

The Heygate Masterplan  
**Elephant and Castle**  
Outline Planning Application

# Equalities Impact Statement

Prepared for Lend Lease by **Quod**  
March 2012





Lend Lease is **committed** to the successful regeneration of **Elephant and Castle**

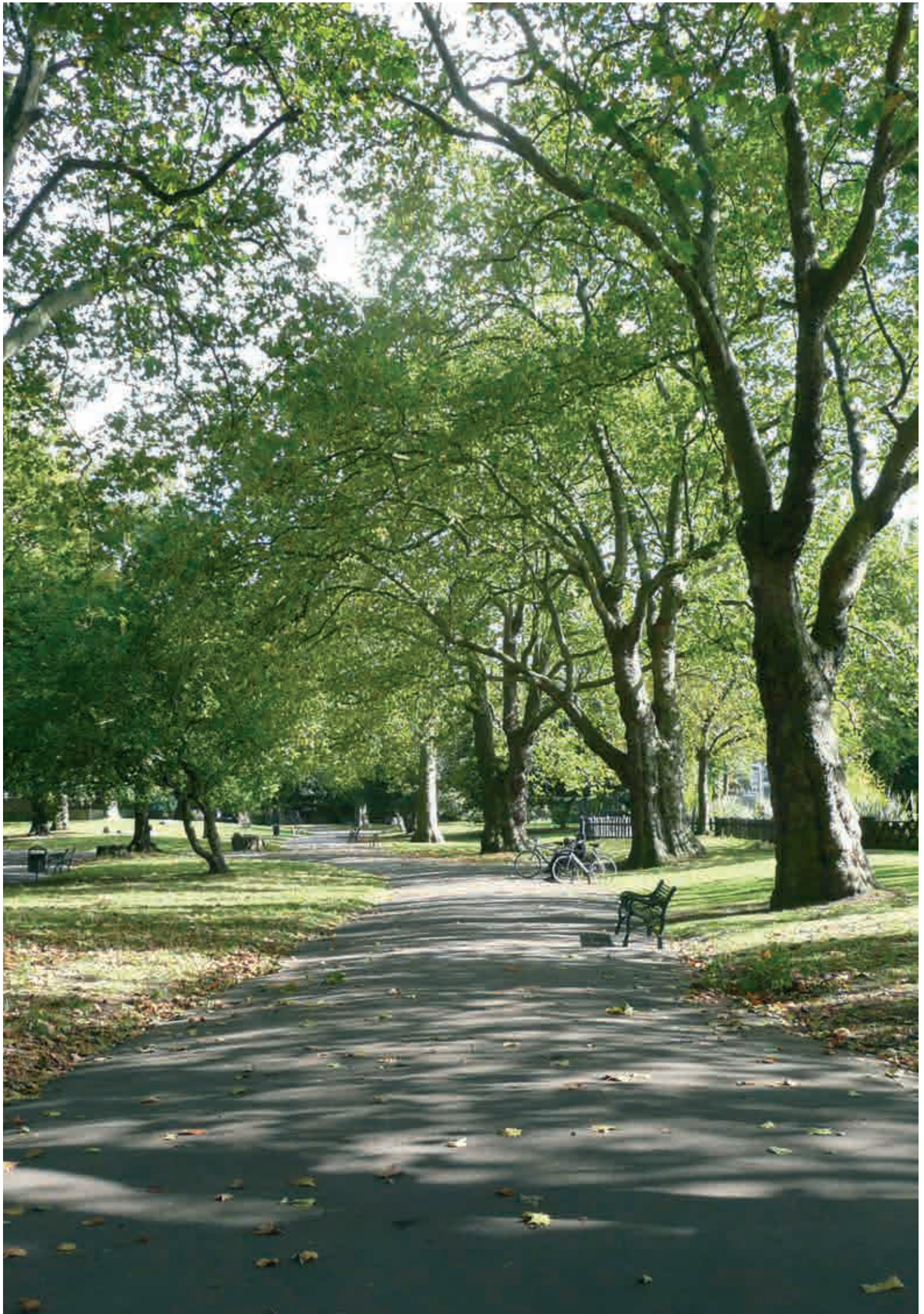


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# 1 Equalities Impact Assessment

## Introduction

- 1.1 This Equalities Impact Assessment has been prepared and submitted by Quod, on behalf of Lend Lease (Elephant and Castle) Limited (LL) (the “Applicant”), to support an outline planning application for the Heygate Masterplan in Elephant and Castle (the “Site”).
- 1.2 This statement sets out information to assist the council in considering the equalities impacts of the Application in line with their public sector equality duty as set out in the 2010 Equality Act. This assessment has considered Southwark’s Elephant and Castle Opportunity Area SPD Equalities Impact Assessment<sup>1</sup>.

## The Site

- 1.3 The Site is located in Elephant and Castle, within the administrative boundary of Southwark Council (SC), within East Walworth ward. The Site occupies an area of 9.71 ha. The Site is currently occupied by the Heygate Estate which is comprised of approximately 1,100 residential units owned by SC. The majority of these units are now vacant. In addition to the residential units there are a number of other land uses and open spaces within the Site, which include car parking / garages, areas of open space and play areas, a number of small mostly vacant retail properties and Crossway Church. It should be noted that SC is currently in discussion with the stakeholders and congregation regarding finding alternative accommodation in the area. The existing buildings, structures and circulation routes offer very little natural surveillance.
- 1.4 The surrounding area is largely residential including a number of housing estates, student accommodation and the Strata Tower. Elephant and Castle Shopping Centre is to the west of the Site which in addition to retail floorspace includes leisure facilities, cafes and restaurants, and an external market. There is a range of business and employment floorspace including office and light industrial uses in the surrounding area.

## Equalities Impact Assessment

- 1.5 The surrounding area suffers from high levels of deprivation, 35% of Southwark’s population live in the most deprived quintile in the country. Deprivation in Southwark is concentrated around the central part of the Borough, including the area surrounding the Site. Southwark has an ethnically diverse population: the largest ethnic minority group are of black African origin and black Caribbean origin.
- 1.6 In terms of Equalities Impact, the Equalities Act 2010 sets out a list of protected characteristics which prioritise particular characteristics aiming to reduce socioeconomic inequalities, which include:
  - Age;
  - Disability;
  - Gender reassignment;
  - Marriage and civil partnership;
  - Pregnancy and maternity;
  - Race;
  - Religion or belief;
  - Sex; and
  - Sexual orientation.
- 1.7 The main objective of Equality Impact Assessment has been to ensure public policies and programmes are implemented fairly, in particular with regard to their impact on the target groups identified above.

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<sup>1</sup> Southwark Council (2012) Elephant and Castle Opportunity Area Supplementary Planning Document Appendix D: Equalities Impact Assessment.

- 1.8 In the context of an Application for a series of buildings, many of the impacts are inherently more difficult to define or quantify. The physical characteristics of the buildings that are the subject of the Application would, in most cases, be of less direct or predictable consequence for equalities. Equalities impacts would depend more on the future interaction of broader policy and social factors in the wider community with the actions of future occupiers, owners and users of the buildings.
- 1.9 Nonetheless, there are certain aspects of the Development that may have impacts on particular equalities target groups:
- disability - impact of design on accessibility;
  - race - impact of affordable housing provision on target groups; and
  - age - impact of design and housing provision on children, and older people.
- 1.10 While the scale and significance of these impacts cannot be meaningfully quantified, the direction of impact can be considered.
- 1.11 The Development will provide a vibrant mix of uses including residential (up to 2,462 homes), shops, bars, business, restaurant and cafe, community and culture and leisure uses. The homes, retail and community facilities in the Development would be provided to modern design standards, including compliance with the regulations on accessibility. In addition, all homes would be built to Lifetime Homes standards as a minimum and 10% would be wheelchair accessible.
- 1.12 These modern design standards offer significant improvements in accessibility, and would benefit potential future residents or visitors with disabilities, older people with mobility difficulties, and other groups such as parents with children. The Development therefore would not raise any issues relating to disability equalities.
- 1.13 Safety and fear of crime can have a negative impact on residents and local communities and can lead to exclusion. The Proposed Development is designed to ensure safety and security is maximised to reduce any potential for crime. Linkages into and sightlines across the Site will be improved and buildings will be designed to meet Secure by Design standards. Details of the safety and security measures are set out in the Design and Access Statement.
- 1.14 As set out in the Environmental Impact Assessment (Chapter 16 Socioeconomics), the development would create up to 1,255 jobs on-site. With a mixture of business, retail, community and leisure uses, the Development can be expected to offer a range of different jobs with different skill levels. These commercial uses could provide opportunities for local people requiring entry-level jobs.
- 1.15 Retail floorspace can be important for local employment as it provides many opportunities that are suitable for people without high level qualifications. Up to 750 of the jobs expected on-site would be retail related employment. An analysis of 2001 Census data shows that in London, approximately 30% of all employees live within 5 km of their workplace, whereas in the wholesale, retail, hotel and restaurant sectors more than 41% of people live this close to their place of employment.
- 1.16 Such employment is therefore particularly likely to benefit local deprived areas, with a high proportion of BAME residents. In addition, research by the GLA<sup>2</sup> found that retail jobs in London go disproportionately to a number of key equalities target groups, including young people, women, and BAME people.
- 1.17 There is a large number of existing BAME businesses in the local area in particular there is a local concentration of Latin American businesses, which would not be directly affected by the Proposed Development. However, the impact of the Development would increase footfall in the local area and could create a number of opportunities for these existing businesses. Some of these business could benefit from the provision of affordable retail units which will be included as part of the Development. These units are to be prioritised for existing businesses in the area, new start up businesses and other independent retailers.
- 1.18 The Proposed Development includes the provision of a new Park which will increase the level of high-quality open space available in the area. This feature will have a number of positive benefits, especially for younger people and those on lower incomes who may not be able to access more formal organised physical activities. This opportunity for recreation encourages more active lifestyles which have improved health and quality of life in addition to encouraging social integration and community cohesion.

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<sup>2</sup> GLA, Retail in London: Working Paper E, March 2006.



- 1.19 Overall, the Development would make a significant contribution towards the regeneration of the surrounding area, the provision of new high quality accessible housing, including affordable housing and the creation of employment would have a positive impact on the local area. It is assessed that the Development would not have a negative impact on equalities.





**Our vision** is  
to re-establish  
Elephant and Castle  
as one of London's  
**most flourishing**  
**urban quarters.**



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