provided with these housing units. In some cases there may be well used communal gardens or perhaps shared spaces within developments like bike or bin shelters which provide opportunities for social interaction.

Deprivation Impact Assessment

Will this strategic policy support the employability of out of work residents in the renewal areas? N/A

Will this strategic policy make a positive contribution to the local economy and in particular small businesses? N/A

Will your strategic policy support the Local Area Renewal Programme (LARP) renewal plan delivery and in particular meet the needs of Westminster’s most deprived communities? Yes

The affordable housing policy protects existing affordable housing. This supports those deprived communities which require social and intermediate housing to support people. This will ensure that the level of social and intermediate housing is maintained, this will ensure communities are supported particularly in the North West where there are high levels of affordable housing.

How does this policy support delivery of Westminster’s City Plan Objectives, Local Area Agreement (LAA) and Comprehensive Area Assessment (CAA) improvement priorities and agreed objectives.

City Plan – this policy meets several of the City Plan objectives including creating more sustainable , cleaner, greener city a well designed city, a better city for children and young people, a city of opportunity and where everyone can improve their life chances, well being and health and a more united city.

LAA targets - a LAA target is to meet housing need and tackle the consequences of housing shortages, this policy seeks to increase the overall amount of housing across Westminster.

CAA priorities - One of the improvement priorities in the CAA is to measure how well housing need is met. Providing additional homes will deal with the overall shortage of housing and relieve some of the pressure on housing. Affordable housing could, in some cases, help people out of situations of hardship. This intermediate / supported housing provide support for people preventing them moving into specialist housing like hostels or temporary bed and breakfast accommodation.

Human Rights Assessment

Does this strategic policy protect and promote human rights as defined in the Human Rights Act 1998? Yes. This policy helps to support human rights by ensuring there is affordable housing to meet the needs of a range of equality groups in Westminster. This will in some cases ensure that homes are available to vulnerable equality groups who need assistance from the local authority. This meets the requirements in Article 2 Right to life. The provision of this type of housing will ensure people in Westminster have the opportunity to live a private and family life in accordance with Article 8. This policy helps to support people by bringing forward a range of housing, which enables people irrespective of disability, age, gender, race, faith or belief, sexual orientation and soci - economic status to access housing. This will ensure all equality strand groups can peacefully enjoy their property as supported in Protocol 1 Article 1 Protection of property.

Are there any aspects of your Policy including how it is delivered or accesses that could have a negative impact on human rights? No

Is more information or evidence required to make a reasonable assessment of negative impact? No

If you identified any negative impact in Section 3 Parts A or B can changes be made to the policy to reduce or remove the likelihood of a negative impact.

No negative impact was specified

Will the changes planned ensure that your policy remains legal? Yes

Section 4

Action Plan

No negative impacts have been identified therefore no action plan has been prepared for this section of the Equality Impact Assessment

Consultation & Engagement

Other delivery units within the council, all stakeholders incl. business sector, GLA and local community groups, LARPs and amenity societies and areas forums. A full list of consultees is available on request.

Review and monitoring - This policy will be reviewed in the following ways:

Monitoring – The number of affordable housing units delivered each year – as detailed in the Annual Monitoring Report

+ + Very Positive Impact + Positive Impact = Neutral – Negative Impact ? Unknown Impact

Policy CS 17 Gypsies and Travellers

Permission for Gypsy and Traveller sites may be granted subject to the impact on residential amenity, townscape, traffic and parking.

Equality Strand Group	Age	Disability	Gender	Race	Religion or Belief	Sexual Orientation	Socio Economic
Score	=	=	=	=	=	=	=
Overall Assessment	=						

3.1 Part A: What significant positive or negative impact could your policy have on people from any of the six equality strand groups (i.e. age, disability, gender, race, religion or belief and sexual orientation) and their access to Westminster City Council Services.

Commentary: Due to the scarcity of vacant land and lack of industrial land there are currently no sites suitable for Gypsies and Travellers. Although there are no sites identified in the Core Strategy, there is still provision within the Core Strategy to allow permission for new sites provided that there is no impact on residential amenity, townscape, traffic and parking. This represents Westminster’s commitment to support all groups.

Short, medium and long term negative impacts- The built up nature of Westminster and the significant housing pressures means that the opportunities to provide sites is severely limited.

Long term positive impacts – Ensures sites for pitches will be provided in appropriate locations, temporary sites may become available as part of redevelopment and the policy provides criteria for assessing any such proposals. Requirement for gypsy and traveler sites during the lifetime of the core strategy. There is currently no regional requirement for provision in Westminster.

Mitigation - Policy provides criteria for assessing any such proposals subject to impact on amenity, townscape, traffic and parking. Other Core Strategy policies will apply including CS 28 Health, Safety and Well –being.

Part B : This section screens the impact of policies on Community Cohesion, Deprivation and Human Rights

(Please note a more detailed Health Impact Assessment is available to accompany the submission version of the Core Strategy).

Community Cohesion Impact Assessment

Does this strategic policy reflect Westminster City Partnership’s (WCP) principles on community cohesion? N/A

Will this policy promote positive relationships between the groups/ communities identified in 3.1 or any other groups/communities not stated in 3.1? N/A

Does this policy bring these groups/communities into increase contact with each other? N/A

Deprivation Impact Assessment

Will this strategic policy support the employability of out of work residents in the renewal areas? N/A

Will this strategic policy make a positive contribution to the local economy and in particular small businesses? N/A

Will your strategic policy support the Local Area Renewal Programme (LARP) renewal plan delivery and in particular meet the needs of Westminster’s most deprived communities? N/A

How does this policy support delivery of Westminster’s City Plan Objectives, Local Area Agreement (LAA) and Comprehensive Area Assessment (CAA) improvement priorities and agreed objectives.

City Plan – An objective of the plan is to create a city of opportunity where everyone can improve their life chances, by allowing permission for a gypsy and travellers sites provides the opportunity for travellers to live and secure employment in Westminster.

LAA targets – N/A
 CAA priorities – N/A

Human Rights Assessment

Does this strategic policy protect and promote human rights as defined in the Human Rights Act 1998? Yes This policy helps to support human rights by ensuring that a suitable site is available it could be considered for this use. This meets the requirements in Article 2 Right to life. The provision of a gypsy and traveller site provides the opportunity for this group to live a private and family life in accordance with Article 8. This policy helps to support this group irrespective of socio- economic status to access housing. This will ensure all equality strand groups can peacefully enjoy their property as supported in Protocol 1 Article 1 Protection of property. The inclusion of this policy ensures that there is no discrimination against Gypsies and Travellers as outlined in Article 12 of the Human Rights Act.

Are there any aspects of your Policy including how it is delivered or accessed that could have a negative impact on human rights? No

Is more information or evidence required to make a reasonable assessment of negative impact? No

If you identified any negative impact in Section 3 Parts A or B can changes be made to the policy to reduce or remove the likelihood of a negative impact.

No negative impact was specified.

Will the changes planned ensure that your policy remains legal? Yes

Section 4

Action Plan

No negative impacts have been identified therefore no action plan has been prepared for this section of the Equality Impact Assessment

Consultation & Engagement

Other delivery units within the council, all stakeholders incl. business sector, GLA and local community groups, LARPs and amenity societies and areas forums. A full list of consultees is available on request.

Review and monitoring - This policy will be reviewed in the following ways:

Monitoring sites occupied by gypsies and travellers– Source Annual Monitoring Report (AMR) prepared every December.

+ + Very Positive Impact + Positive Impact = Neutral – Negative Impact ? Unknown Impact

Policy CS 18 Commercial Development

Proposals for new commercial uses must be appropriate in terms of scale and intensity of land uses, and character and function of the area.

Equality Strand Group	Age	Disability	Gender	Race	Religion or Belief	Sexual Orientation	Socio Economic
Score	+	+	+	+	?	+	+
Overall Assessment	+						

3.1 Part A: What significant positive or negative impact could your policy have on people from any of the six equality strand groups (i.e. age, disability, gender, race, religion or belief and sexual orientation) and their access to Westminster City Council Services.

Commentary: This policy has a positive impact, encouraging new commercial development which will provide a range of job opportunities. These job opportunities should meet the needs of all equality groups. The policy distributes job opportunities across the borough, as well as in the Opportunity Areas, Core Central Activities Zone and the North Westminster Economic Development Area, meeting the needs of all community groups. This approach supports (draft SES23) helping to enhance neighbourhoods, by ensuring new employment opportunities and activities to support the local economy.

Short and medium term negative impacts - disruption caused during the construction stages of schemes will have a negative impact on all equality groups (particular groups affected include disabled people, those with mobility and sensory impairments, carers, older people and people with young children). More commercial development may create lead to a change in the mix of uses and alter the character of the areas across Westminster.

Medium term positive impacts – growth of these areas will be accompanied by a range of other benefits like improved transport infrastructure and investment into open space.

Long term positive impacts – economic stability and range of jobs to support all equality groups. Assists in providing additional employment opportunities which could help people to access employment and move away from deprivation. Retention of London’s world city role.

Mitigation – other policies in Core Strategy will play a key role in minimising the impact of development. There are a range of policies in the Core Strategy which seek to protect the distinctive character of areas these include the policies relating to the Central Activities Zone, Mixed uses in the Central Activities Zone, including the Special Policy Areas, Opportunity Areas, West End Special Retail Policy Area, Marylebone and Fitzrovia, Knightsbridge, and Pimlico . These include policies to ensure that the transport network can accommodate this growth and influx of workers, CS 42 Major Transport Infrastructure the pedestrian environment is improved to allow streets to be able to deal effectively with high pedestrian volumes CS 40 Pedestrian Movement and Sustainable Transport and that the Open Space network is protected and maintained CS34 Open Space.

Part B : This section screens the impact of policies on Community Cohesion, Deprivation and Human Rights

(Please note a more detailed Health Impact Assessment is available to accompany the submission version of the Core Strategy).

Community Cohesion Impact Assessment

Does this strategic policy reflect Westminster City Partnership’s (WCP) principles on community cohesion? N/A

Will this policy promote positive relationships between the groups/ communities identified in 3.1 or any other groups/communities not stated in 3.1? N/A

Does this policy bring these groups/communities into increase contact with each other? Yes

Working environments will bring different groups of people together to work and this will lead to the establishment of social networks.

Deprivation Impact Assessment

Will this strategic policy support the employability of out of work residents in the renewal areas? Yes

Will this strategic policy make a positive contribution to the local economy and in particular small businesses? No

Will your strategic policy support the Local Area Renewal Programme (LARP) renewal plan delivery and in particular meet the needs of Westminster’s most deprived communities? Yes

This policy applies to the North Westminster Economic Development Area (NWEDA) which includes four LARP areas, Church Street, Westbourne, Harrow Road and Queens Park.

How does this policy support delivery of Westminster’s City Plan Objectives, Local Area Agreement (LAA) and Comprehensive Area Assessment (CAA) improvement priorities and agreed objectives.

City Plan – The City Plan objective of creating a city of opportunity where everyone can improve their life chances is met by this policy through the provision of a range of employment opportunities for all.

LAA targets – A target in the LAA is to increase the number of disadvantaged people in employment, commercial development is encouraged in the Opportunity Areas and NWEDA in

within or adjacent to these areas there are deprived neighbourhoods.

CAA priorities – One of the improvement priorities in the CAA is to ensure that the local economy remains strong this policy supports and directs commercial developments to more appropriate areas where units will last in the longer term.

Human Rights Assessment

Does this strategic policy protect and promote human rights as defined in the Human Rights Act 1998? Yes. The policy will seek to ensure that commercial development does not conflict with other uses, particularly residential development. This ensures all property owners / leaseholders can peacefully enjoy their property. This approach is supported in Protocol 1, Article 1 Protection of property.

Are there any aspects of your Policy including how it is delivered or accessed that could have a negative impact on human rights? No

Is more information or evidence required to make a reasonable assessment of negative impact? No

If you identified any negative impact in Section 3 Parts A or B can changes be made to the policy to reduce or remove the likelihood of a negative impact.

No negative impact was specified.

Will the changes planned ensure that your policy remains legal? Yes

Section 4

Action Plan

No negative impacts have been identified, therefore no action plan has been prepared for this section of the Equality Impact Assessment

Consultation & Engagement

Other delivery units within the council, all stakeholders incl. business sector, GLA and local community groups, LARPs and amenity societies and areas forums. A full list of consultees is available on request.

Review and monitoring - This policy will be reviewed in the following ways:

Monitoring the amount of additional commercial floor space – Source Annual Monitoring Report (AMR) prepared every December. Jobs provided in Westminster, ONS.

++ Very Positive Impact + Positive Impact = Neutral – Negative Impact ? Unknown Impact

Policy CS 19 Offices and Other B1 Floorspace

New office development will be directed to Paddington, Victoria and Tottenham Court Road Opportunity Areas, the Core Central Activities Zone, specified locations within Marylebone and Fitzrovia, and the North Westminster Economic Development Area.

Where appropriate, the council will request a range of business floorspace including workshops and studios.

Equality Strand Group	Age	Disability	Gender	Race	Religion or Belief	Sexual Orientation	Socio Economic
Score	+	+	+	=	+	=	+
Overall Assessment	+						

3.1 Part A : What significant positive or negative impact could your policy have on people from any of the six equality strand groups (i.e. age, disability, gender, race, religion or belief and sexual orientation) and their access to Westminster City Council Services.

Commentary: This policy has a positive impact creating employment opportunities for people within all equality groups. The creative industries within Westminster offering a range of specialist jobs, in fashion, design, publishing, music and visual arts, video, film and photography software, computer games, electronic publishing, art and antiques, architects, advertising Radio and TV. Directing offices and business floorspace into North Westminster EDA and Paddington Opportunity Area will assist in bringing forward more job opportunities and revitalise the deprived areas and support communities in the North Westminster. This approach supports (draft SES23) helping to enhance neighbourhoods, by ensuring new jobs are available across Westminster.

Short term negative impacts - disruption caused during the construction stages of schemes will have a negative impact on all equality groups.

Medium term positive impacts – by encouraging a range of commercial floorspace this will maintain a stable economy. This different mix, size and type of working environment will provide a range of employment opportunities, while creative industries could lead to more flexible working practices, including part time, evening, home working, as these office spaces are often not conventional in design and create spacious office environments. This could provide particular benefits for people with disabilities.

Medium term negative impacts - more commercial development change the mix of uses and alter the character of the areas across Westminster.

Long term positive impacts – continued resilient local office market and new clusters of creative industries.

Mitigation – other policies in the Core Strategy including Housing Policies CS14 Optimising Housing & CS15 Meeting Housing Need which seeks to support sustainable communities by providing housing and jobs in close proximity. There are a range of policies in the Core Strategy which seek to protect the distinctive character of areas these include the policies relating to the Central Activities Zone, Mixed uses in the Central Activities Zone, including the Special Policy Areas, Opportunity Areas, West End Special Retail Policy Area, Marylebone and Fitzrovia, Knightsbridge, and Pimlico

Part B : This section screens the impact of policies on Community Cohesion, Deprivation and Human Rights

(Please note a more detailed Health Impact Assessment is available to accompany the submission version of the Core Strategy).

Community Cohesion Impact Assessment

Does this strategic policy reflect Westminster City Partnership's (WCP) principles on community cohesion? Yes

Will this policy promote positive relationships between the groups/ communities identified in 3.1 or any other groups/communities not stated in 3.1? No

Does this policy bring these groups/communities into increase contact with each other? Yes

Working environments will bring different groups of people together for work and socially.

Deprivation Impact Assessment

Will this strategic policy support the employability of out of work residents in the renewal areas? Yes

Will this strategic policy make a positive contribution to the local economy and in particular small businesses? Yes

Creative industries and small traditional offices (often converted residential houses) add to the diverse mix of office space and architectural design in Westminster, these types of offices can be more affordable and are suited to smaller businesses. Protecting and enhancing creative industries is a priority for Westminster this policy seeks to support these uses and in turn small businesses should grow in Westminster.

Will your strategic policy support the Local Area Renewal Programme (LARP) renewal plan delivery and in particular meet the needs of Westminster's most deprived communities? Yes as it directs development into the LARP areas.

How does this policy support delivery of Westminster’s City Plan Objectives, Local Area Agreement (LAA) and Comprehensive Area Assessment (CAA) improvement priorities and agreed objectives.

City Plan – A key objective of the City Plan is to create a strong city economy with a skilled workforce and successful businesses. This policy seeks to ensure a range of office floorspace is available to meet needs of commercial and B1 uses in Westminster.

LAA targets – A LAA target is to support the development of existing and new small local businesses, this will be achieved by this policy but supporting the development of a range of offices to meet the needs of a range of businesses.

CAA priorities – An improvement priority identified by the CAA is to support the development of existing new small local businesses, this policy supports a range of business floorspace to support the needs of small businesses.

Human Rights Assessment

Does this strategic policy protect and promote human rights as defined in the Human Rights Act 1998? Yes . The policy ensures that businesses and commercial uses are focused in areas of where there will be most growth and changes. This will protect areas of residential character from commercial development. In this in accordance with Protocol 1 Article 1 Protection of property which ensures that everyone has the right to the peaceful enjoyment of their property.

Are there any aspects of your Policy including how it is delivered or accessed that could have a negative impact on human rights? No

Is more information or evidence required to make a reasonable assessment of negative impact? No

If you identified any negative impacts in Section 3 Parts A or B can changes be made to the policy to reduce or remove the likelihood of a negative impact.

No negative impact was specified

Will the changes planned ensure that your policy remains legal? Yes

Section 4

Action Plan

No negative impacts have been identified therefore no action plan has been prepared for this section of the Equality Impact Assessment

Consultation & Engagement

Other delivery units within the council, all stakeholders incl. business sector, GLA and local community groups, LARPs and amenity societies and areas forums. A full list of consultees is available on request.

Review and monitoring - This policy will be reviewed in the following ways:

Monitoring the amount of additional floorspace by type in certain locations across Westminster – Source Annual Monitoring Report (AMR) prepared every December. Jobs provided in Westminster, ONS.

+ + Very Positive Impact + Positive Impact = Neutral – Negative Impact ? Unknown Impact

Policy CS20 Retail

New retail floorspace will be directed to the designated Shopping Centres.

Existing A1 retail will be protected throughout Westminster except where the council considers that the unit is not viable, as demonstrated by long-term vacancy despite reasonable attempts to let.

Existing non-A1 retail uses, and uses occupying shop-type premises within designated shopping centres will be protected from changing to uses that do not serve visiting

members of the public and that do not have active shop fronts.							
Equality Strand Group	Age	Disability	Gender	Race	Religion or Belief	Sexual Orientation	Socio Economic
Score	+	+	=	+	?	=	+
Overall Assessment	+						

3.1 Part A: What significant positive or negative impact could your policy have on people from any of the six equality strand groups (i.e. age, disability, gender, race, religion or belief and sexual orientation) and their access to Westminster City Council Services.

Commentary: There is a positive impact on most equality strands. Retailing provides employment opportunities and other supporting uses which will encourage investment into shopping streets and services to local residents. This policy approach is likely to have a neutral impact on people with disabilities (especially those with mobility problems or sensory impairments), carers, older people, parents or guardians with young children (often women) as the policy does not introduce any change to the existing policy. This policy is positive for these groups as it supports local shops and services. It is not clear the impact this policy will have on religious groups or people with religious beliefs. The range of jobs provided by this policy helps adults back into work and will help to tackle child poverty helping to deliver priority (draft SES 3), the policy approach could help increase the number of people in employment a priority in (draft SES 16).

- Short term negative impacts** - disruption caused during the construction stages of schemes will have a negative impact on all equality groups.
- Medium term positive impacts** – The various shopping centres maintain Westminster’s world city role. Protecting retail will help to support jobs in retailing.
- Medium term negative impacts** - More people may lead to an increase in criminal activity in congested streets and busy commercial areas. Criminal activity is likely to have more of an impact on more vulnerable groups the young and older people. While more congested streets will limit the movement of people with mobility problems to move around the streets particular groups affected include disabled people, those with mobility and sensory impairments, carers, older people and people with young children.
- Long term positive impacts** – this policy will continue to protect local shopping centres and create vibrant centres where people will want to live and work. The retail offer of an area supports other commercial uses and attracts further investment into areas. The policy and Appendix 2 Retail Hierarchy will improve the range of local shops and services supporting the needs of all in the community, particularly older people and those with disabilities, carers and parents and guardians with young children. This policy will reduce the need to travel and provide activities for people of all ages. Providing a range of retail uses will make sure people feel part of the community in which they live, shops providing a range of affordable products will prevent social exclusion. Shops and non retail uses (including cafes, restaurants etc...) may provide places for people to meet up and opportunities for social interaction.
- Mitigation** – Other policies in the Core Strategy support this policy and mitigate any negative impacts. These include policy CS 28 Health, Safety and Well-being, CS 40 Pedestrian Movement and Sustainable Transport, CS 42 Major Transport infrastructure and CS 30 Air Quality which seeks to reduce the levels of pollution protecting more vulnerable groups using shopping centres.

Part B : This section screens the impact of policies on Community Cohesion, Deprivation and Human Rights
(Please note a more detailed Health Impact Assessment is available to accompany the submission version of the Core Strategy).

Community Cohesion Impact Assessment

Does this strategic policy reflect Westminster City Partnership's (WCP) principles on community cohesion? Yes. This policy provides protection for existing of non A1 retail uses these uses may include cafes, restaurants and community facilities which provide spaces where people can meet up and discuss community issues and other concerns.

Will this policy promote positive relationships between the groups/communities identified in 3.1 or any other groups/communities not stated in 3.1? May be

Does this policy bring these groups/communities into increase contact with each other? Yes shopping centres provide the opportunities for social interaction between different groups of people.

Deprivation Impact Assessment

Will this strategic policy support the employability of out of work residents in the renewal areas? If new retail development falls within Westminster's designated renewal areas.

Will this strategic policy make a positive contribution to the local economy and in particular small businesses? This policy supports small and large retail businesses in Westminster.

Will your strategic policy support the Local Area Renewal Programme (LARP) renewal plan delivery and in particular meet the needs of Westminster's most deprived communities? Yes If new retail development increases the range of shops, creates more employment opportunities, encourage more shoppers into the area and promote more investment, however this policy approach does not necessarily support Westminster's most deprived communities it depends on whether new development is located in the designated renewal areas.

How does this policy support delivery of Westminster's City Plan Objectives, Local Area Agreement (LAA) and Comprehensive Area Assessment (CAA) improvement priorities and agreed objectives.

City Plan – One of the objectives of the City Plan is to create a strong city economy. Retail development in Westminster currently employs over 75,000 people – nearly 20% of all shop workers in London therefore this policy makes a significant contribution to the economy of the area.

LAA targets – A LAA target is to increase support for the development of existing and new small businesses, this policy supports all retail development (small and large businesses) in shopping centres.

CAA priorities – A priority is to ensure that the economy remains strong within Westminster, this policy protects and encourages retail uses to support shopping centres. The policy also provides an exception to release retail units for other uses if a unit has been vacant for a long period of time this will ensure that units remain in use, as vacant units can have a negative impact on the overall vitality and attractiveness of a centre.

Human Rights Assessment

Does this strategic policy protect and promote human rights as defined in the Human Rights Act 1998? Yes .The policy ensures that retail uses are directed to designated shopping centres. This will protect areas of residential character from commercial development. In this in accordance with Protocol 1 Article 1 Protection of property which ensures that everyone has the right to the peaceful enjoyment of their property. The policy supports a range of retail uses across Westminster supporting a range of retail uses some of which support specific community groups including the LGBT groups. This policy therefore assists in achieving Article 14 Prohibition of discrimination by meeting a range consumer needs.

Are there any aspects of your Policy including how it is delivered or accessed that could have a negative impact on human rights? No

Is more information or evidence required to make a reasonable assessment of negative impact? No

If you identified any negative impact in Section 3 Parts A or B can changes be made to the policy to reduce or remove the likelihood of a negative impact.

No negative impact was specified

Will the changes planned ensure that your policy remains legal? Yes

Section 4

Action Plan

No negative impacts have been identified therefore no action plan has been prepared for this section of the Equality Impact Assessment

Consultation & Engagement

Other delivery units within the council, all stakeholders incl. business sector, GLA and local community groups, LARPs and amenity societies and areas forums. A full list of consultees is available on request.

Review and monitoring - This policy will be reviewed in the following ways:

Monitoring the amount of additional retail floorspace and review of Health Checks, – Source Annual Monitoring Report (AMR) prepared every December. Jobs provided in Westminster, ONS.

+ + Very Positive Impact + Positive Impact = Neutral – Negative Impact ? Unknown Impact

Policy CS 21 Tourism, Arts and Culture

Existing tourist attractions and arts and cultural uses will be protected.

New arts and cultural uses and tourist attractions will be acceptable within the Core Central Activities Zone, the North Westminster Economic Development Area and the Strategic Cultural Areas. Outside these areas, arts and cultural uses will be acceptable where they are of a local scale and benefit the local community, are appropriate to the local context and can be managed without adversely impacting on residential amenity.

Equality Strand Group	Age	Disability	Gender	Race	Religion or Belief	Sexual Orientation	Socio Economic
Score	+	+	+	+	+	+	+
Overall Assessment	+						

3.1 Part A : What significant positive or negative impact could your policy have on people from any of the six equality strand groups (i.e. age, disability, gender, race, religion or belief and sexual orientation) and their access to Westminster City Council Services.

Commentary: This policy will have a positive impact on all groups. The range and variety of tourism, arts and cultural uses play a valuable role in promoting cultural awareness, awareness of inequalities, individuality, identity and encouraging creativity. This policy approach will ensure that Westminster retains its role as an international and national world class city. This will maintain visitor numbers and create a vibrant mix of uses which assist in making Westminster an attractive place to live. All new developments should be inclusive in design and accessible to everyone. Promoting arts and cultural uses provide the opportunity for integration and engagement between groups. These uses protect and improve the tourist, arts and cultural offer bringing people together to experience new things. This will help to build cohesion within the community, this could help to foster an inclusive community as detailed in priority (draft SES 5).

Short term negative impacts – encouraging tourism, arts and cultural uses this could create noise and travel disruption which will affect local residents and workers at weekends.
Medium to long term negative impacts – an influx of visitors may create crowded streets and a congested public realm. This limits the movement of people with disabilities, (especially those with mobility problems or sensory impairments), carers, older people, parents or guardians with young children (often women) along streets and restricts these groups access to tourist attractions, arts and cultural uses. Vulnerable groups may also be subject to criminal activity which is targeted in areas where there are high concentrations of

people.

Medium term positive impacts - Arts and cultural uses can foster community activity and engagement, these uses can help to build cultural awareness between different groups, these activities and events help to promote understanding and social cohesion within communities.

Long term positive impacts – these uses create employment opportunities, particularly in the more deprived areas like the North Westminster Economic Development Area. This approach will help to strengthen Westminster’s world city role, as it is the mix and vibrant range of uses which make Westminster an attractive location for economic development. Some arts and cultural uses like museums and galleries are free, this makes these uses accessible to all. Young people who have more time and are more mobile than other groups may benefit from these uses.

Mitigation – Other policies in the Core Strategy play a key role in mitigating the impact of this policy. These include CS27 Design which ensures sustainable and inclusive design to manage pedestrian movement and transport infrastructure the following policies are required CS 40 Sustainable Transport and Pedestrian Movement and CS42 Major Transport Infrastructure. Partnership working with other bodies will help to protect the safety of users of these facilities, partnership working with the LARPs and the Business Improvement Districts will help to improve the management of areas where there are tourism, arts and cultural facilities.

Part B : This section screens the impact of policies on Community Cohesion, Deprivation and Human Rights

(Please note a more detailed Health Impact Assessment is available to accompany the submission version of the Core Strategy).

Community Cohesion Impact Assessment

Does this strategic policy reflect Westminster City Partnership’s (WCP) principles on community cohesion? Yes.

This policy brings different groups of people together to experience culture and arts, these uses will help to strengthen cultural awareness between different groups of people. If people learn to value each other, this will enable people to share a sense of identity and understanding different histories and journeys. This understanding will bring communities together therefore this policy has a positive impact and may build stronger communities.

Will this policy promote positive relationships between the groups/ communities identified in 3.1 or any other groups/communities not stated in 3.1? Yes

Does this policy bring these groups/communities into increase contact with each other? Yes

Deprivation Impact Assessment

Will this strategic policy support the employability of out of work residents in the renewal areas? Yes as these uses in renewal areas will create job opportunities.

Will this strategic policy make a positive contribution to the local economy and in particular small businesses? Yes, the provision of arts and cultural facilities could encourage people to set up their own businesses these contribute to the economy of local areas.

Will your strategic policy support the Local Area Renewal Programme (LARP) renewal plan delivery and in particular meet the needs of Westminster’s most deprived communities? Yes, some of the LARP area plans seek to develop more arts and cultural uses in these deprived areas in Westminster, this will bring employment opportunities.

How does this policy support delivery of Westminster’s City Plan Objectives, Local Area Agreement (LAA) and Comprehensive Area Assessment (CAA) improvement priorities and agreed objectives.

City Plan – an objective of the plan is to create a unique city. This policy supports this through a range of diverse uses.

LAA targets – one of the LAA improvement priorities is to support the development of existing and new small local businesses. This policy encourages the provision of arts and cultural uses these often start up in small units.

CAA priorities – a CAA priority is to maintain a strong local economy this policy promotes a range of uses that will contribute to economic stability.

Human Rights Assessment

Does this strategic policy protect and promote human rights as defined in the Human Rights Act 1998? Yes. The policy ensures that tourism, arts and culture uses are directed into

the main areas of growth and change. In other areas these uses will be acceptable if they are of a local scale and benefit the local community. This approach will protect areas of residential character from commercial development and tourists. In this in accordance with Protocol 1 Article 1 Protection of property which ensures that everyone has the right to the peaceful enjoyment of their property. The policy celebrates arts and culture, people and communities across Westminster. This will help to create understanding and remove some barriers in discrimination between groups. This policy therefore assists in achieving Article 14 Prohibition of discrimination by meeting a range community needs.

Are there any aspects of your Policy including how it is delivered or accessed that could have a negative impact on human rights?

Is more information or evidence required to make a reasonable assessment of negative impact? No

If you identified any negative impact in Section 3 Parts A or B can changes be made to the policy to reduce or remove the likelihood of a negative impact.

No negative impact was specified

Will the changes planned ensure that your policy remains legal? Yes

Section 4

Action Plan

No negative impacts have been identified therefore no action plan has been prepared for this section of the Equality Impact Assessment

Consultation & Engagement

Other delivery units within the council, all stakeholders incl. business sector, GLA and local community groups, LARPs and amenity societies and areas forums. A full list of consultees is available on request.

Review and monitoring - This policy will be reviewed in the following ways:

Monitoring the amount of additional floorspace by type, proposed social and community floorspace, net additional dwellings, – Source Annual Monitoring Report (AMR) prepared every December. Jobs provided in Westminster, ONS.

+ + Very Positive Impact + Positive Impact = Neutral – Negative Impact ? Unknown Impact

Policy CS 22 Hotels and Conference Facilities

New hotels will be directed to the Paddington, Victoria and Tottenham Court Road Opportunity Areas, the Core Central Activities Zone, specified locations within Marylebone and Fitzrovia, the Knightsbridge Strategic Cultural Area and the North Westminster Economic Development Area. Hotels are directed to those streets which do not have a predominantly residential character.

New conference facilities will be directed to the Paddington, Victoria and Tottenham Court Road Opportunity Areas, and the Core Central Activities Zone.

Existing hotels will be protected where they do not have significant adverse effects on residential amenity. Within Pimlico, Bayswater and Queensway the change of use of hotels to residential will be encouraged where the existing hotel is not purpose built and causing adverse effects on residential amenity. Proposals to improve the quality and range of hotels and will be encouraged.

Equality Strand Group	Age	Disability	Gender	Race	Religion or Belief	Sexual Orientation	Socio Economic
Score	+	+	+	+	=	+	+
Overall Assessment	+						

3.1 Part A: What significant positive or negative impact could your policy have on people from any of the six equality strand groups (i.e. age, disability, gender, race, religion or belief and sexual orientation) and their access to Westminster City Council Services.

Commentary: This policy has a positive impact on most equality groups. It makes a significant contribution to London's visitor accommodation by supporting the tourist industry and employment opportunities. The policy directs these uses to the Local Area Renewal Partnership Areas of Queens Park, Westbourne, Harrow Road, Church Street and West End. This will generate more uses, activities and increase economic vitality in these areas, providing employment opportunities. Negative impacts from these uses have been mitigated by the policy approach as activity surrounding hotels can conflict with residential neighbourhoods because the amount of activity can cause amenity problems. The policy seeks to address the over concentration of hotels in Pimlico, Bayswater and Queensway by encouraging residential uses in this location. Hotels and conference facilities are encouraged in the Opportunity Areas, Knightsbridge Cultural Area, Marylebone and Fitzrovia.

Short term negative impacts - disruption caused during the construction stages of schemes will have a negative impact on all equality groups.

Medium term negative impacts – these uses can disturb residential amenity, with increased commercial activity day and night, including noise and air pollution from guests in hotels and conferences creating noise during the day and late at night, as vehicles drop off guests and servicing of the facilities creating traffic noise and general traffic disruption. These uses overtime can change the character and function of areas.

Medium to long term positive impacts – result in increased provision of hotels and conference facilities which will increase the overall amount of disabled and family rooms within hotels. This will create a better choice for these equality groups staying in Westminster. It will also provide a range of employment opportunities, the location of these facilities within some deprived areas may support those currently not in employment. These schemes can often provide meeting spaces for local businesses at reduced rates supporting the local community by providing space for community activities. This will increase the overall amount of community space within the area.

Mitigation – the following policies in the Core Strategy will be used to mitigate the impacts of hotel and conference facilities, these uses can have a negative impact on residential communities policy CS28 Health, Safety and Well-Being seeks to protect residential amenity alongside policies CS 30 Air Quality and 31 Noise which manage the levels of pollution from development. To protect the character of areas policy CS 13 Outside of the CAZ and NWEDA is important to balance development. Policy CS 41 Services and Deliveries will be important to mitigate the negative impact of Hotels. Hotels and conference facilities can have a negative impact on the environment creating waste therefore policy CS 43 Sustainable Waste Management .Policies to manage noise from air conditioning units, air quality and greener business practices will be encouraged through detailed policies in the City Management Plan.

Part B : This section screens the impact of policies on Community Cohesion, Deprivation and Human Rights

(Please note a more detailed Health Impact Assessment is available to accompany the submission version of the Core Strategy).

Community Cohesion Impact Assessment

Does this strategic policy reflect Westminster City Partnership's (WCP) principles on community cohesion? Hotels and conference facilities often provide meeting space as part of these developments these could be offered to community groups at reduced rates. These types of facilities provide valuable resource for community groups across Westminster.

Will this policy promote positive relationships between the groups/ communities identified in 3.1 or any other groups/communities not stated in 3.1? Yes. In some schemes meeting spaces for the community have been negotiated in s106 agreements.

Does this policy bring these groups/communities into increase contact with each other? Yes. Events in conference facilities provide the opportunity to bring different communities together.

Deprivation Impact Assessment

Will this strategic policy support the employability of out of work residents in the renewal areas? Yes there is potential depending on the location of these facilities.

Will this strategic policy make a positive contribution to the local economy and in particular small businesses? N/A

Will your strategic policy support the Local Area Renewal Programme (LARP) renewal plan delivery and in particular meet the needs of Westminster's most deprived communities? Yes possibly if meeting space is provided within developments which is accessible to the third sector to use. In all LARP areas more flexible affordable business space is required this includes meeting rooms.

How does this policy support delivery of Westminster's City Plan Objectives, Local Area Agreement (LAA) and Comprehensive Area Assessment (CAA) improvement priorities and agreed objectives.

City Plan – an objective of the plan is to create a unique city. This policy supports the visitor economy by ensuring a range of hotels and conference facilities exist with Westminster.

LAA targets – one of the LAA improvement priorities is to support the development of existing and new small local businesses. This policy supports all hotels including smaller hotels.

CAA priorities – a CAA priority is to maintain a strong local economy. This policy support tourism which contributes to economic stability in Westminster.

Human Rights Assessment

Does this strategic policy protect and promote human rights as defined in the Human Rights Act 1998? Yes . The policy ensures that hotels and conference facilities are directed to designated areas of growth and change and the Knightsbridge Strategic Cultural Area areas without a predominantly residential character. This will protect areas of residential character from commercial development. In this in accordance with Protocol 1 Article 1 Protection of property which ensures that everyone has the right to the peaceful enjoyment of their property.

Are there any aspects of your Policy including how it is delivered or accessed that could have a negative impact on human rights? No

Is more information or evidence required to make a reasonable assessment of negative impact? No

If you identified any negative impact in Section 3 Parts A or B can changes be made to the policy to reduce or remove the likelihood of a negative impact.

No negative impact was specified.

Will the changes planned ensure that your policy remains legal? Yes

Section 4

Action Plan

No negative impacts have been identified therefore no action plan has been prepared for this section of the Equality Impact Assessment

Consultation & Engagement

Other delivery units within the council, all stakeholders incl. business sector, GLA and local community groups, LARPs and amenity societies and areas forums. A full list of consultees is available on request.

Review and monitoring - This policy will be reviewed in the following ways:

Monitoring the amount of additional floorspace by type, proposed social and community floorspace, net additional dwellings, – Source Annual Monitoring Report (AMR) prepared every December. Jobs provided in Westminster, ONS.

+ + Very Positive Impact + Positive Impact = Neutral – Negative Impact ? Unknown Impact

Policy CS 23 Entertainment Uses

New entertainment uses will need to demonstrate that they are appropriate in terms of the type and size of use, scale of activity, relationship to any existing concentrations of entertainment uses and any cumulative impacts and that they do not adversely impact on residential amenity, health and safety, local environmental quality and the character and function of the area.

New large-scale late-night entertainment uses of over 500 sqm floorspace will not generally be appropriate within Westminster.							
Equality Strand Group	Age	Disability	Gender	Race	Religion or Belief	Sexual Orientation	Socio Economic
Score	+	+	+	+	+	++	+
Overall Assessment	+						

3.1 Part A : What significant positive or negative impact could your policy have on people from any of the six equality strand groups (i.e. age, disability, gender, race, religion or belief and sexual orientation) and their access to Westminster City Council Services.

Commentary: This policy has a positive impact on all groups. The policy seeks to manage pressures of public nuisance, crime, impacts on residential amenity which affect health, noise pollution on residential amenity and the character and function of areas. The policy addresses safety concerns created by crowds of people coming into the area in the evening which can create conflicts between pedestrians and vehicles and giving rise to safety and security concerns. Vulnerable groups are most likely to be disadvantaged by this policy as they are likely to be targeted by criminals who steal personal belongings in crowded streets. Existing and new entertainment uses in West End provide a range of venues and events for the LGBT community.

Short term negative impacts- in some areas where there are established entertainment uses this policy will have little impact. as existing activities will still need to be managed.
Medium term positive impacts – these uses may extend the evening economy particularly in more deprived areas. These uses may help to regenerate more deprived areas by creating vibrant night time economy. Additional uses within centre will help to improve the vitality of centres and improve the performance of areas. A range of entertainment uses will support the needs of all community groups will ensure that no groups feel excluded.
Long term positive impact – continued support for these uses which will provide a range of employment opportunities, but the policy should minimise the impact on residential amenity.
Long term negative impacts - existing uses will still remain in some areas of the city creating noise and disruption to residents and businesses.
Mitigation – the policy requires that new entertainment uses demonstrate that they are appropriate and do not adversely impact on the surrounding area , this policy is supported by other policies in the Core Strategy including CS 28 Health, Safety and Well- Being and CS31 Noise. Working in partnership with other bodies like the police, trade operators, city guardians, street wardens and the council’s licensing and environmental health teams will help to minimise disruption to residents and businesses in Westminster. Further detailed policies will be provided in the City Management Plan.

Part B : This section screens the impact of policies on Community Cohesion, Deprivation and Human Rights
(Please note a more detailed Health Impact Assessment is available to accompany the submission version of the Core Strategy).

Community Cohesion Impact Assessment
Does this strategic policy reflect Westminster City Partnership’s (WCP) principles on community cohesion? Yes the policy provides opportunities social interaction between different groups of people.
Will this policy promote positive relationships between the groups/ communities identified in 3.1 or any other groups/communities not stated in 3.1? Yes
Does this policy bring these groups/communities into increase contact with each other? Possibly it depends on the type of planning and licensing application. In the Westminster entertainment uses are used by different equality groups, sometimes only a single group would use a venue at any particular time. It depends on the venue and the proposed nature

of the entertainment use.

Deprivation Impact Assessment

Will this strategic policy support the employability of out of work residents in the renewal areas? Yes through the provision of employment opportunities emerging from the evening economy, this could bring benefits to residents in the West End, Westbourne and Harrow Road LARP areas.

Will this strategic policy support make a positive contribution to the local economy and in particular small businesses? Yes

Will your strategic policy support the Local Area Renewal Programme (LARP) renewal plan delivery and in particular meet the needs of Westminster's most deprived communities? Yes the multi-agency approach to manage entertainment uses in the city is supported in the Soho Action Plan, Westbourne Neighbourhood Plan and Harrow Road W9 Renewal Plan.

How does this policy support delivery of Westminster's City Plan Objectives, Local Area Agreement (LAA) and Comprehensive Area Assessment (CAA) improvement priorities and agreed objectives.

City Plan – an objective of the plan is to create a safer city this policy supports this by managing the night-time activity.

LAA targets – one of the LAA improvement priorities is to tackle anti-social behaviour and reduce the number of people who feel it is a problem in their area, this policy controls late – night entertainment uses which can contribute to these uses.

CAA priorities – a CAA priority is to ensure that Westminster is safe place the policy supports a multi-agency approach to manage entertainment uses and night-time activity creating safer streets.

Human Rights Assessment

Does this strategic policy protect and promote human rights as defined in the Human Rights Act 1998? Yes . The policy ensures that entertainment uses do not adversely impact on residential amenity, health, safety and local environment. The control of these uses will protect areas of predominantly residential character from commercial development. In this in accordance with Protocol 1 Article 1 Protection of property which ensures that everyone has the right to the peaceful enjoyment of their property. It also supports Article 8 right to respect for private and family life by helping control these uses through a number of agencies to reduce noise and disturbance, enabling people to enjoy their homes peacefully.

Are there any aspects of your Policy including how it is delivered or accessed that could have a negative impact on human rights? Yes

Noise and antisocial behaviour may disrupt family life.

Is more information or evidence required to make a reasonable assessment of negative impact? No

If you identified any negative impact in Section 3 Parts A or B can changes be made to the policy to reduce or remove the likelihood of a negative impact.

No negative impact was specified

Will the changes planned ensure that your policy remains legal? Yes

Section 4

Action Plan

No negative impacts have been identified therefore no action plan has been prepared for this section of the Equality Impact Assessment

Consultation & Engagement

Other delivery units within the council, all stakeholders incl. business sector, GLA and local community groups, LARPs and amenity societies and areas forums. A full list of consultees is available on request.

Review and monitoring - This policy will be reviewed in the following ways:

Monitoring the number of new residential uses – Source Annual Monitoring Report (AMR) prepared every December. Jobs provided in Westminster, ONS.

+ + Very Positive Impact + Positive Impact = Neutral – Negative Impact ? Unknown Impact

Policy CS 24 Heritage

Westminster’s heritage assets will be protected and enhanced, including its listed buildings, conservation areas, the World Heritage Site, historic parks, squares, gardens and other open spaces, and its archaeological heritage. Historic and other important buildings should be upgraded sensitively, to improve their environmental performance and make them easily accessible.

Equality Strand Group	Age	Disability	Gender	Race	Religion or Belief	Sexual Orientation	Socio Economic
Score	=	=	+	+	=	+	+
Overall Assessment	+						

3.1 Part A : What significant positive or negative impact could your policy have on people from any of the six equality strand groups (i.e. age, disability, gender, race, religion or belief and sexual orientation) and their access to Westminster City Council Services.

Commentary: This policy will have a positive impact on some equality groups. The historic fabric of the city, Westminster heritage assets contributes to making Westminster a world class distinctive city. The intrinsic value of the area makes Westminster an attractive place to live, work and play and can enrich the lives of everyone living, working or visiting the city. The buildings and spaces provide opportunities for social interaction. This policy protects Westminster’ famous spaces which contribute to delivering an inclusive community meeting draft priority (SES 5).

Short, medium and long term positive impacts – retaining local distinctiveness and character areas attracts investment into areas, this will help to improve the health and well-being of all equality groups in Westminster. This will encourage further economic investment to regenerate areas. The careful re development of places will ensure that they are inclusively designed providing access for all. This policy helps to protect the public buildings and spaces, these are often used for meetings, marches, public processions and demonstrations. The policy protects places and in turn the spaces within these buildings and spaces providing opportunities for people to come together helping to build community cohesion.

Short, medium and long term negative impacts - in some cases where buildings are listed there are limits to how a building can be altered to make it accessible. This means alterations to allow access to buildings are not always inclusive, with ramps or side entrances being used as the main access points for people with disabilities, mobility or sensory problems, carers, older people, parents or guardians with young children. This will continue to be challenge for listed buildings in Westminster.

Mitigation – other policies CS 27 Inclusive Design and detailed policies will be included in the City Management Plan to address the design issues. Other guidance in relation to dealing with access is included in Westminster Way SPD and other SPDs.

Part B : This section screens the impact of policies on Community Cohesion, Deprivation and Human Rights

(Please note a more detailed Health Impact Assessment is available to accompany the submission version of the Core Strategy).

Community Cohesion Impact Assessment

Does this strategic policy reflect Westminster City Partnership's (WCP) principles on community cohesion? Yes

Will this policy promote positive relationships between the groups/ communities identified in 3.1 or any other groups/communities not stated in 3.1? Yes

Does this policy bring these groups/communities into increase contact with each other? Yes the historic buildings and areas create places which encourage people to walk and rest providing opportunities for social interaction. However, these buildings are not always accessible to all equality groups due to limited access due to the historic fabric of buildings.

Deprivation Impact Assessment

Will this strategic policy support the employability of out of work residents in the renewal areas? It depends on whether these heritage assets will be preserved and enhanced through the re use of buildings. Re used buildings could create new employment opportunities for a number of people.

Will this strategic policy make a positive contribution to the local economy and in particular small businesses? N/A

Will your strategic policy support the Local Area Renewal Programme (LARP) renewal plan delivery and in particular meet the needs of Westminster's most deprived communities? N/A

How does this policy support delivery of Westminster's City Plan Objectives, Local Area Agreement (LAA) and Comprehensive Area Assessment (CAA) improvement priorities and agreed objectives.

City Plan – an objective in the city plan is to create a distinctive city this policy seeks to preserve and enhance Westminster's heritage assets which make it a distinctive city.

LAA targets – one of the LAA targets seeks to make the local environment and spaces enjoyable for all, this policy supports this ambition.

CAA priorities – a key improvement priority to ensure that Westminster is well kept this policy contributes to achieving this priority as it seeks to maintain the quality of Westminster's heritage assets.

Human Rights Assessment

Does this strategic policy protect and promote human rights as defined in the Human Rights Act 1998? Yes. This policy helps to protect the public buildings and spaces, these are often used for meetings, marches, public processions and demonstrations. Therefore this policy directly supports Article 11 Freedom of assembly and association but ensuring these public spaces continue to be used for these purposes. As listed buildings cannot always be made inclusive when it comes to access arrangements, this policy which protects heritage and listed buildings could be seen to indirectly discriminate against disabled people, people with mobility or sensory impairments, carers, older people or parents or guardians with young children (often women). This is in conflict with Article 14 Prohibition of discrimination in the Human Rights Act. Despite this conflict the City Council will continue to work with access groups to try and overcome these problems and make Westminster more accessible. The policy ensures that heritage assets are protected which add to the unique character of Westminster. Protecting areas of residential character and providing a break from commercial development will help protect property which ensures that everyone has the right to the peaceful enjoyment of their property. As detailed in Protocol 1 Article 1 Protection of property.

Are there any aspects of your Policy including how it is delivered or accessed that could have a negative impact on human rights? No

Is more information or evidence required to make a reasonable assessment of negative impact? No

If you identified any negative impact in Section 3 Parts A or B can changes be made to the policy to reduce or remove the likelihood of a negative impact.

No negative impact was specified

Will the changes planned ensure that your policy remains legal? Yes

Section 4

Action Plan

No negative impacts have been identified therefore no action plan has been prepared for this section of the Equality Impact Assessment

Consultation & Engagement

Other delivery units within the council, all stakeholders incl. business sector, GLA and local community groups, LARPs and amenity societies and areas forums. A full list of consultees is available on request.

Review and monitoring - This policy will be reviewed in the following ways:

Monitoring listed building consents – Source Annual Monitoring Report (AMR) prepared every December. Jobs provided in Westminster, ONS.

+ + Very Positive Impact + Positive Impact = Neutral – Negative Impact ? Unknown Impact

Policy CS 25 Views

The strategic views will be protected from inappropriate development, including any breaches of the viewing corridors. Similarly, local views, including those of metropolitan significance, will be protected from intrusive or insensitive development. Where important views are adversely affected by large scale development in other boroughs, the council will raise formal objections, and therefore Westminster is not generally appropriate for tall buildings.

Equality Strand Group	Age	Disability	Gender	Race	Religion or Belief	Sexual Orientation	Socio Economic
Score	+	+	+	+	=	+	+
Overall Assessment	+						

3.1 Part A: What significant positive or negative impact could your policy have on people from any of the six equality strand groups (i.e. age, disability, gender, race, religion or belief and sexual orientation) and their access to Westminster City Council Services.

Commentary: This policy has a positive impact on most groups. Views of natural features, landmark buildings, open spaces, streets and squares all add to heritage and create a quality environment. Maintaining views by resisting intrusive, insensitive large scale development will ensure that people will continue to enjoy various views across Westminster. Views offer enjoyment to people and help to support their health and mental wellbeing.

Short, medium and long term negative impacts - protecting views could be seen as preventing development opportunities, some new developments may provide employment opportunities.

Medium term positive impacts- protecting views help to improve people's overall health and well being this will create an attractive places these will encourage further investment.

Long term positive impacts – retains local distinctiveness and character which improves the sense of well-being for all groups in Westminster. Equality groups will benefit from access to these open spaces across Westminster.

Part B : This section screens the impact of policies on Community Cohesion, Deprivation and Human Rights

(Please note a more detailed Health Impact Assessment is available to accompany the submission version of the Core Strategy).

Community Cohesion Impact Assessment

Does this strategic policy reflect Westminster City Partnership's (WCP) principles on community cohesion? N/A

Will this policy promote positive relationships between the groups/ communities identified in 3.1 or any other groups/communities not stated in 3.1? N/A

Does this policy bring these groups/communities into increase contact with each other? N/A

Deprivation Impact Assessment

Will this strategic policy support the employability of out of work residents in the renewal areas? N/A

Will this strategic policy make a positive contribution to the local economy and in particular small businesses? N/A

Will your strategic policy support the Local Area Renewal Programme (LARP) renewal plan delivery and in particular meet the needs of Westminster's most deprived communities? N/A

How does this policy support delivery of Westminster's City Plan Objectives, Local Area Agreement (LAA) and Comprehensive Area Assessment (CAA) improvement priorities and agreed objectives.

City Plan – an objective in the city plan is to create a distinctive city. This policy protects the views of building and landscapes which are essential to maintain the local identity and distinctiveness.

LAA targets – one of the LAA targets seeks to make the local environment and spaces enjoyable for all, this policy supports this ambition.

CAA priorities – a key improvement priority to ensure that Westminster is well kept preserving views will maintain the quality of the built environment in Westminster.

Human Rights Assessment

Does this strategic policy protect and promote human rights as defined in the Human Rights Act 1998? Yes. Views contribute to people's enjoyment of property, it supports appropriate development which contributes to protecting residential amenity and Article 8 Right to respect for private and family life.

Are there any aspects of your Policy including how it is delivered or accessed that could have a negative impact on human rights? No

Is more information or evidence required to make a reasonable assessment of negative impact? No

If you identified any negative impact in Section 3 Parts A or B can changes be made to the policy to reduce or remove the likelihood of a negative impact.

No negative impact was specified

Will the changes planned ensure that your policy remains legal? Yes

Section 4

Action Plan

No negative impacts have been identified therefore no action plan has been prepared for this section of the Equality Impact Assessment

Consultation & Engagement

Other delivery units within the council, all stakeholders incl. business sector, GLA and local community groups, LARPs and amenity societies and areas forums. A full list of consultees is available on request.

Review and monitoring - This policy will be reviewed in the following ways:

Monitoring the amount of additional floorspace by type, proposed social and community floorspace, net additional dwellings, – Source Annual Monitoring Report (AMR) prepared every December. Jobs provided in Westminster, ONS.

+ + Very Positive Impact + Positive Impact = Neutral – Negative Impact ? Unknown Impact

POLICY CS 26 Buildings and Uses of National and International Importance							
Uses of international and/or national importance, and the buildings that accommodate them will be protected throughout Westminster, and new international and nationally important uses encouraged within the Core Central Activities Zone and Opportunity Areas.							
Equality Strand Group	Age	Disability	Gender	Race	Religion or Belief	Sexual Orientation	Socio Economic
Score	+	+	+	+	+	+	++
Overall Assessment	+						

3.1 Part A : What significant positive or negative impact could your policy have on people from any of the six equality strand groups (i.e. age, disability, gender, race, religion or belief and sexual orientation) and their access to Westminster City Council Services.

Commentary: This policy has a positive effect on all groups. Protecting buildings and uses of national and /or international importance and encouraging new uses will contribute to ensuring London remains a world class city. These uses and buildings will maintain Westminster’s heritage, character and distinctiveness these factors encourage visitors to visit the area. These uses create a vibrant living environment providing facilities and services for residents. This approach could encourage range of employment opportunities for residents / non residents, supporting and strengthening the economic vitality in Westminster. Visitor attractions including arts and cultural facilities will help to promote cultural awareness and can create social cohesion within communities. A negative impact of this policy could be the increase the influx of visitors, high volumes of visitors will increase pressure on public realm, making it more difficult for people with disabilities, (especially those with mobility problems or sensory impairments), carers, older people, parents or guardians with young children (often women) to move around Westminster.

Short, medium and long term positive impacts – retains local distinctiveness and character of Westminster, creates a range of benefits for most equality groups. These include additional subsequent employment opportunities from these uses and supporting businesses or tourism. This range of uses will add to the vitality of the area. These uses will raise the profile of the area, which could lead to further investment from public realm schemes which will improve the experience of pedestrians. This could bring benefits for less mobile groups.

Long term positive impacts - These uses are likely to be valued by young people as they enjoy the range of things to do, these uses add to the excitement of living in a famous place. Many of these facilities are free to young people.

Long term negative impacts – an influx of visitors is likely to create crowded streets and a congested and busy public realm this limits the movement of people with disabilities, problems, sensory impairments, carers, older people, parents and guardians with young children along streets. The volume of visitors at certain times of day or at particular events may discourage people from visiting these buildings. This could mean that certain groups may feel excluded from using these buildings or spaces.

Mitigation – Other policies in the Core Strategy will be required to mitigate the impact of this policy these include, CS 27 Design which ensures sustainable and inclusive design and to create improved pedestrian movements by supporting CS 40 Sustainable Transport and Pedestrian Movement and CS 42 Major Transport Infrastructure. Other detailed policies in the City Management Plan will ensure buildings remain accessible to all groups.

Part B : This section screens the impact of policies on Community Cohesion, Deprivation and Human Rights

(Please note a more detailed Health Impact Assessment is available to accompany the submission version of the Core Strategy).

Community Cohesion Impact Assessment

Does this strategic policy reflect Westminster City Partnership's (WCP) principles on community cohesion? Yes

Will this policy promote positive relationships between the groups/ communities identified in 3.1 or any other groups/communities not stated in 3.1? Yes

Does this policy bring these groups/communities into increase contact with each other? Yes the policy supports uses that bring people together for activities and functions that are of international, national or regional importance this provides the opportunity for social interaction.

Deprivation Impact Assessment

Will this strategic policy support the employability of out of work residents in the renewal areas? N/A

Will this strategic policy make a positive contribution to the local economy and in particular small businesses? N/A

Will your strategic policy support the Local Area Renewal Programme (LARP) renewal plan delivery and in particular meet the needs of Westminster's most deprived communities? N/A

How does this policy support delivery of Westminster's City Plan Objectives, Local Area Agreement (LAA) and Comprehensive Area Assessment (CAA) improvement priorities and agreed objectives.

City Plan – an objective in the city plan is to create a distinctive city. This policy protects these uses and buildings that are essential to enhance the role of Westminster in the heart of London.

LAA targets – one of the LAA targets seeks to make the local environment and spaces enjoyable for all, this policy supports this ambition.

CAA priorities – a key improvement priority to ensure that Westminster is well kept preserving these buildings will contribute to maintaining Westminster's heritage.

Human Rights Assessment

Does this strategic policy protect and promote human rights as defined in the Human Rights Act 1998? Yes. The policy ensures that uses of national and international importance are protected this will ensure that these uses remain to continue to attract people to the area. This will help to maintain land values and ensure that property values remain. Securing land values will help to protect property in accordance with Protocol 1 Article 1.

Are there any aspects of your Policy including how it is delivered or accessed that could have a negative impact on human rights? No

Is more information or evidence required to make a reasonable assessment of negative impact? No

If you identified any negative impact in Section 3 Parts A or B can changes be made to the policy to reduce or remove the likelihood of a negative impact.

No negative impact was specified.

Will the changes planned ensure that your policy remains legal? Yes

Section 4

Action Plan

No negative impacts have been identified therefore no action plan has been prepared for this section of the Equality Impact Assessment

Consultation & Engagement

Other delivery units within the council, all stakeholders incl. business sector, GLA and local community groups, LARPs and amenity societies and areas forums. A full list of

consultees is available on request.

Review and monitoring - This policy will be reviewed in the following ways:

Monitoring the amount of additional floorspace by type – Source Annual Monitoring Report (AMR) prepared every December. Jobs provided in Westminster, ONS.

+ Very Positive Impact + Positive Impact = Neutral – Negative Impact ? Unknown Impact

Policy CS 27 Design

Development must incorporate exemplary standards of sustainable and inclusive urban design and architecture. In the correct context, imaginative modern architecture is encouraged provided that it respects Westminster’s heritage and local distinctiveness and enriches its world-class city environment.

Development should:

- reduce energy use, and emissions that contribute to climate change during the life-cycle of the development, in line with national and regional standards as a minimum;
- ensure the reduction, reuse or recycling of resources and materials including water, waste and aggregates.

This will include providing for an extended life-time of the building itself through excellence in design quality, high quality durable materials, efficient operation, and the provision of high quality floorspace that can adapt to changing circumstances over time.

Equality Strand Group	Age	Disability	Gender	Race	Religion or Belief	Sexual Orientation	Socio Economic
Score	+	+	+	+	+	+	+
Overall Assessment	+						

3.1 Part A: What significant positive or negative impact could your policy have on people from any of the six equality strand groups (i.e. age, disability, gender, race, religion or belief and sexual orientation) and their access to Westminster City Council Services.

Commentary: The unique built heritage in Westminster contributes to the local economy and economic resilience making the city an attractive place to live, work and visit. Promoting exemplar standards of sustainable, inclusive, urban design and architecture has benefits for all groups. This approach will minimise the use of resources, green house gas emissions, pollution and the use of sustainable materials and construction techniques will help to reduce wasteful use of buildings materials. Adaptable buildings will ensure that buildings continue to be used, reducing the need for redevelopment. Inclusive design will ensure buildings are adaptable meeting the needs of everyone from toddlers to older people to people with disabilities and sensory impairments. Inclusive design of buildings and spaces play a key role in ensuring buildings and spaces meet the needs and are convenient for everyone to use. Well designed buildings and places will encourage more social interaction between people and create a more cohesive community. Improving access for people with sensory or mobility impairments in the public realm and managing the highway network to ensure that disabled people can easily move around the city this policy supports priority (draft SES22).

Short term negative impact - disruption caused during the construction stages of schemes will have a negative impact on all equality groups.

Medium term positive impact – inclusive design is a key consideration in all developments and will provide benefits for all equality groups, ensuring development is accessible to all. Accessible inclusive development will create a welcoming environment for events and activities which address the needs of a range of people of various ages, genders and disability. These buildings and spaces within communities provide the opportunity for all groups interact together. Adaptable buildings which can be re arranged to accommodate a range of

different uses will ensure buildings remain in use.

Long term positive impacts – inclusive design will make places in Westminster more accessible. The use of appropriate new technologies in the design of buildings will ensure buildings are more resilient to climate change. This will reduce the impact of severe weather conditions on buildings moderating extremes in temperature which effect vulnerable groups. Sustainable design can have a significant positive effect in improving energy efficiency and reducing the use of resources. This will reduce the overall costs of maintaining buildings for businesses and residents.

Mitigation – The code of considerate construction will manage the negative impacts of new development during the construction stage. Other policies in the City Management Plan will strengthen this approach and contribute to mitigating the impact of development. Other policies which support this policy include policy CS24 Heritage, CS Health, Safety and Well-being, CS 30 Air Quality and CS31 Noise.

Part B : This section screens the impact of policies on Community Cohesion, Deprivation and Human Rights

(Please note a more detailed Health Impact Assessment is available to accompany the submission version of the Core Strategy).

Community Cohesion Impact Assessment

Does this strategic policy reflect Westminster City Partnership’s (WCP) principles on community cohesion? Yes

Will this policy promote positive relationships between the groups/ communities identified in 3.1 or any other groups/communities not stated in 3.1? Yes

Does this policy bring these groups/communities into increase contact with each other? Yes sustainable inclusive design will create places which are welcoming and accessible for all groups to use. This could encourage social interaction between groups of people.

Deprivation Impact Assessment

Will this strategic policy support the employability of out of work residents in the renewal areas? Not sure depends on the location of these new buildings and spaces and types of jobs on offer.

Will this strategic policy make a positive contribution to the local economy and in particular small businesses? Yes, good design will improve the character of areas and encourage investment. Adaptable buildings with flexible office space will provide working environment for a range of size businesses.

Will your strategic policy support the Local Area Renewal Programme (LARP) renewal plan delivery and in particular meet the needs of Westminster’s most deprived communities? Possibly depends on the location and priorities within the LARP areas.

How does this policy support delivery of Westminster’s City Plan Objectives, Local Area Agreement (LAA) and Comprehensive Area Assessment (CAA) improvement priorities and agreed objectives.

City Plan – an objective of the city plan is to develop a safer, more sustainable, well designed and distinctive city, the policies within the Core Strategy seek to achieve this. This and other policies will protect our unique environment.

LAA targets – this policy meets the LAA targets to make our local environment enjoyable for all and to make Westminster an energy efficient borough this policy helps to achieve this.

CAA priorities – a key improvement priority is to make Westminster more environmentally sustainable this will be achieved through more sustainable development which uses a range of green technologies prevent negative impacts on the environment and people who live in Westminster.

Human Rights Assessment

Does this strategic policy protect and promote human rights as defined in the Human Rights Act 1998? Yes. This policy ensures that Westminster continues to deliver sustainable, inclusive design and architecture this will ensure people continue to invest in Westminster. This will help to maintain land values and ensure that property values remain. Securing land values will help to protect property in accordance with Protocol 1 Article 1.

Are there any aspects of your Policy including how it is delivered or accessed that could have a negative impact on human rights? No

Is more information or evidence required to make a reasonable assessment of negative impact? No

If you identified any negative impact in Section 3 Parts A or B can changes be made to the policy to reduce or remove the likelihood of a negative impact.

No negative impact was specified

Will the changes planned ensure that your policy remains legal? Yes

Section 4

Action Plan

No negative impacts have been identified therefore no action plan has been prepared for this section of the Equality Impact Assessment

Consultation & Engagement

Other delivery units within the council, all stakeholders incl. business sector, GLA and local community groups, LARPs and amenity societies and areas forums. A full list of consultees is available on request.

Review and monitoring - This policy will be reviewed in the following ways:

Monitoring the amount of additional floorspace by type, proposed social and community floorspace, net additional dwellings, – Source Annual Monitoring Report (AMR) prepared every December. Jobs provided in Westminster, ONS.

+ + Very Positive Impact + Positive Impact = Neutral – Negative Impact ? Unknown Impact

Policy CS 28 Health, Safety and Well – being

Development should ensure that the need to secure a healthy and safe environment is addressed, including minimising opportunities for crime, including the risk of terrorism, and addressing any specific risks to health or safety from the local environment or conditions. Developments should also maximise opportunities to contribute to health and well-being, including supporting opportunities for improved life chances and healthier lifestyle choices.

The council will resist proposals that result in an unacceptable material loss of residential amenity and developments should aim to improve the residential environment.

All new housing, and where possible refurbishment of existing housing, will provide a well-designed, high quality living environment, both internally and externally in relation to the site layout and neighbourhood.

Equality Strand Group	Age	Disability	Gender	Race	Religion or Belief	Sexual Orientation	Socio Economic
Score	+	+	+	+	+	+	+
Overall Assessment	+						

3.1 Part A : What significant positive or negative impact could your policy have on people from any of the six equality strand groups (i.e. age, disability, gender, race, religion or belief and sexual orientation) and their access to Westminster City Council Services.

Commentary: This policy will have a positive impact on all equality groups. Developments which address the wider determinants of health will provide access to income through employment opportunities, better working conditions, access to social and community facilities and open spaces that encourage people to adopt healthier lifestyle choices. This

policy seeks to maximise opportunities to contribute to health and well being of people living, working and visiting Westminster. Securing a healthy living environment by reducing local air and noise pollution, protecting residential amenity and improved road safety will have a positive impact on all groups, with specific benefits for younger / older people and other vulnerable groups who are more susceptible to respiratory problems, sensitive to noise and disruption. These considerations play a key role in reducing health inequalities. Creating a safe environment through a range of safety measures including improving road safety, reducing accidents, reducing the opportunity for criminal activity by applying design principles to schemes to buildings and spaces this should contribute to making everyone feel safe in Westminster. The policy resists proposals that result in an unacceptable loss of residential amenity and developments should aim to improve the residential environment and the quality of life for all equality groups. The policy may contribute to (draft SES 22) by contributing to improving access for people with sensory and mobility impairments in the public realm and through managing the highway network to ensure access so people can get about.

Short term negative impacts - disruption caused during the construction stages of schemes will have a negative impact on all equality groups.

Short term positive impacts – this will ensure that issues around health, safety and well-being are a key consideration for developers in all applications. Applications should also maximise opportunities to contribute to health and well-being creating opportunities to improve life chances and healthier lifestyle choices.

Medium term positive impacts – creating safer places within the public realm, reducing crime and the fear of crime will encourage physical activity, improving health and well being, improving road safety and protecting residential amenity for all groups. Creating a safer pedestrian environment will mean that buildings and spaces in Westminster are accessible to all improving access. This may create welcoming and inclusive places where community facilities and places for all and contribute to improving community cohesion, as people in the community meet up for activities across Westminster. This policy should contribute to the objectives of five LARP areas plans in Westminster by seeking to secure healthier living environments, creating safer places and providing opportunities for physical activity and recreation.

Long term positive impacts - over the longer term the provision of a healthier environment may help contribute to improving the health of residents across Westminster. In some locations this may reduce health inequalities. By encouraging environments which reduce crime may result in some people becoming more involved in community activities.

Mitigation – the code for considerate construction will mitigate the impacts of development. Other supporting policies include CS 30 Air Quality and CS31 Noise Pollution, Green Infrastructure policies which protect Open Spaces CS34, Sites of Importance for Nature Conservation CS35, Westminster’s Blue Ribbon Network CS36 and Biodiversity and Green Infrastructure CS37 which promotes and protect open spaces which can be used for play recreation and physical activity, CS 23 Entertainment Uses and CS 40 Pedestrian Movement and Sustainable Transport. The policy supports all area based policies particularly Policy CS 12 North Westminster Economic Development Area (NWEDA) which seeks the regeneration of the area as a whole this includes reducing health inequalities. The City Management Plan will provide a range of detailed policies to mitigate noise and air pollution and other policies which seek to create an environment which provides a range of health benefits.

Part B : This section screens the impact of policies on Community Cohesion, Deprivation and Human Rights

(Please note a more detailed Health Impact Assessment is available to accompany the submission version of the Core Strategy).

Community Cohesion Impact Assessment

Does this strategic policy reflect Westminster City Partnership’s (WCP) principles on community cohesion? Yes

Will this policy promote positive relationships between the groups/ communities identified in 3.1 or any other groups/communities not stated in 3.1? Yes

Does this policy bring these groups/communities into increase contact with each other? The policy supports proposals which contribute to health and well-being, this could be the provision of a new social and community facilities e.g. including community halls, healthcare or sports facilities. These facilities provide opportunities for social interactions between different groups in the community.

Deprivation Impact Assessment

Will this strategic policy support the employability of out of work residents in the renewal areas? The aim of this policy is to ensure that new development maximises its contribution towards improving health, safety and well-being. This will make areas more attractive places to live and invest which could lead to more commercial development and

employment opportunities. Depending on the location of these employment opportunities these could support residents in renewal areas.

Will this strategic policy make a positive contribution to the local economy and in particular small businesses? Depends on the location of development.

Will your strategic policy support the Local Area Renewal Programme (LARP) renewal plan delivery and in particular meet the needs of Westminster's most deprived communities? Yes nearly all LARP neighbourhood plans seek to secure healthy safe communities which improve people's sense of well being.

How does this policy support delivery of Westminster's City Plan Objectives, Local Area Agreement (LAA) and Comprehensive Area Assessment (CAA) improvement priorities and agreed objectives.

City Plan – a key priority of the City Plan is to reduce crime levels and help people to feel safer this policy seeks to ensure all development creates a safe environment which minimises the opportunities for crime.

LAA targets – a key priority is to make local environments enjoyable for all, this policy should achieve this through various measures which seek to create a healthy and safe environment.

CAA priorities – this policy meets the CAA priority to ensure new development makes a positive impact on reducing the broadest health inequalities in Westminster.

Human Rights Assessment

Does this strategic policy protect and promote human rights as defined in the Human Rights Act 1998? Yes this policy should assist disabled and less mobile groups move around by creating improved physical environment this prevents discrimination against less mobile groups as detailed in Article 4 Prohibition of discrimination within the Human Right Act. The policy aims to protect residential amenity this will contribute to people's enjoyment of property and supports Article 8 Right to respect for private and family life.

Are there any aspects of your Policy including how it is delivered or accessed that could have a negative impact on human rights? No

Is more information or evidence required to make a reasonable assessment of negative impact? No

If you identified any negative impact in Section 3 Parts A or B can changes be made to the policy to reduce or remove the likelihood of a negative impact.

No negative impact was specified

Will the changes planned ensure that your policy remains legal? Yes

Section 4

Action Plan

No negative impacts have been identified therefore no action plan has been prepared for this section of the Equality Impact Assessment

Consultation & Engagement

Other delivery units within the council, all stakeholders incl. business sector, GLA and local community groups, LARPs and amenity societies and areas forums. A full list of consultees is available on request.

Review and monitoring - This policy will be reviewed in the following ways:

Monitoring the amount of additional floorspace by type, proposed social and community floorspace, net additional dwellings, – Source Annual Monitoring Report (AMR) prepared every December. Jobs provided in Westminster, ONS.

+ + Very Positive Impact + Positive Impact = Neutral – Negative Impact ? Unknown Impact

Policy CS 29 Flood Risk

Highly Vulnerable Uses will not be allowed within Flood Zone 3, and in Flood Zone 2 will be required to pass the Exceptions Test. Proposals for Essential Infrastructure and More Vulnerable Uses within Flood Zone 3 will be required to pass the Exceptions Test. Within the Rapid Inundation Zone, new residential units below the tidal breach flood level and extensions to residential at basement level will not be acceptable. All development proposals should take flood risk into account and new development should reduce the risk of flooding.

Equality Strand Group	Age	Disability	Gender	Race	Religion or Belief	Sexual Orientation
Score	+	+	+	+	+	+
Overall Assessment	+					

3.1 Part A: What significant positive or negative impact could your policy have on people from any of the six equality strand groups (i.e. age, disability, gender, race, religion or belief and sexual orientation) and their access to Westminster City Council Services.

Commentary: This policy approach will have a positive impact on all equality groups. It seeks to protect people and property from flooding. Development in these areas of risk need to implement a range of flood resistance measures, including Sustainable Urban Drainage Systems, flood defence schemes encourages soft landscaping and bio diversity to assist in reducing flood waters.

Short to medium term negative impacts – marginally less housing is required in Flood Zones 2 and 3 this will help to prevent new properties being flooded.

Long term positive impacts – supports local residents and the visitor economy by ensuring that all proposals take flood risks into account. This brings benefits for all equality groups as new development should be mindful of flood risks and new development should reduce these risks. The policy brings benefits by ensuring that new development which supports vulnerable groups (including disabled people, those with mobility and sensory impairments, carers, older people and people with young children) is located in the most appropriate locations in terms of risk of flooding from the River Thames and vulnerability classification. All new development will need to take flood risk into account and new development should reduce the risk of flooding.

Long term negative impacts - marginally less housing is required in Flood Zones 2 and 3. Over the longer term flood defences will need to be upgraded in order to protect communities in these areas.

Mitigation – another policy in the Core Strategy which supports this is the policy on Flood Related Infrastructure CS44 .Detailed policies relating to Sustainable Urban Drainage, green roofs and biodiversity are proposed in the City Management Plan which should help to reduce the incidence and impact of flooding.

Part B : This section screens the impact of policies on Community Cohesion, Deprivation and Human Rights

(Please note a more detailed Health Impact Assessment is available to accompany the submission version of the Core Strategy).

Community Cohesion Impact Assessment

Does this strategic policy reflect Westminster City Partnership’s (WCP) principles on community cohesion? No

Will this policy promote positive relationships between the groups/ communities identified in 3.1 or any other groups/communities not stated in 3.1? No

Does this policy bring these groups/communities into increase contact with each other? No

Deprivation Impact Assessment

Will this strategic policy support the employability of out of work residents in the renewal areas? N/A

Will this strategic policy make a positive contribution to the local economy and in particular small businesses? N/A

Will your strategic policy support the Local Area Renewal Programme (LARP) renewal plan delivery and in particular meet the needs of Westminster's most deprived communities?

Yes. This policy protects residents in the South Westminster LARP who may be at risk of experiencing flooding.

How does this policy support delivery of Westminster's City Plan Objectives, Local Area Agreement (LAA) and Comprehensive Area Assessment (CAA) improvement priorities and agreed objectives.

City Plan – a key objective of the City Plan is to create a more sustainable, cleaner and greener city, this policy ensures flood risk is considered in all new developments across Westminster.

LAA targets – an improvement priority is to make our local environment and open spaces enjoyable for all. This policy protects buildings and spaces from flood risk.

CAA priorities – a priority of the CAA is to ensure that Westminster is more environmentally sustainable protecting buildings and people from flood risk is important to ensure that the city is protected.

Human Rights Assessment

Does this strategic policy protect and promote human rights as defined in the Human Rights Act 1998? Yes. This policy is in accordance with Article 2 Right to life which seeks to ensure that people safe, controlling new development will help to minimise the impacts of any future flooding.

Are there any aspects of your Policy including how it is delivered or accessed that could have a negative impact on human rights? No

Is more information or evidence required to make a reasonable assessment of negative impact? No

If you identified any negative impact in Section 3 Parts A or B can changes be made to the policy to reduce or remove the likelihood of a negative impact.

No negative impact was specified

Will the changes planned ensure that your policy remains legal? Yes

Section 4

Action Plan

No negative impacts have been identified therefore no action plan has been prepared for this section of the Equality Impact Assessment

Consultation & Engagement

Other delivery units within the council, all stakeholders incl. business sector, GLA and local community groups, LARPs and amenity societies and areas forums. A full list of consultees is available on request.

Review and monitoring - This policy will be reviewed in the following ways:

Monitoring the number of developments in Flood Zones 2 and 3 – Source Annual Monitoring Report (AMR) prepared every December. Jobs provided in Westminster, ONS.

+ + Very Positive Impact + Positive Impact = Neutral – Negative Impact ? Unknown Impact

Policy CS 30 Air Quality

The council will require a reduction of air pollution, with the aim of meeting the objectives for pollutants set out in the national strategy.

Developments will minimise emissions of air pollution from both static and traffic-generated sources.

Developments that include uses that are more vulnerable to air pollution (Air Quality Sensitive Receptors) will minimise the impact of poor air quality on occupants through the design of the building and appropriate technology.

Equality Strand Group	Age	Disability	Gender	Race	Religion or Belief	Sexual Orientation	Socio Economic
Score	+	+	+	+	+	+	++
Overall Assessment	+						

3.1 Part A What significant positive or negative impact could your policy have on people from any of the six equality strand groups (i.e. age, disability, gender, race, religion or belief and sexual orientation) and their access to Westminster City Council Services.

Commentary: This policy will have a positive impact. Improving air quality in Westminster is particularly important as concentrations of nitrogen dioxide and particulates exceed those in the national air quality strategy. Poor air quality can have a particularly negative impact on young children, older people and vulnerable groups. Careful consideration of the design and layout of buildings and new technologies can ensure that new buildings seek to improve air quality. More deprived communities are often affected by poor air quality issues, for example the affordable housing element of housing developments is located in the less desirable part of sites, closest to busy roads. This policy approach should ensure that developments minimise air pollution and the impact of pollution preventing the impact of poor air quality on occupants improving the quality of life for those living or working inside buildings. In parts of Westminster transport infrastructure and the dense arrangement of streets and buildings means some areas suffer particularly high levels of air pollution, this policy seeks to address the inequalities around the location of development. Improving air quality should bring a better local environment which brings social and economic benefits to Westminster.

Short term positive impacts – developers will need to consider air pollution at the initial design stage on a planning application.

Long term positive impacts – this policy will bring a range of health benefits to all equality groups, particularly vulnerable groups. Reductions in emissions will improve the local environment improve air quality and the overall experience for pedestrians as they move around Westminster. This should bring improvements to the local environment and health benefits to neighbourhoods in Westminster. It should bring benefits to deprived communities in North Westminster, West End and South Westminster as these areas have poor air quality. In these locations this is due to strategic transport network the Westway, Harrow Road (A404) and Rail Network, in the West End concentration shopping and entertainment uses attract significant number of vehicles which create high level of vehicle emissions alongside plant and machinery and in South Westminster the Victoria transport interchange including Terminus Place (local London bus station) and the international coach station alongside a mix of uses attracting people to the area and increasing vehicle emissions.

Mitigation – further policies will be included in the City Management Plan to strengthen the approach to air pollution. Policy CS 40 Pedestrian Movement and Sustainable Transport supports this policy by encouraging the reduction in vehicle emissions and supporting parking for alternative fuel vehicles. Policy CS 4 Victoria Opportunity Area, Policy CS 12 North Westminster Economic Development Area, CS 7 West End Special Retail Policy Area and Tottenham Court Road Opportunity Area all policies seek to improve the local environment.

Part B : This section screens the impact of policies on Community Cohesion, Deprivation and Human Rights

(Please note a more detailed Health Impact Assessment is available to accompany the submission version of the Core Strategy).

Community Cohesion Impact Assessment

Does this strategic policy reflect Westminster City Partnership's (WCP) principles on community cohesion? N/A

Will this policy promote positive relationships between the groups/ communities identified in 3.1 or any other groups/communities not stated in 3.1? N/A

Does this policy bring these groups/communities into increase contact with each other? N/A

Deprivation Impact Assessment

Will this strategic policy support the employability of out of work residents in the renewal areas? N/A

Will this strategic policy make a positive contribution to the local economy and in particular small businesses? N/A

Will your strategic policy support the Local Area Renewal Programme (LARP) renewal plan delivery and in particular meet the needs of Westminster's most deprived communities?

Yes this policy will help to improve the local environment within all neighbourhoods.

How does this policy support delivery of Westminster's City Plan Objectives, Local Area Agreement (LAA) and Comprehensive Area Assessment (CAA) improvement priorities and agreed objectives.

City Plan – an objective of the City Plan is to create a sustainable, cleaner and greener city, reducing air pollution will significantly help in achieving this objective.

LAA targets – a LAA priority is to make our local environment enjoyable for all, this policy contributes towards this aim.

CAA priorities – an improvement priority for the CAA is to ensure that a range of initiatives are in place to make Westminster cleaner, greener and sustainable this policy contributes towards this priority by managing development.

Human Rights Assessment

Does this strategic policy protect and promote human rights as defined in the Human Rights Act 1998? Yes. This policy is in accordance with Article 2 Right to life which seeks to reduce emissions improving overall well-being of residents in Westminster. Less pollution will make a more attractive residential environment for all.

Are there any aspects of your Policy including how it is delivered or accessed that could have a negative impact on human rights? No

Is more information or evidence required to make a reasonable assessment of negative impact? No

If you identified any negative impact in Section 3 Parts A or B can changes be made to the policy to reduce or remove the likelihood of a negative impact.

No negative impact was specified

Will the changes planned ensure that your policy remains legal? Yes

Section 4

Action Plan

No negative impacts have been identified therefore the action plan has been removed from this initial Equality Impact Assessment

Consultation & Engagement

Other delivery units within the council, all stakeholders incl. business sector, GLA and local community groups, LARPs and amenity societies and areas forums. A full list of consultees is available on request .

Review and monitoring - This policy will be reviewed in the following ways:

Monitoring the amount particulates in the air.

Policy CS 31 Noise

The council will work to reduce noise pollution and its impacts and protect Noise Sensitive Receptors from noise by:

- Requiring development to minimise and contain noise and vibration;
- Ensuring development provides an acceptable noise and vibration climate for occupants and is designed to minimise exposure to vibration and external noise sources; and
- Securing improvements to Westminster’s sound environment, including protecting open spaces of particular value for their relative tranquillity.

Equality Strand Group	Age	Disability	Gender	Race	Religion or Belief	Sexual Orientation	Socio Economic
Score	++	+	+	+	+	+	+
Overall Assessment	++						

3.1 Part A : What significant positive or negative impact could your policy have on people from any of the six equality strand groups (i.e. age, disability, gender, race, religion or belief and sexual orientation) and their access to Westminster City Council Services.

Commentary: Positive impact on all equality strand groups. Noise is a problem in Westminster due to the 24 hour nature of activities in the borough. Although many of these commercial activities do bring a number of benefits for different equality groups. However, unlike other cities there are positive features such as areas of relative tranquillity, in parts of the city, in parks and open spaces. Noise has a negative impact on health and well being for all groups. Management of noise will bring positive social and economic benefits. Creating environments where people can work, live and relax.

Short and medium term positive impacts - protecting areas of relative tranquillity will ensure that people can find quiet places to rest in the city this benefits all groups. Noise affects the setting of important buildings and opens spaces which all equality groups enjoy. Noise can have a negative impact reducing people’s ability study, work, rest and sleep reducing noise is important for all groups as it helps to improve people’s life chances. Westminster has a diverse pattern of residential, commercial, entertainment, and transport infrastructure, together these uses provide large volumes of people which create high levels of noise. Reducing pollution through the design of new development may provide better quality housing and commercial developments which enable people to have quieter living and working environments. This will ensure good quality housing. This approach to development will secure benefits for all. Applying this policy to the community build schemes will help reduce noise levels for some of the more deprived communities in North Westminster Economic Development Area.

Mitigation – detailed policies will be included in the City Management Plan to protect buildings, spaces and people in these spaces from noise pollution.

Part B : This section screens the impact of policies on Community Cohesion, Deprivation and Human Rights

(Please note a more detailed Health Impact Assessment is available to accompany the submission version of the Core Strategy).

Community Cohesion Impact Assessment

How does this strategic policy reflect Westminster City Partnership’s (WCP) principles on community cohesion? No

Will this policy promote positive relationships between the groups/ communities identified in 3.1 or any other groups/communities not stated in 3.1? No

Does this policy bring these groups/communities into increase contact with each other? Creating places of relative tranquillity may encourage more social interaction.

Deprivation Impact Assessment

Will this strategic policy support the employability of out of work residents in the renewal areas? Noise can interrupt people's ability to study therefore reducing noise pollution which may help improve people's concentration.

Will this strategic policy support make a positive contribution to the local economy and in particular small businesses? Noise affects the concentration of workers in buildings across Westminster.

Will your strategic policy support the Local Area Renewal Programme (LARP) renewal plan delivery and in particular meet the needs of Westminster's most deprived communities? Yes as detailed above.

How does this policy support delivery of Westminster's City Plan Objectives, Local Area Agreement (LAA) and Comprehensive Area Assessment (CAA) improvement priorities and agreed objectives.

City Plan – an objective of the City Plan is to create a sustainable, cleaner and greener city, reducing noise pollution will significantly help in achieving this objective.

LAA targets – an LAA priority is to make our local environment enjoyable for all this policy contributes towards this aim.

CAA priorities – an improvement priority for the CAA is to ensure that a range of initiatives and in place to make Westminster cleaner, greener and sustainable this policy contributes towards this priority.

Human Rights Assessment

Does this strategic policy protect and promote human rights as defined in the Human Rights Act 1998? The reduction in noise pollution will ensure people in Westminster can enjoy their homes peacefully with Article 8.

Are there any aspects of your Policy including how it is delivered or accesses that could have a negative impact on human rights? No

Is more information or evidence required to make a reasonable assessment of negative impact? No

If you identified any negative impact in Section 3 Parts A or B can changes be made to the policy to reduce or remove the likelihood of a negative impact.

No negative impact was specified

Will the changes planned ensure that your policy remains legal? Yes

Section 4

Action Plan

No negative impacts have been identified therefore no action plan has been prepared for this section of the Equality Impact Assessment

Consultation & Engagement

Other delivery units within the council, all stakeholders incl. business sector, GLA and local community groups, LARPs and amenity societies and areas forums. A full list of consultees is available on request includes all of the above .

Review and monitoring - This policy will be reviewed in the following ways:

Not monitored at present

+ + Very Positive Impact + Positive Impact = Neutral – Negative Impact ? Unknown Impact

Policy CS 32 Planning Obligations and Delivering Infrastructure

When negotiating planning obligations, the council will require mitigation of the direct impacts of development; ensure the development complies with policy requirements within the development plan; and, if appropriate, seek contributions for supporting infrastructure.

Development will be supported by upgrades to existing infrastructure and the provision of new infrastructure where necessary to enable it to be sustainable. Working with its partners, the council will identify this infrastructure, its costs and any shortfalls in funding and will ensure this infrastructure is:

- Phased and delivered in a timely manner to support growth; and
- Funded, where necessary, through planning obligations or the Community Infrastructure Levy.

Planning obligations and any Community Infrastructure Levy contributions will be sought at a level that ensures the overall delivery of appropriate development is not compromised.

Equality Strand Group	Age	Disability	Gender	Race	Religion or Belief	Sexual Orientation	Socio Economic
Score	+	+	+	+	+	+	+
Overall Assessment	+						

3.1 Part A : What significant positive or negative impact could your policy have on people from any of the six equality strand groups (i.e. age, disability, gender, race, religion or belief and sexual orientation) and their access to Westminster City Council Services.

Commentary: Positive impact on all groups. Almost all development puts additional pressure on existing infrastructure. Therefore it essential that all proposals address infrastructure requirements bringing forward new infrastructure either as part of a proposal, or by providing facilities to serve that new development or allowing facilities to be pooled from several developments. This policy will bring forward a range of supporting infrastructure including social, community and cultural facilities (including play space) affordable housing, education, training and employment , public realm and public transport schemes for all groups.

Short and medium term positive impacts- policy seeks to secure benefits for all equality groups, it has a positive impact on the provision of new infrastructure and planning obligations that mitigate any negative impacts of development.

Short term negative impacts – developers may argue that communities may not be in a position deliver the proposed scheme. If this is the case a scheme to be unviable.

Long term positive impacts – planning obligations over the longer term can secure a range of planning benefits which help to mitigate the negative impacts of any development. Benefits can help to secure social, economic and environmental benefits to the wider community. These include the establishment of social and community facilities, affordable housing, public realm contributions and public art (as identified in the adopted SPD). Other benefits secured in the past from new development include the provision of funding to be transferred into a social and community fund to be used in the future for the other community initiatives (for example, initiatives to get local people back into work). This fund has been successful in Paddington in the past and secured many benefits for the area. These benefits have helped to deal with skill shortages by providing training and helped include certain groups who may be excluded by developments delivered. Therefore in some cases this policy could be seen to address social exclusion and assist in building community cohesion.

Mitigation – the policy seeks to mitigate the impact of development a range this policy supports all other policies in the Core Strategy.

Part B : This section screens the impact of policies on Community Cohesion, Deprivation and Human Rights

(Please note a more detailed Health Impact Assessment is available to accompany the submission version of the Core Strategy).

Community Cohesion Impact Assessment

How does this strategic policy reflect Westminster City Partnership's (WCP) principles on community cohesion? Depends on the type of S106 agreement secured.

Will this policy promote positive relationships between the groups/ communities identified in 3.1 or any other groups/communities not stated in 3.1? No

Does this policy bring these groups/communities into increase contact with each other? Depends on the type of S106 agreement secured.

Deprivation Impact Assessment

Will this strategic policy support the employability of out of work residents in the renewal areas? Depends on the type of S106 agreement and location of the development which the agreement is linked to.

Will this strategic policy make a positive contribution to the local economy and in particular small businesses? Yes mitigates any negative impacts of development.

Will your strategic policy support the Local Area Renewal Programme (LARP) renewal plan delivery and in particular meet the needs of Westminster's most deprived communities? Possibly it depends on the type of S106 agreement and location of development.

How does this policy support delivery of Westminster's City Plan Objectives, Local Area Agreement (LAA) and Comprehensive Area Assessment (CAA) improvement priorities and agreed objectives.

City Plan – this policy seeks to mitigate the negative impacts of new development therefore the policy makes development more sustainable, cleaner and greener city for all

LAA targets – this policy will meet several of the LAA priorities depending on the type of scheme. The over arching LAA priority which this document meets is to make the local environment and open spaces enjoyable for all.

CAA priorities – several improvement priorities outlined in the CAA. The range of s106 benefits which could be secured on a development by this policy will address a number of CAA priorities.

Human Rights Assessment

Does this strategic policy protect and promote human rights as defined in the Human Rights Act 1998? Yes. Planning obligations or the community infrastructure levy will ensure that a range of benefits are secured that improve private and family life. In accordance with Article 8 and will improve people's enjoyment of their homes.

Are there any aspects of your Policy including how it is delivered or accesses that could have a negative impact on human rights?

Is more information or evidence required to make a reasonable assessment of negative impact? No

If you identified any negative impact in Section 3 Parts A or B can changes be made to the policy to reduce or remove the likelihood of a negative impact.

No negative impact was specified

Will the changes planned ensure that your policy remains legal? Yes

Section 4

Action Plan

No negative impacts have been identified therefore no action plan has been prepared for this section of the Equality Impact Assessment

Consultation & Engagement

Other delivery units within the council, all stakeholders incl. business sector, GLA and local community groups, LARPs and amenity societies and areas forums. A full list of consultees is available on request.

Review and monitoring - This policy will be reviewed in the following ways:

Monitoring s106 data base monitoring.

+ + Very Positive Impact + Positive Impact = Neutral – Negative Impact ? Unknown Impact

Policy CS 33 Social and Community Infrastructure

All social and community floorspace will be protected except where existing provision is being reconfigured, upgraded or is being re-located in order to improve services and meet identified needs as part of a published strategy. In all such cases the council will need to be satisfied that the overall level of social and community provision is improved and there is no demand for an alternative social and community use for that floorspace. In those cases where the council accepts a loss or reduction of social and community floorspace the priority use will be residential.

New social and community facilities will be encouraged throughout Westminster and will be provided on large scale development sites.

Equality Strand Group	Age	Disability	Gender	Race	Religion or Belief	Sexual Orientation	Socio Economic
Score	++	++	+	+	+	+	++
Overall Assessment	++						

3.1 Part A : What significant positive or negative impact could your policy have on people from any of the six equality strand groups (i.e. age, disability, gender, race, religion or belief and sexual orientation) and their access to Westminster City Council Services.

Commentary: Positive impact on all equality groups. It seeks to protect and provide additional social and community facilities to support local communities some of these facilities will also have a sub regional, national or even international role. These facilities provide opportunities for integration between different communities as they share space for events and activities. This policy supports flexible community floorspace, this could be used by a range of religious, belief groups, LGTB and other community groups looking for office space or other facilities. The protection of existing or the location of new social and community space located close to people's home may reduce traffic. These uses located close to people's homes benefit older people as these services remain local to where these groups live. Social and community facilities often are older listed buildings, protecting these uses ensure these buildings remain accessible to all community groups. This policy contributes to (draft SES 5) which seeks to foster an inclusive community in Westminster. The protection and possible new facilities may provide opportunities for young people to access education, employment or training (draft SES 16). The policy supports a range of social and economic issues. The policy directly delivers (draft SES23) which seeks to enhance neighbourhoods most in need of renewal.

Short term negative impacts- disruption caused during the construction stages of schemes will have a negative impact on all equality groups.

Medium and long term positive impacts- supports existing social and community facilities and protects them from development ensuring services are provided for all in the community. These facilities provide more opportunity for community cohesion as groups share facilities. These facilities can provide opportunities for training and other local services which support people across Westminster. Over the longer term training facilities and the skills developed in these facilities could help grow existing or new businesses in Westminster. This policy will provide support especially for more deprived communities across Westminster who are likely to support from a range of social and community facilities for example social services, child care, meetings and advice from local groups and other government support agencies like Citizen Advice Bureau. The policy may help under privileged groups, gain access to training which could help to improve life chances by enabling all equality groups to learn and build the skills to access employment opportunities. Social and community facilities provide opportunities for people to get together for events and activities, these facilities could help to build community cohesion. This is particularly important in areas of growth and regeneration where there is often the division between new and old communities. The local partnerships play a key role in helping to bring communities together to share knowledge and solve local problems in partnership with the City Council. These facilities provide the opportunity for people to meet up and discuss issues locally. Participation in local decision making by local people can and does in Westminster create effective and flexible responses to tackle local issues. This process of community governance can inspire and empower the individuals and community as a whole.

Medium term negative impacts – social and community facilities can create traffic, in some residential areas this can impact on people’s ability to enjoy their homes in peace. Some social and community facilities are only used by certain groups and not shared with other groups in the community, these facilities can exclude other groups as they may not be able to use a facility, however usually community groups share facilities.

Mitigation – Other policies in the Core Strategy which support this policy include CS 40 Pedestrian Movement and Sustainable Transport and CS 32 Planning Obligations and Delivering Infrastructure will often require developers to contribute to social and community facilities to support local communities as they increase the amount of commercial or residential development. The delivery of social and community infrastructure is dependant on partnership working between the local service providers and the City Council.

Part B : This section screens the impact of policies on Community Cohesion, Deprivation and Human Rights

(Please note a more detailed Health Impact Assessment is available to accompany the submission version of the Core Strategy).

Community Cohesion Impact Assessment

Does this strategic policy reflect Westminster City Partnership’s (WCP) principles on community cohesion? Yes

Will this policy promote positive relationships between the groups/ communities identified in 3.1 or any other groups/communities not stated in 3.1? Yes

Does this policy bring these groups/communities into increase contact with each other? Yes the policy will protect and should bring forward a range of social and community facilities. The policy secures a range of services including local services (possible located in single building) distributed in various locations which provide residents with an easy access point for services, schools, GP – led health centres and polysystems (Westminster’s Poly clinic model), a wide range of sports and leisure facilities, health and childcare and educational services. These facilities will provide the opportunities community activities across generations and cultures.

Deprivation Impact Assessment

Will this strategic policy support the employability of out of work residents in the renewal areas? Yes this policy encourages the provision of new and protects existing education facilities, some of these facilities provide training and support for residents in renewal areas.

Will this strategic policy make a positive contribution to the local economy and in particular small businesses? The provision of facilities within local shopping centres will support the vitality of areas by encouraging people to visit centres. This will support the local economy. The policy also provides support for the third sector by supporting affordable business space to support the needs of voluntary sector and this space is also available for small businesses to rent.

Will your strategic policy support the Local Area Renewal Programme (LARP) renewal plan delivery and in particular meet the needs of Westminster’s most deprived communities? Each of the LARP renewal plans seek to provide community facilities to meet the needs of specific needs of each LARP Area. There are several priorities in each of the plans below is one of the key social and community facilities which are required or which residents want to be involved in developing. Queens Park, Harrow Road, Westbourne,

Church Street, Soho and South Westminster a key requirement is that the renewal partnership is involved in the decision on the type of social and community facilities provided development sites in Victoria and the Chelsea Barracks site. Another key facility which this policy supports in principle is the provision of all of these facilities.

How does this policy support delivery of Westminster's City Plan Objectives, Local Area Agreement (LAA) and Comprehensive Area Assessment (CAA) improvement priorities and agreed objectives.

City Plan – a key priority detailed in the City Plan relates to creating a city of opportunity, where everybody can improve their life chances, well being and health. The provision of social community facilities will help people in communities across Westminster.

LAA targets – one of the improvement priorities is to make our local environment enjoyable to everyone, this policy helps to achieve this by providing a range of facilities to support local people.

CAA priorities – one of the priorities that this policy directly addresses is the provision of adult social care meeting people's needs and choices, the protection and provision of new social and community facilities will improve the life chances of all equality groups.

Human Rights Assessment

Does this strategic policy protect and promote human rights as defined in the Human Rights Act 1998? Yes this policy does under Article 8 right to respect for private and family life. Social and community facilities contribute to people's enjoyment of their homes, if these facilities are lost this could have a negative impact on people's right to enjoy family life. These facilities which include also provide places for people to meet and share ideas and assemble for meetings this policy indirectly supports Article 11 freedom of assembly and association.

Are there any aspects of your Policy including how it is delivered or accesses that could have a negative impact on human rights? No

Is more information or evidence required to make a reasonable assessment of negative impact? No

If you identified any negative impact in Section 3 Parts A or B can changes be made to the policy to reduce or remove the likelihood of a negative impact.

No negative impact was specified

Will the changes planned ensure that your policy remains legal? Yes

Section 4

Action Plan

No negative impacts have been identified therefore no action plan has been prepared for this section of the Equality Impact Assessment

Consultation & Engagement

Other delivery units within the council, all stakeholders incl. business sector, GLA and local community groups, LARPs and amenity societies and areas forums. A full list of consultees is available on request.

Review and monitoring - This policy will be reviewed in the following ways:

Monitoring the amount of additional floorspace by type, proposed social and community floorspace, net additional dwellings, – Source Annual Monitoring Report (AMR) prepared every December. Jobs provided in Westminster, ONS.

+ + Very Positive Impact + Positive Impact = Neutral – Negative Impact ? Unknown Impact

Policy CS 34 Open Space

The Council will protect and enhance Westminster’s open space network, and work to develop further connections between open spaces. The council will seek to address existing public open space deficiencies, including active play space deficiency, and current and future open space needs by:

- Protecting all open spaces, and their quality, heritage and ecological value, tranquillity and amenity;
- Mitigating additional pressure on open spaces by securing new improved public open space in new developments; space for children’s active play; and seeking public access to private spaces; and
- Securing contributions to improving the quality, ecological value and accessibility of local public open spaces and delivering new open spaces from under-used land.

Equality Strand Group	Age	Disability	Gender	Race	Religion or Belief	Sexual Orientation	Socio Economic
Score	+	+	=	?	?	+	+
Overall Assessment	+						

3.1 Part A : What significant positive or negative impact could your policy have on people from any of the six equality strand groups (i.e. age, disability, gender, race, religion or belief and sexual orientation) and their access to Westminster City Council Services.

Commentary: Westminster’s open spaces are integral to its architectural heritage and essential to the unique character of the city’s neighbourhoods. These spaces have a positive impact on all groups, and are well used by residents, visitors and workers making them a valuable asset. The Royal Parks and smaller open spaces provide recreational facilities for local people and attract tourists. They also provide spaces for workers to take breaks at lunchtime and support the office economy in Westminster. Access to these spaces provides the opportunity for people to choose healthier lifestyles and more physical activity, possibly improving mental health and well being through access to green open spaces and provide opportunities for social integration. It is not clear how well used these spaces are by community groups and religious or belief groups. Access is a key priority for disabled people. However some vulnerable groups for example women may be reluctant to use open spaces if they are poorly designed with no or limited natural surveillance, as they are fearful of criminal activities. As women are often the main carers in families it is important that open spaces and play areas are well designed, to meet the needs of parents and guardians with children. These spaces can also provide opportunities for social interaction between different groups of people. These spaces can contribute towards creating inclusive communities in Westminster (draft SES 5), they can encourage healthier lifestyles which may reduce levels of childhood obesity (draft SES 9), provide places for sport and leisure activities supporting priority (draft SES 11) and enhance neighbourhoods by improving community facilities and creating more attractive environments (draft SES 23).

Short term positive impacts – improving and protecting existing open spaces will provide a range of benefits including recreational, educational and physical benefits which will support the health and well – being of most equality groups. Improvements to these open spaces will add to the character of Westminster and bring further investment into the economy.

Short term negative impacts – in the short term there will not be any significant improvements to the open spaces this will mean that disabled access to some open spaces will remain poor limiting certain groups from enjoying these spaces.

Medium term positive impacts – improvements to open spaces will create better access to these spaces and improved paths and walkways making these spaces more accessible for all. Many community events take place in open spaces. These are often seen as neutral places for people to meet up. Protecting local provision and improving these spaces will encourage more activity in these spaces providing more opportunities to bring people together. Communities cannot access them easily but need investment into local open spaces to improve their quality of life for all groups. Making open spaces more accessible will improve the permeability of an area, this will help pedestrians to move easily through an area and helps to join neighbourhoods together. Many of these parks and open spaces are free and accessible to all groups.

Long term – protecting and creating more tranquil spaces and accessible open spaces will support specific groups these include the younger, older people and people with disabilities, mobility problems and sensory impairments. Protecting and providing access for all groups to open spaces will ensure that the 90 % of the population who live in flats in Westminster live in flat, which may or may not have amenity space, do have access to open space for recreation and play. This will especially benefit the deprived communities in the Local Area Renewal Partnership Areas which have high concentrations of high density development.

Mitigation – all Open Spaces listed and supported by the Open Space Supplementary Planning Document (SPD) and action plan. This will ensure that in areas where there is a need for investment into open spaces, investment is secured. Existing and forthcoming S106 SPD will ensure the distribution of open spaces to meet any areas of deficiency in the provision of open space.

Part B : This section screens the impact of policies on Community Cohesion, Deprivation and Human Rights

(Please note a more detailed Health Impact Assessment is available to accompany the submission version of the Core Strategy).

Community Cohesion Impact Assessment

Does this strategic policy reflect Westminster City Partnership's (WCP) principles on community cohesion? Yes Open Spaces are accessible for all and provide opportunities for social interaction.

Will this policy promote positive relationships between the groups/ communities identified in 3.1 or any other groups/communities not stated in 3.1? Yes

Does this policy bring these groups/communities into increase contact with each other? Yes if community events are proposed in open spaces there is an opportunity for social interaction.

Deprivation Impact Assessment

Will this strategic policy support the employability of out of work residents in the renewal areas? If these new spaces require maintenance this could provide jobs for local people.

Will this strategic policy make a positive contribution to the local economy and in particular small businesses? Open spaces create a more attractive environment for workers to enjoy during lunch breaks and provide attractive settings to offices together these factors attract both employers and employees into an area.

Will your strategic policy support the Local Area Renewal Programme (LARP) renewal plan delivery and in particular meet the needs of Westminster's most deprived communities? Improvements to play areas and parks in open spaces in the West End, North and South of Westminster will ensure that safe, accessible play areas and open spaces are maintained meeting the needs identified in LARP area action plans.

How does this policy support delivery of Westminster's City Plan Objectives, Local Area Agreement (LAA) and Comprehensive Area Assessment (CAA) improvement priorities and agreed objectives.

City Plan – a key objective of the City Plan is to deliver more sustainable, cleaner and greener city for present and future generations, this policy protecting and enhancing opens spaces will help to ensure that Westminster continues to provide open spaces for residents, businesses and visitors to enjoy.

LAA targets - an improvement priority identified in the LAA is to make the local environment and open spaces enjoyable for all. The policy will ensure that investment continues to maintain and improve existing open spaces. In some cases this will mean better access for less mobile groups through the provision and better pathways.

CAA priorities – the CAA priority which achieved by this policy is the priority which seek to ensure that Westminster is environmentally sustainable. This policy supports open spaces and encourages other initiatives which are linked to open spaces such as recreation areas, public gardens and conservation areas which help to promote open space.

Human Rights Assessment

Does this strategic policy protect and promote human rights as defined in the Human Rights Act 1998? Yes, in accordance with Article 8 right to respect for private and family life. Open spaces contribute to people's enjoyment of their homes, some residents live close to open spaces, which provide valuable recreation space for families and areas of relative tranquillity. If these spaces were lost this could have a negative impact on people's right to enjoy family life. Open spaces also provide places for people to meet and share ideas and assemble for meetings, marches, public processions and demonstrations, as such this policy indirectly supports Article 11 freedom of assembly and association.

Are there any aspects of your Policy including how it is delivered or accessed that could have a negative impact on human rights? No

Is more information or evidence required to make a reasonable assessment of negative impact? No

If you identified any negative impact in Section 3 Parts A or B can changes be made to the policy to reduce or remove the likelihood of a negative impact.

No negative impact was specified

Will the changes planned ensure that your policy remains legal? Yes

Section 4

Action Plan

No negative impacts have been identified therefore no action plan has been prepared for this section of the Equality Impact Assessment

Consultation & Engagement

Other delivery units within the council, all stakeholders incl. business sector, GLA and local community groups, LARPs and amenity societies and areas forums. A full list of consultees is available on request.

Review and monitoring - This policy will be reviewed in the following ways:

Monitoring the amount of open space, Open Space Strategy SPD Action Plan monitoring, Green Flag sites are monitored in the AMR. S106 Monitoring.

+ + Very Positive Impact + Positive Impact = Neutral – Negative Impact ? Unknown Impact

Policy CS 35 Sites of Importance for Nature Conservation

Sites of Importance for Nature Conservation (SINCs) will be protected and enhanced. Proposals, both temporary and permanent, will need to demonstrate that they do not have a detrimental impact on the habitats or populations supported in these sites.

SINCs will be protected and managed for their ecological value as the priority.

Equality Strand Group	Age	Disability	Gender	Race	Religion or Belief	Sexual Orientation	Socio Economic
Score	+	=/-	+	+	?	+	+
Overall Assessment	+						

3.1 Part A : What significant positive or negative impact could your policy have on people from any of the six equality strand groups (i.e. age, disability, gender, race, religion or belief and sexual orientation) and their access to Westminster City Council Services.

Commentary: This policy has a number of positive impacts. It provides intrinsic value for nature conservation providing opportunities for people to interact with nature contributing to improving people’s mental health and physical activity improves people’s overall well being. These sites provide an educational resource and provide opportunities for people of all ages and communities to learn and interact with nature. Access and movement around these sites maybe difficult for those with disabilities (especially those with mobility problems or sensory impairments), carers, older people, parents or guardians with young children (often women) which is why a neutral / negative rating has been given for this policy. This contributes to enhancing neighbourhoods (draft SES23).

Short, medium and long term positive impacts – ensures that the five Metropolitan Sites of Importance, five Grade I borough SINCs and 17 Local SINCs are protected. All groups will continue to enjoy tranquillity, learning and interacting with nature in these areas. These sites will provide activities for schools and encourage social interaction between different groups. Protecting these spaces will ensure that nature and biodiversity is protected in Westminster.

Access to these spaces can be difficult for certain groups, however over the longer term this policy seeks to enhance these SINCs so access to these spaces can be improved.

Short, medium and long term negative impacts – the management of these areas for there ecological value may exclude access for some groups. The policy emphasis is on nature conservation and this could be seen to exclude some groups.

Mitigation – Other policies in the Core Strategy which provide more access to people with disabilities, mobility problems or sensory impairments accessing open space are as follows CS 11 Royal Parks, CS 34 Open Spaces and CS 36 Westminster’s Blue Ribbon Network.

Part B : This section screens the impact of policies on Community Cohesion, Deprivation and Human Rights

(Please note a more detailed Health Impact Assessment is available to accompany the submission version of the Core Strategy).

Community Cohesion Impact Assessment

Does this strategic policy reflect Westminster City Partnership's (WCP) principles on community cohesion? Yes

Will this policy promote positive relationships between the groups/ communities identified in 3.1 or any other groups/communities not stated in 3.1? Yes

Does this policy bring these groups/communities into increase contact with each other? Yes

Deprivation Impact Assessment

Will this strategic policy support the employability of out of work residents in the renewal areas? N/A

Will this strategic policy make a positive contribution to the local economy and in particular small businesses? Creating more attractive local area will encourage inward investment by businesses which will improve the local economy.

Will your strategic policy support the Local Area Renewal Programme (LARP) renewal plan delivery and in particular meet the needs of Westminster's most deprived communities? The protection and enhancement of Site of Importance for Nature Conservation will provide a number of recreational opportunities and improved physical environment this will support the priorities to improve open space in the LARP Action plans for Church Street, Westbourne and Harrow Road. Protecting and improving the recreational value of these areas is an issue raised by consultees in consultation on the Core Strategy.

How does this policy support delivery of Westminster's City Plan Objectives, Local Area Agreement (LAA) and Comprehensive Area Assessment (CAA) improvement priorities and agreed objectives.

City Plan – a key objective of the City Plan is to create a more sustainable, cleaner and greener city for all, protecting and enhancing SINC's will protect open spaces and will meet this objective.

LAA targets – a LAA improvement priority is to make our environment and open spaces enjoyable for all, this policy ensure the long term enhancement of open spaces to ensure they are accessible for all.

CAA priorities – this policy contributes to the improvement priority which seeks to ensure that Westminster is environmentally sustainable, it supports nature and the preservation of open spaces which make Westminster more environmentally sustainable and greener.

Human Rights Assessment

Does this strategic policy protect and promote human rights as defined in the Human Rights Act 1998? Yes this policy does under Article 8 right to respect for private and family life. SINC's contribute to people's enjoyment of their homes as some residents live close to SINC's, which provide valuable areas of relative tranquillity and provide people with the opportunity to interact with nature.

Are there any aspects of your Policy including how it is delivered or accesses that could have a negative impact on human rights? No

Is more information or evidence required to make a reasonable assessment of negative impact? No

If you identified any negative impact in Section 3 Parts A or B can changes be made to the policy to reduce or remove the likelihood of a negative impact.

No negative impact was specified

Will the changes planned ensure that your policy remains legal? Yes

Section 4

Action Plan

No negative impacts have been identified therefore no action plan has been prepared for this section of the Equality Impact Assessment

Consultation & Engagement

Other delivery units within the council, all stakeholders incl. business sector, GLA and local community groups, LARPs and amenity societies and areas forums. A full list of consultees

is available on request.

Review and monitoring - This policy will be reviewed in the following ways:

Monitoring via the Biodiversity Action Plan and ecological surveys.

+ + Very Positive Impact + Positive Impact = Neutral – Negative Impact ? Unknown Impact

Policy CS 36 Blue Ribbon Network

The Blue Ribbon Network will be protected and improved by:

- Enhancing biodiversity and waterside habitats;
- Protecting and enhancing the character, appearance, heritage and landscape value of the Blue Ribbon Network and its setting; and
- Enhancing the linear qualities of the Blue Ribbon Network, particularly in relation to heritage, landscape and views, biodiversity, and modes of sustainable transport; and, where it is consistent with these priorities;
- Improving access for pedestrians and cyclists, use for leisure, sport and education especially for local communities; and
- Water-based transport.
- Development alongside the Blue Ribbon Network must address the waterside, with a focus on enhancing the waterside location and improving access to and enjoyment of the waterfront.

Developments within the Thames Policy Area will need to demonstrate that they have particular reference to their riverside location and local architectural references, including long views of the riverside.

Equality Strand Group	Age	Disability	Gender	Race	Religion or Belief	Sexual Orientation	Socio Economic
Score	+	=	+	+	?	+	+
Overall Assessment	+						

3.1 Part A : What significant positive or negative impact could your policy have on people from any of the six equality strand groups (i.e. age, disability, gender, race, religion or belief and sexual orientation) and their access to Westminster City Council Services.

Commentary: The improvement of the network has a positive impact on many of the equality strands. It plays an important role as a wildlife corridor, transport corridor, amenity, walking and cycling, sport, leisure and education resource. This policy is beneficial to all groups as it provides the opportunities for groups to access local open space and promotes physical activity improving health and well being. Improving access to the Blue Ribbon Network is beneficial for all groups. Currently people with disabilities, (especially those with mobility problems or sensory impairments), carers, older people, parents or guardians with young children (often women) may find that these routes with natural vegetation they are not accessible or easy to use. The network by its nature may also not appear to be a safe environment to certain groups. As a wildlife corridor it will have an abundance of vegetation, with a lack of natural surveillance and a limited or no lighting. For women, young and older people these routes may not feel safe to use. To improve the accessibility of these routes, investment is required into paving and to opening up these routes where possible to create more long distance views and better natural surveillance. This contributes to enhancing neighbourhoods (draft SES23).

Short, medium and long term positive impacts – creating better access for people to use and enjoy for leisure, sport and education these areas bring benefits for all equality groups.
Short, medium and long term negative impacts - increased pedestrian access creates problems can disturb the biodiversity and waterside habitats of areas. Physical access to these areas are likely to remain difficult for certain groups to access, due to the nature of these areas.

Mitigation – The policy itself and other policies in the City Management Plan will help to minimise impact on habitats. Other policies in the Core Strategy will provide access to open spaces and facilities which provide chances for all groups to experience and learn about nature and wildlife.

Part B : This section screens the impact of policies on Community Cohesion, Deprivation and Human Rights

(Please note a more detailed Health Impact Assessment is available to accompany the submission version of the Core Strategy).

Community Cohesion Impact Assessment

How does this strategic policy reflect Westminster City Partnership’s (WCP) principles on community cohesion? N/A

Will this policy promote positive relationships between the groups/ communities identified in 3.1 or any other groups/communities not stated in 3.1? N/A

Does this policy bring these groups/communities into increase contact with each other? N/A

Deprivation Impact Assessment

Will this strategic policy support the employability of out of work residents in the renewal areas? N/A

Will this strategic policy make a positive contribution to the local economy and in particular small businesses? Businesses related to the canal will benefit from improvements to

Will your strategic policy support the Local Area Renewal Programme (LARP) renewal plan delivery and in particular meet the needs of Westminster’s most deprived communities? The protection and enhancement of the Blue Ribbon Network will provide a number of recreational opportunities and improved physical environment this will support the priorities to improve open space in the LARP Action plans for Church Street, Westbourne and Harrow Road. Protecting and improving the recreational value of these areas is an issue raised by consultees in consultation on the Core Strategy.

How does this policy support delivery of Westminster’s City Plan Objectives, Local Area Agreement (LAA) and Comprehensive Area Assessment (CAA) improvement priorities and agreed objectives.

City Plan – a key objective of the City Plan is to create a more sustainable, cleaner and greener city for all, protecting and enhancing the Blue Ribbon Network will protect the canals which make a contribute to nature conservation locally and people’s enjoyment of canals.

LAA targets – a LAA improvement priority is to make our environment and open spaces enjoyable for all, this policy ensures the long term enhancement of Blue Ribbon Network accessible for all.

CAA priorities – this policy contributes to the improvement priority which seeks to ensure that Westminster is environmentally sustainable, it supports nature and the preservation of the canals which contribute towards making Westminster more environmentally sustainable and greener.

Human Rights Assessment

Does this strategic policy protect and promote human rights as defined in the Human Rights Act 1998? Yes this policy does under Article 8 right to respect for private and family life. The Blue Ribbon Network will contribute to people’s enjoyment of their homes, as some residents live close the canals or parks (with lakes) , these areas provide valuable recreation space for families and areas of relative tranquillity. If these spaces where lost this could have a negative impact on people’s right to enjoy family life.

Are there any aspects of you Policy including how it is delivered or accesses that could have a negative impact on human rights? No

Is more information or evidence required to make a reasonable assessment of negative impact? No

If you identified any negative impact in Section 3 Parts A or B can changes be made to the policy to reduce or remove the likelihood of a negative impact.

No negative impact was specified

Will the changes planned ensure that your policy remains legal? Yes

Section 4

Action Plan

No negative impacts have been identified therefore no action plan has been prepared for this section of the Equality Impact Assessment

Consultation & Engagement

Other delivery units within the council, all stakeholders incl. business sector, GLA and local community groups, LARPs and amenity societies and areas forums. A full list of consultees is available on request.

Review and monitoring - This policy will be reviewed in the following ways:

Monitoring habitat change – possibly local canal studies by British Waterways

+ + Very Positive Impact + Positive Impact = Neutral – Negative Impact ? Unknown Impact

Policy CS 37 Biodiversity and Green Infrastructure

Biodiversity and green infrastructure will be protected and enhanced throughout Westminster and opportunities to extend and create new wildlife habitat as part of development will be maximised.

Proposals within Areas of Wildlife Deficiency should include features to enhance biodiversity, particularly for priority species and habitat.

Where developments would impact on species or habitat, especially where identified in the relevant Biodiversity Action Plan at national, regional or local level, the potential harm should firstly be avoided, secondly be mitigated, or finally appropriate compensation will be sought. Where harm cannot be prevented, sufficiently mitigated against or adequately compensated for, permission will be refused.

Equality Strand Group	Age	Disability	Gender	Race	Religion or Belief	Sexual Orientation	Socio Economic
Score	+	+	+	+	+	+	+
Overall Assessment	+						

3.1 Part A: What significant positive or negative impact could your policy have on people from any of the six equality strand groups (i.e. age, disability, gender, race, religion or belief and sexual orientation) and their access to Westminster City Council Services.

Commentary: This policy has a positive impact on social cohesion, amenity, health and well being. Trees, private gardens, landscaping on roof terraces and balconies, living roofs and walls should contribute to improving the level of wildlife in Westminster. Green infrastructure in the form of tree lined parks, gardens, roof terraces, balconies, living roofs and walls provide the opportunity for social interaction between different groups. Green infrastructure and biodiversity can be educational resource helping to bring communities together. This contributes to enhancing neighbourhoods (draft SES23).

Short, medium and long term positive impacts – will increase the amount of plants and trees in various public and private open spaces, these include private and public gardens, street trees, the exterior of buildings, roofs, terraces and walls across the city. This will enable everyone to experience living closer to plants, trees and the animals and should help to improve people’s health and overall well being. Improving linkages between areas of green infrastructure will improve the network of spaces across Westminster may improve access for all and may encourage interaction between communities as they use spaces. Areas of wildlife deficiency are located in the north west and south of Westminster and the West End these areas are covered by the Church Street, Westbourne, Harrow Road, West End and South Westminster LARP areas.

Mitigation - None

Part B : This section screens the impact of policies on Community Cohesion, Deprivation and Human Rights

(Please note a more detailed Health Impact Assessment is available to accompany the submission version of the Core Strategy).

Community Cohesion Impact Assessment

How does this strategic policy reflect Westminster City Partnership’s (WCP) principles on community cohesion? N/A

Will this policy promote positive relationships between the groups/ communities identified in 3.1 or any other groups/communities not stated in 3.1? N/A

Does this policy bring these groups/communities into increase contact with each other? The creation of more attractive spaces may provide the opportunity for informal interaction between groups of people.

Deprivation Impact Assessment

Will this strategic policy support the employability of out of work residents in the renewal areas? N/A

Will this strategic policy make a positive contribution to the local economy and in particular small businesses? N/A

Will your strategic policy support the Local Area Renewal Programme (LARP) renewal plan delivery and in particular meet the needs of Westminster’s most deprived communities? Areas of wildlife deficiency are located in the north west and south of Westminster and the West End these areas are covered by the Church Street, Westbourne, Harrow Road, West End and South Westminster LARP areas. This policy will help to improve recreational space and create additional spaces for wildlife and meets the objective of many of these plans.

How does this policy support delivery of Westminster’s City Plan Objectives, Local Area Agreement (LAA) and Comprehensive Area Assessment (CAA) improvement priorities and agreed objectives.

City Plan – a key objective of the City Plan is to create a more sustainable, cleaner and greener city for all, protecting and enhancing biodiversity and green infrastructure will contribute to protecting nature locally and increase people’s enjoyment of open spaces in Westminster.

LAA targets – a LAA improvement priority is to make our environment and open spaces enjoyable for all, this policy ensures the nature is accessible for all.

CAA priorities – this policy contributes to the improvement priority which seeks to ensure that Westminster is environmentally sustainable, it supports nature and the preservation of open spaces which make Westminster environmentally sustainable and greener.

Human Rights Assessment

Does this strategic policy protect and promote human rights as defined in the Human Rights Act 1998? Yes. This policy does under Article 8 right to respect for private and family life. Biodiversity and green infrastructure does contribute to people’s enjoyment of their homes, some residents live close to open spaces, which provide valuable recreation space for families and areas of relative tranquillity. If these spaces were lost this could have a negative impact on people’s right to enjoy family life.

Are there any aspects of your Policy including how it is delivered or accesses that could have a negative impact on human rights? No

Is more information or evidence required to make a reasonable assessment of negative impact? No

If you identified any negative impact in Section 3 Parts A or B can changes be made to the policy to reduce or remove the likelihood of a negative impact.

No negative impact was specified

Will the changes planned ensure that your policy remains legal? Yes

Section 4

Action Plan

No negative impacts have been identified therefore no action plan has been prepared for this section of the Equality Impact Assessment

Consultation & Engagement

Other delivery units within the council, all stakeholders incl. business sector, GLA and local community groups, LARPs and amenity societies and areas forums. A full list of consultees is available on request includes all of the above .

Review and monitoring - This policy will be reviewed in the following ways:

Monitoring Biodiversity Action Plan.

+ + Very Positive Impact + Positive Impact = Neutral – Negative Impact ? Unknown Impact

Policy CS 38 Decentralised Energy

Infrastructure that is or has previously been in use as part of a heating network will be protected.

Major development should be designed to link to and extend existing heat and energy networks in the vicinity, except where the council considers that it is not practical or viable to do so.

Where it is not possible to link to an existing heat and energy network, major development will be required to provide site-wide decentralised energy generation that minimises greenhouse gas emissions and has the potential to be extended to serve other development sites in the vicinity, except where the council considers that it is not practical or viable to do so, including where all available technologies would have an unacceptable impact on local air quality.

Smaller developments will be encouraged to be enabled to connect into heat and energy networks.

Equality Strand Group	Age	Disability	Gender	Race	Religion or Belief	Sexual Orientation	Socio Economic
Score	+	+	+	+	+	+	+
Overall Assessment	+						

3.1 Part A: What significant positive or negative impact could your policy have on people from any of the six equality strand groups (i.e. age, disability, gender, race, religion or belief and sexual orientation) and their access to Westminster City Council Services.

Commentary: This policy has a positive impact on all groups it seeks to use less energy in the first instance and if this cannot be achieved it seeks the supply of efficient energy to contribute to mitigate and adapt to climate change. Overtime these networks could secure more affordable energy supply to residents, providing energy for communities in the LARP Areas. This contributes to enhancing neighbourhoods (draft SES23).

Short term negative impacts - these schemes may not be viable and practical initially. The distribution of these energy networks will not bring benefits for all groups.
Long term positive impacts – more energy efficient method of transporting energy to homes and buildings, this would provide energy benefits for all who can access a network. Overtime this could create a great choice in energy provider for people in Westminster. Possibly over the next 20 years this approach may deliver cheaper fuel and support those groups who experience fuel poverty, in deprived parts of Westminster.
Mitigation – other detailed policies will be contained in the City Management Plan to mitigate any impacts on specific groups and the Supplementary Planning Document on Sustainable Buildings

Part B : This section screens the impact of policies on Community Cohesion, Deprivation and Human Rights

(Please note a more detailed Health Impact Assessment is available to accompany the submission version of the Core Strategy).

Community Cohesion Impact Assessment

How does this strategic policy reflect Westminster City Partnership's (WCP) principles on community cohesion? N/A

Will this policy promote positive relationships between the groups/ communities identified in 3.1 or any other groups/communities not stated in 3.1? N/A

Does this policy bring these groups/communities into increase contact with each other? N/A

Deprivation Impact Assessment

Will this strategic policy support the employability of out of work residents in the renewal areas? N/A

Will this strategic policy make a positive contribution to the local economy and in particular small businesses? N/A

Will your strategic policy support the Local Area Renewal Programme (LARP) renewal plan delivery and in particular meet the needs of Westminster's most deprived communities? The area which currently has a decentralised heat network is Pimlico, the Pimlico District and Heating Undertaking is located in south Westminster in the LARP area. The scheme has capacity to support a wider network of commercial and residential buildings. Paddington / North Westminster Economic Development Area where significant growth is proposed provides additional opportunities to develop a future district wide energy network this could provide a more efficient energy source for all. This does not support LARP plan objectives but does lead to energy efficiency and reduces the environmental impact of energy production which can affect physical environment in all areas.

How does this policy support delivery of Westminster's City Plan Objectives, Local Area Agreement (LAA) and Comprehensive Area Assessment (CAA) improvement priorities and agreed objectives.

City Plan – an objective of the City Plan is to create a more sustainable, cleaner and greener city by expanding and creating more decentralised energy networks across Westminster this will meet this objective.

LAA targets – an improvement priority in Westminster's LAA is to make Westminster a more energy efficient borough. This policy seeks to minimise the amount of greenhouse gas emissions.

CAA priorities – one of the priorities is to make Westminster more environmentally sustainable this policy of expanding and creating new decentralised energy networks will make promote energy efficiency and minimise greenhouse gas emissions.

Human Rights Assessment

Does this strategic policy protect and promote human rights as defined in the Human Rights Act 1998? Yes .This policy ensures that Westminster provides decentralised energy and links into existing heat and energy networks, this will make Westminster a more energy efficient borough and is likely to attract further investment. This will help to maintain land values securing land values will help to protect property in accordance with Protocol 1 Article 1.

Are there any aspects of your Policy including how it is delivered or accessed that could have a negative impact on human rights? No

Is more information or evidence required to make a reasonable assessment of negative impact? No

If you identified any negative impact in Section 3 Parts A or B can changes be made to the policy to reduce or remove the likelihood of a negative impact.

No negative impact was specified

Will the changes planned ensure that your policy remains legal? Yes

Section 4

Action Plan

No negative impacts have been identified therefore no action plan has been prepared for this section of the Equality Impact Assessment

Consultation & Engagement

Other delivery units within the council, all stakeholders incl. business sector, GLA and local community groups, LARPs and amenity societies and areas forums. A full list of consultees is available on request..

Review and monitoring - This policy will be reviewed in the following ways:

Monitoring the amount of additional floorspace by type, proposed social and community floorspace, net additional dwellings, – Source Annual Monitoring Report (AMR) prepared every December. Jobs provided in Westminster, ONS.

+ + Very Positive Impact + Positive Impact = Neutral – Negative Impact ? Unknown Impact

Policy CS 39 Renewable Energy

All major development throughout Westminster should maximise on-site renewable energy generation to achieve at least 20% reduction of carbon dioxide emissions, and where feasible, towards zero carbon emissions, except where the council considers that it is not appropriate or practicable due to the local historic environment, air quality and/or site constraints.

Equality Strand Group	Age	Disability	Gender	Race	Religion or Belief	Sexual Orientation	Socio Economic
Score	+	+	+	+	+	+	+
Overall Assessment	+						

3.1 Part A : What significant positive or negative impact could your policy have on people from any of the six equality strand groups (i.e. age, disability, gender, race, religion or belief and sexual orientation) and their access to Westminster City Council Services.

Commentary: The use of renewable energy will have a positive impact on all equality groups, reducing reliance on fossil fuels, reduced energy demand through energy efficiency. On site renewable energy is a real challenge to deliver. However, these sources of energy will ensure that emissions are reduced (with the exception of biomass) this will improve the health and well being of all groups. This policy contributes to enhancing neighbourhoods (draft SES23).

Short and medium term negative impacts- these schemes may not be viable and practical initially.

Long term positive impacts – increased provision of renewable energy will result in reduction in the use of fossil fuels and a decrease in green house gases which will contribute to the mitigation of climate change which impacts on all equality groups. Vulnerable groups (children, elderly groups, pregnant women and those with long term illnesses) are more likely to be affected by the extreme temperatures in climate this could impact on the health of these groups.

Mitigation – other detailed policies will be provided in the City Management Plan and detailed guidance will follow in the Sustainable Design Supplementary Planning Document

Part B : This section screens the impact of policies on Community Cohesion, Deprivation and Human Rights

(Please note a more detailed Health Impact Assessment is available to accompany the submission version of the Core Strategy).

Community Cohesion Impact Assessment

How does this strategic policy reflect Westminster City Partnership's (WCP) principles on community cohesion? N/A

Will this policy promote positive relationships between the groups/ communities identified in 3.1 or any other groups/communities not stated in 3.1? N/A

Does this policy bring these groups/communities into increase contact with each other? N/A

Deprivation Impact Assessment

Will this strategic policy support the employability of out of work residents in the renewal areas? N/A

Will this strategic policy make a positive contribution to the local economy and in particular small businesses? N/A

Will your strategic policy support the Local Area Renewal Programme (LARP) renewal plan delivery and in particular meet the needs of Westminster's most deprived communities? N/A

How does this policy support delivery of Westminster's City Plan Objectives, Local Area Agreement (LAA) and Comprehensive Area Assessment (CAA) improvement priorities and agreed objectives.

City Plan – an objective of the City Plan is to create a more sustainable, cleaner and greener city by seeking to maximise on site renewable energy generation this will create a cleaner, more sustainable form of energy for Westminster.

LAA targets – an improvement priority in Westminster's LAA is to make Westminster a more energy efficient borough. This policy seeks to minimise the amount of greenhouse gas emissions.

CAA priorities – one of the priorities is to make Westminster more environmentally sustainable this policy of maximising on site renewable energy generation will make promote energy efficiency and minimise greenhouse gas emissions.

Human Rights Assessment

Does this strategic policy protect and promote human rights as defined in the Human Rights Act 1998? Yes. This policy does under Article 2 right to life. The introduction of renewable energy will reduce carbon emissions. This will have a significant on people's health and climate change. This policy ensures that Westminster continues to deliver renewable energy, this will make Westminster a more energy efficient borough which will attract investment. This will help to maintain land values securing land values will help to protect property in accordance with Protocol 1 Article 1.

Are there any aspects of your Policy including how it is delivered or accessed that could have a negative impact on human rights? No

Is more information or evidence required to make a reasonable assessment of negative impact? No

If you identified any negative impact in Section 3 Parts A or B can changes be made to the policy to reduce or remove the likelihood of a negative impact.

No negative impact was specified

Will the changes planned ensure that your policy remains legal? Yes

Section 4

Action Plan

No negative impacts have been identified therefore no action plan has been prepared for this section of the Equality Impact Assessment

Consultation & Engagement

Other delivery units within the council, all stakeholders incl. business sector, GLA and local community groups, LARPs and amenity societies and areas forums. A full list of consultees is available on request.

Review and monitoring - This policy will be reviewed in the following ways:

Monitoring the amount of additional floorspace by type, proposed social and community floorspace, net additional dwellings, – Source Annual Monitoring Report (AMR) prepared every December. Jobs provided in Westminster, ONS.

+ + Very Positive Impact + Positive Impact = Neutral – Negative Impact ? Unknown Impact

Policy CS 40 Pedestrian Movement and Sustainable Transport

All developments will prioritise pedestrian movement and the creation of a convenient, attractive and safe pedestrian environment, with particular emphasis in areas with high pedestrian volumes or peaks.

Sustainable transport options will be supported and provided for, including the following priorities:

- Providing for cycling facilities as part of all new development, including facilities for residents, workers and visitors as appropriate;
- Reducing reliance on private motor vehicles and single person motor vehicle trips;
- Prioritising parking provision for disabled, car sharing and alternative fuel vehicles;
- Encouraging use of alternative sustainable fuels and technology;
- Developing water-based river transport where land provision and biodiversity considerations allow.

Equality Strand Group	Age	Disability	Gender	Race	Religion or Belief	Sexual Orientation	Socio Economic
Score	+	++	+	+	+	+	+
Overall Assessment	++						

3.1 Part A : What significant positive or negative impact could your policy have on people from any of the six equality strand groups (i.e. age, disability, gender, race, religion or belief and sexual orientation) and their access to Westminster City Council Services.

Commentary: This policy approach prioritises walking, above other forms of sustainable transport, as the most environmentally friendly, safest and sustainable forms of transport. It encourages physical activity and will have a positive impact on all equality groups. The policy brings benefits for those with disabilities by prioritising disabled parking. The policy supports the use of sustainable fuels and technologies which will reduce green house gases emissions, air and noise pollution this is likely to improve the health and quality of the environment for all equality groups. This policy helps to improve access for people with sensory and mobility impairments in public realm as detailed in (draft SES22) and also contributes to enhancing neighbourhoods (draft SES23).

Short term positive impacts – sustainable transport and schemes like Legible London and Cycle Hire schemes promote healthy living amongst all groups by encouraging physical activity. It will reduce air and noise pollution by providing greater choice in sustainable travel and will encourage the uses of alternative fuels and technology to travel.

Short term negative impacts – Securing disabled parking is difficult as this cannot always be provided in locations which are accessible to shops and services. This parking provision may conflict with service and delivery bays.

Medium term positive impacts – Prioritising disabled car parking facilities will over time have a positive impact for disabled people. By prioritising pedestrian movement this policy supports children and parents by creating a safer and more attractive pedestrian routes assisting in improving routes to school, improving health and reducing the need to travel by car to school. Creating better pedestrian routes will help encourage people to walk to work and may introduce new routes in the public realm. The ability to walk through areas may encourage people to apply for employment opportunities in different neighbourhoods. This will bring benefits in all the Opportunity Areas and the North Westminster Economic Development Area, this provides new opportunities for local people.

Medium term negative impacts – Parents and guardians with children using vehicles are not supported by this policy.

Long term positive impacts – Large scale schemes like Crossrail will provide better transport infrastructure with lifts and access for all.

Mitigation – other policies which support the Core Strategy relate to CS 28 Health, Safety and Well – being, CS41 Servicing and Deliveries, this policy supports all the area based policies in the document and is supported by detailed policies in the City Management Plan.

Part B : This section screens the impact of policies on Community Cohesion, Deprivation and Human Rights

(Please note a more detailed Health Impact Assessment is available to accompany the submission version of the Core Strategy).

Community Cohesion Impact Assessment

Does this strategic policy reflect Westminster City Partnership's (WCP) principles on community cohesion? N/A

Will this policy promote positive relationships between the groups/ communities identified in 3.1 or any other groups/communities not stated in 3.1? Yes

Does this policy bring these groups/communities into increase contact with each other? Improved transport infrastructure will ensure people can move easily and safely around the city encouraging a more relaxed pedestrian environment which may encourage more social interaction between equality groups.

Deprivation Impact Assessment

Will this strategic policy support the employability of out of work residents in the renewal areas? Providing improved access to sustainable transport models cycle hire facilities will support people in the West End, residents around Victoria and Paddington Stations by creating another mode of transport to work. If this scheme is affordable and cycle hire routes distributed widely this could help people access employment opportunities within the renewal areas.

Will this strategic policy make a positive contribution to the local economy and in particular small businesses? A reduction in car usage could create local improvements in air and noise pollution. This could encourage more investment into an area.

Will your strategic policy support the Local Area Renewal Programme (LARP) renewal plan delivery and in particular meet the needs of Westminster's most deprived

communities?

How does this policy support the delivery of Westminster's City Plan Objectives, Local Area Agreement (LAA) and Comprehensive Area Assessment (CAA) improvement priorities and agreed objectives.

City Plan – an objective in the City Plan is to create a well designed and distinctive city. This policy seeks to secure more sustainable modes of transport and to make pedestrian movement easier which will improve Westminster, its public spaces and make it easier for everyone to move around the City.

LAA targets – one of the LAA targets is to make the local environment more enjoyable for all, this policy should help to reduce congestion on public transport and help to reduce congested streets making pedestrian movement easier for all.

CAA priorities – an improvement priority in the CAA is to improve the public realm and provide clean safe streets, this policy will assist in this by reducing congestion creating a better pedestrian environment.

Human Rights Assessment

Does this strategic policy protect and promote human rights as defined in the Human Rights Act 1998? Yes . This policy ensures that Westminster creates a more pedestrian friendly environment and sustainable transport which will reduce overall congestion and support economic growth. This will help to maintain land values securing land values will help to protect property in accordance with Protocol 1 Article 1. This policy should also assist disabled and less mobile groups move around by creating improved physical environment this prevents discrimination against less mobile groups as detailed in Article 4 Prohibition of discrimination within the Human Right Act.

Are there any aspects of your Policy including how it is delivered or accessed that could have a negative impact on human rights? No

Is more information or evidence required to make a reasonable assessment of negative impact? No

If you identified any negative impact in Section 3 Parts A or B can changes be made to the policy to reduce or remove the likelihood of a negative impact.

No negative impact was specified

Will the changes planned ensure that your policy remains legal? No

Section 4

Action Plan

No negative impacts have been identified therefore no action plan has been prepared for this section of the Equality Impact Assessment

Consultation & Engagement

Other delivery units within the council, all stakeholders incl. business sector, GLA and local community groups, LARPs and amenity societies and areas forums. A full list of consultees is available on request includes all of the above.

Review and monitoring - This policy will be reviewed in the following ways:

Monitoring the amount of additional floorspace by type, proposed social and community floorspace, net additional dwellings, – Source Annual Monitoring Report (AMR) prepared every December. Jobs provided in Westminster, ONS.

+ + Very Positive Impact + Positive Impact = Neutral – Negative Impact ? Unknown Impact

Policy CS 41 Servicing and Deliveries

Developments must demonstrate that the freight, servicing and deliveries required will be managed in such a way that minimises adverse impacts. This may include the provision of off-site consolidation centres, shared delivery arrangements, and/or restrictions on the types of vehicles or timing of deliveries, especially where the quality of the public realm, local pollution, and/or function and reliability of the transport network would be otherwise compromised.

Servicing and delivery needs will be fully met within each development site, except where the council considers that this is not possible, in which case the servicing and delivery needs will be met in such a way that minimises the adverse effects on other highway and public realm users, and other residential or commercial activity. Where some or all of the servicing and delivery needs are met through use of the public highway, the development will meet the initial and on-going costs associated with that use of the public highway.

Equality Strand Group	Age	Disability	Gender	Race	Religion or Belief	Sexual Orientation	Socio Economic
Score	+	+	+	+	?	?	+
Overall Assessment	+						

3.1 Part A : What significant positive or negative impact could your policy have on people from any of the six equality strand groups (i.e. age, disability, gender, race, religion or belief and sexual orientation) and their access to Westminster City Council Services.

Commentary: This policy will have a positive impact on most equality groups. It is difficult to measure if it will have a direct impact on religious or belief or LGBTB groups, specifically, although generally this will secure improvements to people’s ability to move around. This policy will have a positive impact for disabled groups, (especially those with mobility problems or sensory impairments), carers, older people parents or guardians with young children (often women) as it seeks to ensure that servicing and deliveries are made safely and minimise the disruption to public realm users. This policy should ensure that the public realm and highway and integrated with minimum negative impacts. This policy contributes to enhancing neighbourhoods (draft SES23).

Short term positive impacts - this policy ensures that servicing and deliveries is considered in all development. The aim of the policy is to minimise impacts on vulnerable road users like pedestrians this policy will consider the needs of all pedestrians including people with disabilities, (especially those with mobility problems or sensory impairments), carers, older people parents or guardians with young children (often women). This in some cases will result in the need for improvements and well designed paving and walkways in the public realm to ensure servicing and delivery areas do not conflict with the movement of public realm users. This policy will create a more attractive public realm by managing litter which benefits all equality groups.

Long term positive impacts – a safer more accessible public realm which is easy for all to use.

Mitigation – other policies in the Core Strategy including policy CS 28 Health, Safety and Well-being will mitigate and negative impacts of servicing and deliveries within scheme in Westminster.

Part B : This section screens the impact of policies on Community Cohesion, Deprivation and Human Rights

(Please note a more detailed Health Impact Assessment is available to accompany the submission version of the Core Strategy).

Community Cohesion Impact Assessment

How does this strategic policy reflect Westminster City Partnership's (WCP) principles on community cohesion? N/A

Will this policy promote positive relationships between the groups/ communities identified in 3.1 or any other groups/communities not stated in 3.1? N/A

Does this policy bring these groups/communities into increase contact with each other? This policy may make it easier for wheelchair users, people with disabilities and (especially those with mobility problems or sensory impairments), carers, older people parents or guardians with young children (often women) to move around visit friends and family.

Deprivation Impact Assessment

Will this strategic policy support the employability of out of work residents in the renewal areas? N/A

Will this strategic policy make a positive contribution to the local economy and in particular small businesses? Yes

Will your strategic policy support the Local Area Renewal Programme (LARP) renewal plan delivery and in particular meet the needs of Westminster's most deprived communities? Yes improvements in servicing and delivery areas will create a more attractive public realm and secure overall environmental improvements in District and Local Shopping Areas. This will help meet the aims of all the area renewal plans which seek to improve the local environment creating attractive centres and residential developments.

How does this policy support delivery of Westminster's City Plan Objectives, Local Area Agreement (LAA) and Comprehensive Area Assessment (CAA) improvement priorities and agreed objectives.

City Plan – an objective in the City Plan is to create a well designed and distinctive city. This policy seeks to create better servicing and delivery arrangements this should make pedestrian movement easier for all.

LAA targets – one of the LAA targets is to make the local environment more enjoyable for all, this policy should help to enhance the pedestrian experience in Westminster.

CAA priorities – an improvement priority in the CAA is to improve the public realm and provide clean safe streets, this policy will assist in achieving this objective by creating a safer pedestrian environment.

Human Rights Assessment

Does this strategic policy protect and promote human rights as defined in the Human Rights Act 1998? Yes this policy should assist disabled and less mobile groups move around by creating improved physical environment this prevents discrimination against less mobile groups as detailed in Article 4 Prohibition of discrimination within the Human Right Act.

Are there any aspects of your Policy including how it is delivered or accesses that could have a negative impact on human rights? No

Is more information or evidence required to make a reasonable assessment of negative impact? No

If you identified any negative impact in Section 3 Parts A or B can changes be made to the policy to reduce or remove the likelihood of a negative impact.

No negative impact was specified

Will the changes planned ensure that your policy remains legal? Yes

Section 4

Action Plan

No negative impacts have been identified therefore no action plan has been prepared for this section of the Equality Impact Assessment

Consultation & Engagement

Other delivery units within the council, all stakeholders' incl. business sector, GLA and local community groups, LARPs and amenity societies and areas forums. A full list of

consultees is available on request includes all of the above.

Review and monitoring - This policy will be reviewed in the following ways:

Issue not monitored at present.

+ + Very Positive Impact + Positive Impact = Neutral – Negative Impact? Unknown Impact

Policy CS 42 Major Transport Infrastructure

The council will support and promote improvements to transport infrastructure, including the public realm and servicing improvements necessary to mitigate the impacts of increased passenger numbers and integrate the infrastructure into the local area, including the following major projects over the lifetime of the plan:

- Crossrail, including new stations at Paddington, Tottenham Court Road and Bond Street;
- Improvements to stations, prioritising access for all, reducing pedestrian congestion within and around the station, and providing a safe, convenient and attractive environment, including Victoria, Paddington, Tottenham Court Road and Bond Street;
- Improvements to the public realm, focusing on meeting the needs of people with disabilities and more vulnerable people, and enabling people and businesses to make more sustainable choices;
- Increasing cycle parking and improving safety for cyclists where this would not compromise pedestrian movement including public cycle hire schemes throughout Westminster, and indoor cycle storage and supporting facilities at major transport interchanges;
- Improving way-finding and legibility around Westminster to facilitate pedestrian movement;
- Improving the convenience, connectivity, attractiveness and safety of Westminster’s linear walking routes, including the Blue Ribbon Network and connections within and between Westminster’s open spaces;
- Improvements to local bus and taxi infrastructure; and
- Improvements to river services and piers, subject to Policy CS36 Blue Ribbon Network and the ability to secure adequate space to accommodate the peak flows to/from boats.

Longer term projects which are likely to extend beyond the life-time of the plan are:

- Crossrail 2; and
- Cross River transport link.

Equality Strand Group	Age	Disability	Gender	Race	Religion or Belief	Sexual Orientation	Socio Economic
Score	+	++	+	+	+	+	+
Overall Assessment	+						

3.1 Part A : What significant positive or negative impact could your policy have on people from any of the six equality strand groups (i.e. age, disability, gender, race, religion or belief and sexual orientation) and their access to Westminster City Council Services.

Commentary: This policy has positive economic, social and environmental impacts for all groups. Prioritising access for all on public transport and securing public realm improvements

will enable people with disabilities, mobility problems, sensory impairments, carers, older people, parents and guardians with children to move more easily across Westminster. This policy contributes to enhancing neighbourhoods (draft SES23).

Short term positive impacts- Improved way-finding and legibility will improve the physical environment for all equality groups by providing walking and cycle routes which improve health, overall well-being, reduce travel times, air and noise pollution.

Medium term positive impacts – Improvements in public realm will focus on meeting the needs of disabled group, mobility problems and improving accessibility and movement for other groups. Improving pedestrian movements may help to connect communities and neighbourhood providing a wider range of employment opportunities to those looking for work. Better access and pedestrian movement will encourage more movement across the city by all groups.

Long term positive impacts – This policy has significant benefits over the longer term as Crossrail and other improvement programmes will prioritise access for all at underground stations. Creating step free access will support disabled people, (especially those with mobility problems or sensory impairments), carers, parents or guardians with young children (often women). These improvements will need to be accompanied by wider walkways to ensure better access for all.

Mitigation – another policy in the Core Strategy which helps to ensure public transport accessible is policy CS 40 Sustainable Transport and Pedestrian Movement which prioritises disabled parking.

Part B : This section screens the impact of policies on Community Cohesion, Deprivation and Human Rights

(Please note a more detailed Health Impact Assessment is available to accompany the submission version of the Core Strategy).

Community Cohesion Impact Assessment

How does this strategic policy reflect Westminster City Partnership's (WCP) principles on community cohesion? N/A

Will this policy promote positive relationships between the groups/ communities identified in 3.1 or any other groups/communities not stated in 3.1? N/A

Does this policy bring these groups/communities into increase contact with each other? This policy may make it easier for wheelchair users, people with disabilities and mobility problems and sensory impairments, carers, parents and guardians with young children to move around visit friends and family.

Deprivation Impact Assessment

Will this strategic policy support the employability of out of work residents in the renewal areas? No

Will this strategic policy make a positive contribution to the local economy and in particular small businesses? Yes

Will your strategic policy support the Local Area Renewal Programme (LARP) renewal plan delivery and in particular meet the needs of Westminster's most deprived communities? Major transport infrastructure and public realm improvements will support all development, growth and projects identified in the LARP areas. Creating accessible public transport will help to improve overall traffic management which is an objective of most of the LARP renewal plans. Accessible and affordable public transport will help deprived communities access employment opportunities in different parts of Westminster.

How does this policy support delivery of Westminster's City Plan Objectives, Local Area Agreement (LAA) and Comprehensive Area Assessment (CAA) improvement priorities and agreed objectives.

City Plan – an objective in the City Plan is to create a well designed and distinctive city. This policy seeks to create better transport infrastructure for all which will reduce congestion in Westminster.

LAA targets – one of the LAA targets is to make the local environment more enjoyable for all, this policy should help to improve Westminster's transport network and help to reduce congestion and create better access for all groups.

CAA priorities – an improvement priority in the CAA is to ensure Westminster is well kept investment in to Westminster's transport infrastructure will help to ensure Westminster continues to attract new investment.

Human Rights Assessment

Does this strategic policy protect and promote human rights as defined in the Human Rights Act 1998? Yes .This policy secure improvement in Westminster's transport infrastructure this which will reduce overall congestion and support economic growth. This will help to maintain land values securing land values and protect property in accordance with Protocol 1 Article 1.

Are there any aspects of your Policy including how it is delivered or accessed that could have a negative impact on human rights? No

Is more information or evidence required to make a reasonable assessment of negative impact? No

If you identified any negative impact in Section 3 Parts A or B can changes be made to the policy to reduce or remove the likelihood of a negative impact.

No negative impact was specified

Will the changes planned ensure that your policy remains legal? Yes

Section 4

Action Plan

No negative impacts have been identified therefore no action plan has been prepared for this section of the Equality Impact Assessment

Consultation & Engagement

Other delivery units within the council, all stakeholders incl. business sector, GLA and local community groups, LARPs and amenity societies and areas forums. A full list of consultees is available on request.

Review and monitoring - This policy will be reviewed in the following ways:

Monitoring through the Local Implementation Plan.

+ + Very Positive Impact + Positive Impact = Neutral – Negative Impact ? Unknown Impact

Policy CS 43 Sustainable Waste Management

The council will require the minimisation of waste, the increase in the re-use, recycling and composting of waste, and the reduction in the amount of waste disposed at landfill in order to meet the waste reduction targets set out in the London Plan.

In order to ensure sufficient opportunities for the provision of waste management facilities in appropriate locations, in accordance with the London Plan waste apportionment, the council will:

- **Protect existing waste and recycling management sites, protect any new street cleansing depots, micro-recycling centres and in-vessel composters which are secured during the lifetime of the plan, and require the equivalent or increased capacity as part of any development that would result in the loss of any or all of a designated waste site.**
- **Require major new development to provide on-site recycling and composting waste management facilities, except where the council considers that it is inappropriate or unfeasible to do so. In such cases, new facilities will be provided off-site and may include shared provision with another development or an existing waste facility in the vicinity that has capacity, except where the council considers that it is inappropriate or unfeasible to do so. Where it is not possible to provide either on-site, off-site or shared waste facilities, a payment in lieu will be required to a Waste Management Fund to allow the council to provide suitable facilities in the vicinity.**

- Identify potential new locations suitable for waste management facilities during the lifetime of the Core Strategy using the following criteria:
 - Proximity to source of the waste;
 - The nature and scale of the facility;
 - Any potential impact on the surrounding area including noise, emissions, odour and visual impact;
 - The full transport impact of all collection, transfer and disposal movements, including maximising opportunities for transport by rail or water; and
 - The need to use sites that are currently in industrial use or are existing waste management sites.
 - The council will secure any new waste sites identified during the lifetime of the plan, other than street cleansing depots, micro-recycling centres and in-vessel composters, within a Waste Development Plan Document.

Equality Strand Group	Age	Disability	Gender	Race	Religion or Belief	Sexual Orientation	Socio Economic
Score	+	+	+	+	+	+	+
Overall Assessment	+						

3.1 Part A: What significant positive or negative impact could your policy have on people from any of the six equality strand groups (i.e. age, disability, gender, race, religion or belief and sexual orientation) and their access to Westminster City Council Services.

Commentary: This policy will have a positive impact on all groups. The policy approach aims to support self-sufficiency as far as possible, through the reduction of waste and the protection and increase of recycling facilities. This will assist all groups in recycling and making a contribution to reducing waste which will secure environmental benefits for all groups. This policy contributes to enhancing neighbourhoods (draft SES23).

Short, medium and long term positive impacts- reduction in the overall level of waste will minimise the amount of waste sent to land fill. This will help to reduce carbon emissions and the overall amount of waste. **Mitigation – Not required**

Part B : This section screens the impact of policies on Community Cohesion, Deprivation and Human Rights

(Please note a more detailed Health Impact Assessment is available to accompany the submission version of the Core Strategy).

Community Cohesion Impact Assessment

How does this strategic policy reflect Westminster City Partnership’s (WCP) principles on community cohesion? N/A

Will this policy promote positive relationships between the groups/ communities identified in 3.1 or any other groups/communities not stated in 3.1? N/A

Does this policy bring these groups/communities into increase contact with each other? N/A

Deprivation Impact Assessment

Will this strategic policy support the employability of out of work residents in the renewal areas? N/A

Will this strategic policy make a positive contribution to the local economy and in particular small businesses? N/A Will your strategic policy support the Local Area Renewal Programme (LARP) renewal plan delivery and in particular meet the needs of Westminster’s most deprived communities? N/A

Will your strategic policy support the Local Area Renewal Programme (LARP) renewal plan delivery and in particular meet the needs of Westminster’s most deprived communities? N/A

How does this policy support delivery of Westminster’s City Plan Objectives, Local Area Agreement (LAA) and Comprehensive Area Assessment (CAA) improvement priorities and agreed objectives.

City Plan – a key objective of the City Plan is to create as sustainable, cleaner and greener city this policy tackles this issue by seeking to reduce the overall level of waste produced and the protection and increase of recycling facilities.

LAA targets – a key target in the LAA is to increase the level of household recycling this policy directly supports this by protecting and supporting the increase of recycling facilities.

CAA priorities – one of the improvement priorities in the CAA is to ensure Westminster is environmentally sustainable this includes working to ensure recycling targets remain challenging this policy contributes to achieving this priority.

Human Rights Assessment

Does this strategic policy protect and promote human rights as defined in the Human Rights Act 1998? Yes

Are there any aspects of your Policy including how it is delivered or accessed that could have a negative impact on human rights? No

Is more information or evidence required to make a reasonable assessment of negative impact? No

If you identified any negative impact in Section 3 Parts A or B can changes be made to the policy to reduce or remove the likelihood of a negative impact.

No negative impact was specified

Will the changes planned ensure that your policy remains legal? Yes

Section 4

Action Plan

No negative impacts have been identified therefore no action plan has been prepared for this section of the Equality Impact Assessment

Consultation & Engagement

Other delivery units within the council, all stakeholders incl. business sector, GLA and local community groups, LARPs and amenity societies and areas forums. A full list of consultees is available on request.

Review and monitoring - This policy will be reviewed in the following ways:

Household recycling rate, municipal solid waste to landfill, providing capacity for waste apportionment target.

+ + Very Positive Impact + Positive Impact = Neutral – Negative Impact ? Unknown Impact

Policy CS 44 Flood Related Infrastructure

Development will ensure that flood defences are protected and access for maintenance is retained.

The council will work with its partners at a regional and, where necessary, multi-regional level to ensure flood defences remain fit for purpose.

Equality Strand Group	Age	Disability	Gender	Race	Religion or Belief	Sexual Orientation	Socio Economic
Score	+	+	+	+	+	+	+
Overall Assessment	+						

3.1 Part A : What significant positive or negative impact could your policy have on people from any of the six equality strand groups (i.e. age, disability, gender, race, religion or belief and sexual orientation) and their access to Westminster City Council Services.

Commentary: This will have a positive impact on all groups. The protection of flood defences will ensure that people are protected from tidal and fluvial flooding of the Thames. Over the longer term work will need to continue to ensure that flood defences remain able to cope with the additional pressures placed on the Thames by climate changes.

Short, medium and long term positive impacts- ongoing maintenance will ensure protection from city flooding. This will support more vulnerable equality groups and those in deprived areas especially South Westminster.

Mitigation – other policies in the City Management Plan will detail policies on other measures like Sustainable Urban Drainage that prevent flooding

Part B : This section screens the impact of policies on Community Cohesion, Deprivation and Human Rights

(Please note a more detailed Health Impact Assessment is available to accompany the submission version of the Core Strategy).

Community Cohesion Impact Assessment

Does this strategic policy reflect Westminster City Partnership's (WCP) principles on community cohesion? N/A

Will this policy promote positive relationships between the groups/ communities identified in 3.1 or any other groups/communities not stated in 3.1? N/A

Does this policy bring these groups/communities into increase contact with each other? N/A

Deprivation Impact Assessment

Will this strategic policy support the employability of out of work residents in the renewal areas? No

Will this strategic policy make a positive contribution to the local economy and in particular small businesses? This policy maintains visitor, business and residents confidence which will ensure people continue to invest in the borough.

Will your strategic policy support the Local Area Renewal Programme (LARP) renewal plan delivery and in particular meet the needs of Westminster's most deprived communities? Yes protecting the safety of residents who live close to the river is essential, in the South Westminster Renewal Plan supporting the community is a key priority this policy achieves this.

How does this policy support delivery of Westminster's City Plan Objectives, Local Area Agreement (LAA) and Comprehensive Area Assessment (CAA) improvement priorities and agreed objectives.

City Plan – a key objective of the City Plan is to create a sustainable city this policy contributes towards this by ensuring that flood defences are maintained and people and buildings are protected from flood waters.

LAA targets – one of the improvement targets in the LAA is to make our local environment enjoyable for all, this will be achieved by ensuring buildings and spaces are protected from flooding and damage.

CAA priorities – a key priority is to ensure that Westminster is environmentally sustainable flood defences play a key role in protecting the city and making it environmentally sustainable.

Human Rights Assessment

Does this strategic policy protect and promote human rights as defined in the Human Rights Act 1998? Yes. This policy is in accordance with Article 2 Right to life which seeks to ensure that people are safe, ensuring flood defences are protected and access for maintenance will help to minimise the impacts of any future flooding.

Are there any aspects of your Policy including how it is delivered or accessed that could have a negative impact on human rights? No

Is more information or evidence required to make a reasonable assessment of negative impact? No

If you identified any negative impact in Section 3 Parts A or B can changes be made to the policy to reduce or remove the likelihood of a negative impact.

No negative impact was specified

Will the changes planned ensure that your policy remains legal? Yes

Section 4

Action Plan

No negative impacts have been identified therefore no action plan has been prepared for this section of the Equality Impact Assessment

Consultation & Engagement

Other delivery units within the council, all stakeholders incl. business sector, GLA and local community groups, LARPs and amenity societies and areas forums. A full list of consultees is available on request.

Review and monitoring - This policy will be reviewed in the following ways:

Monitoring the amount of additional floorspace by type, proposed social and community floorspace, net additional dwellings, – Source Annual Monitoring Report (AMR) prepared every December. Jobs provided in Westminster, ONS.

+ + Very Positive Impact + Positive Impact = Neutral – Negative Impact ? Unknown Impact

Translation Information

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Arabic

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Bengali

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