

Equalities Impact Assessment

Grahame Park RMA

April 2021



hghconsulting.com



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1.0 Introduction

Purpose of Statement

- 1.1 This Equalities Impact Assessment (EqIA) has been prepared by hgh Consulting and has been updated and submitted with the Reserved Matters Application (RMA) for the redevelopment of Plots H & K (Phase 2) pursuant to hybrid planning permission ref: 19/5493/OUT granted on the 31st of July 2020 for the demolition of existing buildings and redevelopment of Plots 10, 11 and 12 of the Grahame Park Estate.
- 1.2 A comprehensive EQIA was produced to accompany the extant hybrid planning permission (ref: 19/5493/OUT). This EQIA provides an update to the EQIA produced for the extant permission and focuses on the whole estate (Stage B Plots A- Q), not just Plots H & K.
- 1.3 Public bodies have statutory duties to promote equalities arising from the Equality Act 2010. The purpose of an EqIA is to ensure that a development does not discriminate against disadvantaged or vulnerable people. This EqIA has therefore been produced in order to assist the London Borough of Barnet in considering their public sector equality duty as set out in the Equality Act 2010.
- 1.4 The London Borough of Barnet (hereafter known as “LBB”) uses the preparation of EqIAs as a tool to ensure that equality is considered in the delivery of the regeneration programme

Policy Context

The Mayor’s Equality, Diversity and Inclusion Strategy (2018)

- 1.5 The Mayor’s Equality, Diversity and Inclusion Strategy (2018) defines equality as:

“recognising and respecting differences, including different needs, to ensure people can live their lives free from discrimination, know their rights will be protected, and have what they need to succeed in life. It is about ensuring equality of opportunity by tackling the barriers that some groups face, and making London fairer by narrowing the social and economic divides that separate people. The characteristics protected by equality legislation are age, disability, gender, gender reassignment, ethnicity, pregnancy and maternity, religion and/or belief and sexual orientation.”

- 1.6 Part 1.1. sets out that the Mayor wants all Londoners to have a good quality home at any price they can afford. Those with specific needs or requirements should be able to access housing that allows them to live independently in their communities.
- 1.7 Part 1.1.1. goes on to explain that *“in many cases, general improvements to housing affordability, security and quality will be especially beneficial to vulnerable people and minority groups.”*
- 1.8 In terms of affordable housing, it also states that *“Increasing the supply of affordable homes will benefit those who most struggle to cover the costs of housing, including young people, households on low and medium incomes and people from BAME groups”*. BAME refers to ‘Black, Asian, and Minority Ethnic Populations’.

London Borough of Barnet Equalities, Diversity and Inclusion Policy (2021-2025)

1.9 LBB's policy seeks to ensure all residents are treated equally, with understanding and respect, with all having access to quality services. It aims to be truly inclusive stating inequality will be actively tackled to advance greater equality, as well as fostering good relations between different people. Inclusion means removing barriers – physical, economic or social – that hold people back, to build a borough in which everyone feels a part:

- By considering equalities and inclusion in the way the borough operates, it ensures that decision making, and policy development is better informed and more tailored to individual needs. This will lead to better outcomes for Barnet's communities
- By celebrating and promoting diversity and inclusion, it will create a more cohesive borough, building a community in which people support each other and help tackle discrimination
- The Council will use insight to investigate inequality and discrimination, and to understand where people may not have equal access to services. Wherever it is found that people have experienced inequality or disproportionate impact due to their characteristics the Council will work to tackle this and eradicate it.

The Barnet Plan 2021-2025

1.10 Barnet's Corporate Plan sets out LBB's four priorities ("Clean, safe and well run", "Family Friendly", "Healthy", and "Thriving"), which will be delivered using a preventative approach and considering equalities. Their equalities vision recognises the importance for *"a strong cohesive community, where diversity is celebrated, and everyone has equal opportunity regardless of their background place with fantastic facilities for all ages, enabling people to live happy and healthy lives"*.

1.11 The document also sets out LBB's prevention approach stating preventative measures will be adopted to help people remain healthy, happy and independent in all aspects of life, identifying problems early to support individuals and communities to be more resilient.

Scope of Assessment

1.12 The Equality Act 2010 brings together and replaces all the previous discrimination legislation. Section 4 of the Equality Act 2010 sets out a number of '*Protected Characteristics*' which are covered by the Act and correspondingly form part of this EqIA assessment:

- Age;
- Disability;
- Gender reassignment;
- Pregnancy and maternity;
- Race;
- Religion or belief;
- Sex;
- Sexual orientation, and
- Marriage and civil partnership.

1.13 Wider groups identified for the purpose of this EqIA include:

- People on low income.

- 1.14 While the wider group identified (low income) is not a protected characteristic, it has been included in this EqIA because of the high level of income deprivation in Grahame Park.
- 1.15 The assessment has considered baseline conditions at a variety of scales for a comparative approach of the site. At a local scale, and more specific to the proposed development, the EqIA assesses the non-secure tenants. A total of circa 370 non-secure tenants across Plots 10, 11 and 12 will be rehoused by Barnet Homes in order to deliver the phased redevelopment of the site, therefore it is important to consider the protected characteristics of this group.
- 1.16 It also looks at both temporary and permanent impacts on the protected and wider groups.
- 1.17 The professional judgements made in this EqIA are inherently subjective and are based on the information available at the time of undertaking the assessment.
- 1.18 Further information regarding the data collection, methodology and limitations can be found in Section 2.

2.0 Baseline Assessment - Methodology

Guidance

- 2.1 This EqIA assessment has been carried out in accordance with LBB's Equalities, Diversity and Inclusion Policy 2021-2025, the GLA's guidance on equality and diversity, and the Equality Act 2010 as set out in Section 1. This EqIA has due regard to the need to:
- a) Eliminate discrimination, harassment and victimisation and any other conduct that is prohibited by or under this Act;
 - b) Advance equality of opportunity between persons who share a protected characteristic and persons who do not share it, and
 - c) Foster good relations between people who share a relevant protected characteristic and persons who do not share it.

Baseline Data Gathering

- 2.2 Baseline data has been collated, mapped and analysed from a range of sources in order to provide an overview of the existing demographic profile and socio-economic conditions in the local Grahame Park community and the environment in the surrounding area.
- 2.3 Sources include, but are not limited to, information from the GLA Ward data, Office for National Statistics, LBB's website and information databases (Joint Strategic Needs Assessment and Equalities Demographic page).
- 2.4 The baseline develops an understanding of the quality characteristics on several geographical levels: local level/ Lower/Super Output Level (Grahame Park), ward level (Colindale), borough level (LBB), regional level (London) as well as national level (England).
- 2.5 Data has been provided by LBB for the socio-economic breakdown of existing non-secure tenants on a block basis (existing plots 10-12). LBB have taken this information from their Customer Contact System (QL).

Data Limitations

- 2.6 The main limitation with the baseline assessment is that the data obtained varies significantly both in terms of date and availability. For example, many of the latest data sets are from the 2011 Census which is now somewhat outdated. These datasets also vary in terms of the geographical scope with most of them being at borough, London or national level rather than ward or local level. Given this, the assessment figures should be treated as indicative, rather than conclusive estimates.
- 2.7 Demographic and socio-economic data specifically relating to the Grahame Park estate was requested from LBB to identify protected characteristics in the area. However, LBB were unable to provide such data as no up to date figures are available. The EqIA that was prepared for the Grahame Park SPD cites data from 2015 provided by Barnet Homes. This data has been included as part of this baseline assessment alongside census data.
- 2.8 On the basis of the above, the professional judgements made in this EqIA are inherently subjective and are based on the information available at the time of undertaking.

Impacts to be considered

2.9 The following '*protected groups*' have been assessed as part of this EqIA and data sourced and analysed to inform the baseline assessment:

- Age;
- Disability;
- Gender reassignment;
- Pregnancy and maternity;
- Race;
- Religion or belief;
- Sex;
- Sexual orientation, and
- Marriage and civil partnership.

2.10 A wider identified group for the purpose of this EqIA include:

- People on low income.

3.0 Baseline Assessment

Population

- 3.1 The population of Colindale and Barnet is rising. According to the JSNA¹, LBB has a population of 396,000 (2019). The JSNA stipulates that the borough's overall population "is expected to grow by around 5.2% (20.7k people) over the next 10 years (2031) and 9.2% (37k people) over the next 20 years (2041).".
- 3.2 The local population growth is especially noticeable in Colindale, which has changed significantly in a short period of time². As shown in Table 1, Colindale had the largest population of all wards in the borough in 2018. The population increase particularly reflects the level of development which has been taking place. The GLA's ward profile³ also reports that the population density of Colindale is 8,250 persons/sq km, compared to 4,265 across LBB.

Table 1: Ward Populations and Percentages for LBB (2018) Updated using JSNA figures 2019)

Ward Name	Ward Population	% of Borough Population
Colindale	26,162	6.6%
Childs Hill	22,502	5.7%
Golders Green	21,312	5.4%
Mill Hill	20,694	5.2%
Edgware	18,816	4.8%
Burnt Oak	19,755	5.1%
West Hendon	19,484	4.9%
Hendon	19,650	5.0%
Woodhouse	19,578	5.0%
Hale	18,729	4.7%
Coppetts	18,837	4.8%
West Finchley	18,340	4.6%
East Finchley	17,591	4.4%
Finchley Church End	17,571	4.4%
East Barnet	17,367	4.4%
Oakleigh	17,013	4.3%
Brunswick Park	16,674	4.2%

¹ LB Barnet Joint Strategic Needs Assessment (Accessed 13.11.19)

² Figures for Grahame Park provided by Barnet Homes

³ GLA Ward Profile (Accessed 17.01.2022)

Garden Suburb	16,784	4.2%
Totteridge	16,315	4.1%
Underhill	16,301	4.1%
High Barnet	16,394	4.1%

Age

- 3.3 The most populated age bands in the borough are 30-34 years and 35-39 years and the least populous are 85-89 years and 90+ years. Table 2 below shows the age group distribution in LBB by 5-year age bands in 2020⁴.

Table 2: LBB Age Profile 2020

Age Group	Total
0-4	26,103
5-9	27,699
10-14	26,600
15-19	21,790
20-24	21,331
25-29	27,693
30-34	31,639
35-39	31,618
40-44	30,051
45-49	27,701
50-54	26,443
55-59	23,093
60-64	19,076
65-69	15,723
70-74	14,752
75-79	10,781
80-84	7,854
85-89	5,408
90+	3,652

⁴ https://barnet.communityinsight.org/?indicator=mye_census11revision_popest5yr_aged_0_4_dr_20200101# (Accessed 17.01.22)

- 3.4 LBB's JSNA⁵ stipulates that the population aged 65 plus is projected to increase by 1/4 over the next 10 years.
- 3.5 The JSNA also sets out the following changes for the children and young people, and working age population between 2020 and 2030:
- Children and Young people (0-17 yrs): Remain similar (85,300);
 - Working age (18-64 yrs): Increase of 2.5% (from 255,500 to 261,900).
- 3.6 Table 3 shows a comparative breakdown of Grahame Park, Colindale and LBB's age profile (2012)⁶. The ward's age structure mirrors that of the Borough as a whole in the younger age groups but has more people in the 15-39 age group and less people in the 40-79 age group than the Borough as a whole. The data for Grahame Park indicates that the greatest difference is in the 40-59 category, with almost double the population in this age range compared to LBB as a whole.

Table 3: Age Profile

Age Profile	0-14	15-39	40-59	60-79	80+
Grahame Park – Barnet Homes tenants (2015 Data)	0.2% *	34%	43%	16%	Unavailable
Colindale (2012)	21%	47%	21%	10%	1%
Barnet (2012)	21%	35%	26%	14%	4%

* This figure was low because of there being few tenants below the age of 18

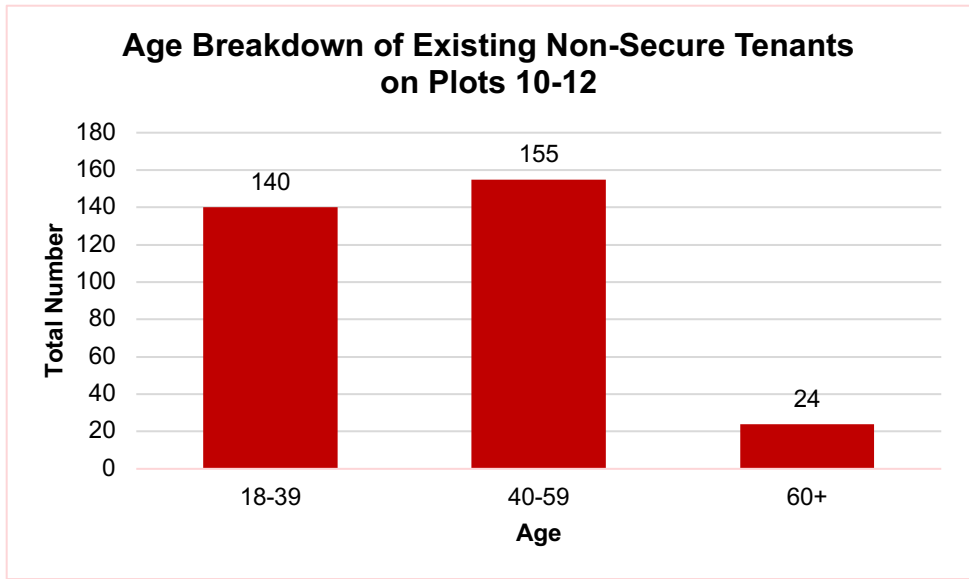
- 3.7 Figure 1 shows the age profile of the existing non-secure tenants within plots 10-12 in 2020⁷. Similar to the age profile of the Grahame Park above, most people are in the 40-59 category (48.6%) followed by the 18-39 category (43.9%).

⁵ LB Barnet Joint Strategic Needs Assessment (Accessed 19.01.22)

⁶ Grahame Park SPD EqIA (2016)

⁷ Barnet Homes GPE Non-Secure Equalities Report January 2022

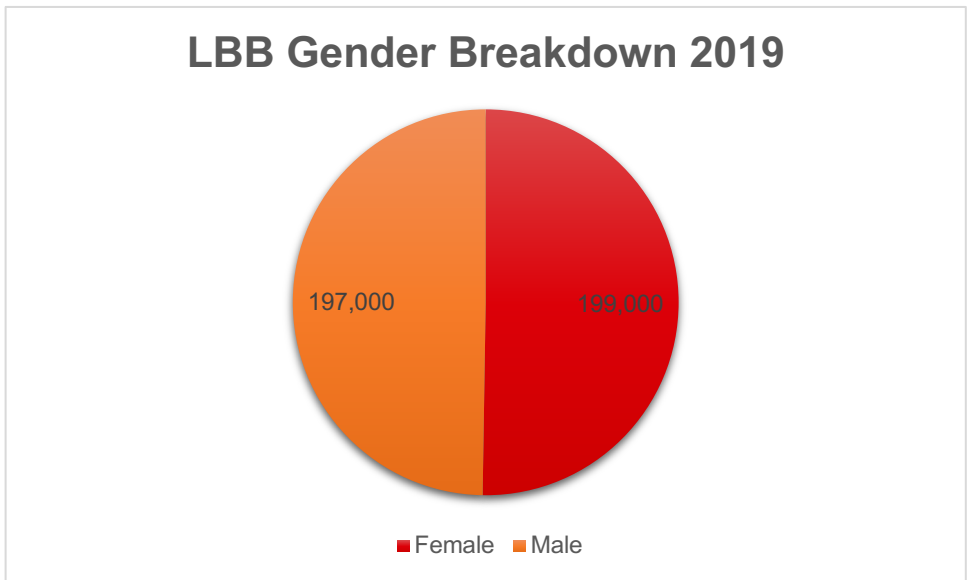
Figure 1: Age Breakdown of Non-Secure Existing Tenants on Plots 10-12



Gender (sex)

3.8 The chart below (Figure 2) presents the gender breakdown of LBB’s population in 2018⁸. Women account for a slightly larger proportion (50.4%) of the population in LBB than men (49.6%).

Figure 2: LBB Gender Breakdown 2019

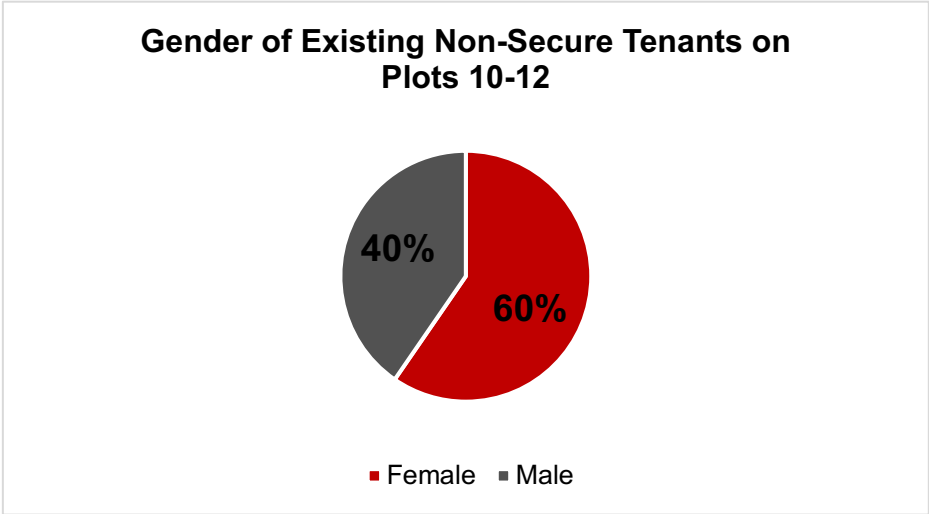


⁸ JSNA sourced from ONS Population Estimates, 2019

- 3.9 The Grahame Park SPD EqIA sets out the tenant gender profile for Grahame Park⁹. There is a higher ratio of female to male tenants in the regeneration area, a greater difference than at Borough level:
- Female: 63.6%, and
 - Male: 36.4%.

3.10 Figure 3 shows the gender breakdown of existing non-secure tenants in plots 10-12 in 2020¹⁰. Overall, there are 60% female and 40% male which correlates with the wider Grahame Park estate profile.

Figure 3: Gender breakdown of non-secure tenants in Plots 10-12



Gender Reassignment

- 3.11 A person has the protected characteristic of gender reassignment if the person is proposing to undergo, is undergoing, or has undergone ad process (or part of a process) for the purpose of reassigning the person’s sex by changing a physiological or other attributes (Equalities Act, 2010).
- 3.12 The 2011 Census does not gather data on gender assignment. Although there has been some work to estimate the number of transgender people in the UK, estimates vary enormously and there is no publicly available statistical data on which to make reliable estimates. There is also no data available at a local level including Barnet’s JSA.

Sexual Orientation

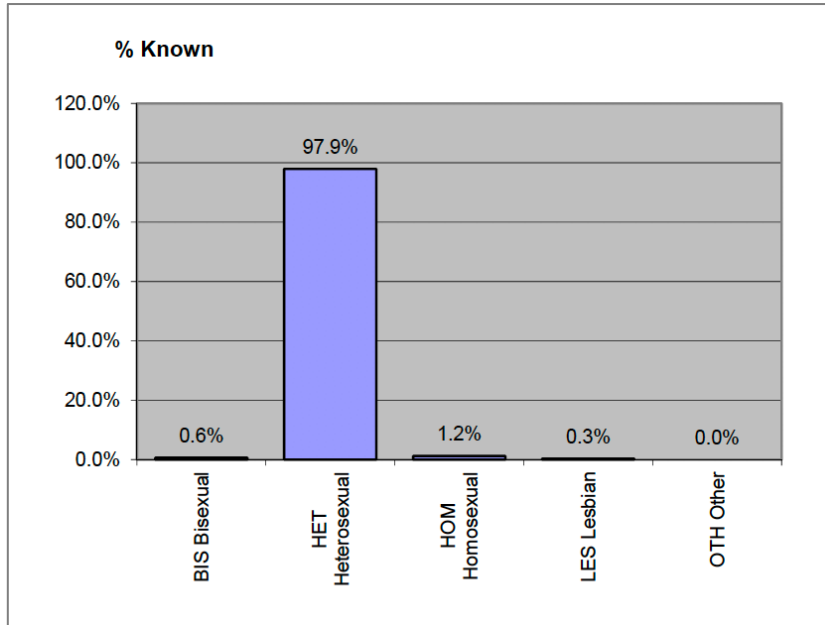
- 3.13 A person’s sexual orientation includes their sexual behaviour, sexual attraction and sexual identity.
- 3.14 The ONS Sexual orientation, UK survey in 2019 revealed that the proportion of the UK population identifying as lesbian, gay or bisexual (LGB) has increased from 2.2% in 2018 to 2.7% in 2019.

⁹ Information from Barnet Home, Tenant Profile, September 2015
¹⁰ Barnet Homes GPE Non-Secure Equalities Report January 2022

However, again there is no comprehensive data collection on sexual orientation in England or at Borough level.

- 3.15 The Grahame Park SPD EqIA sets out that sexuality in Grahame Park is prominently heterosexual (97.9%) followed by 1.2% homosexual; bisexual amounts to 0.6% and 0.3% lesbian (See Figure 4)¹¹.

Figure 4: Grahame Park SPD EqIA Sexuality Breakdown

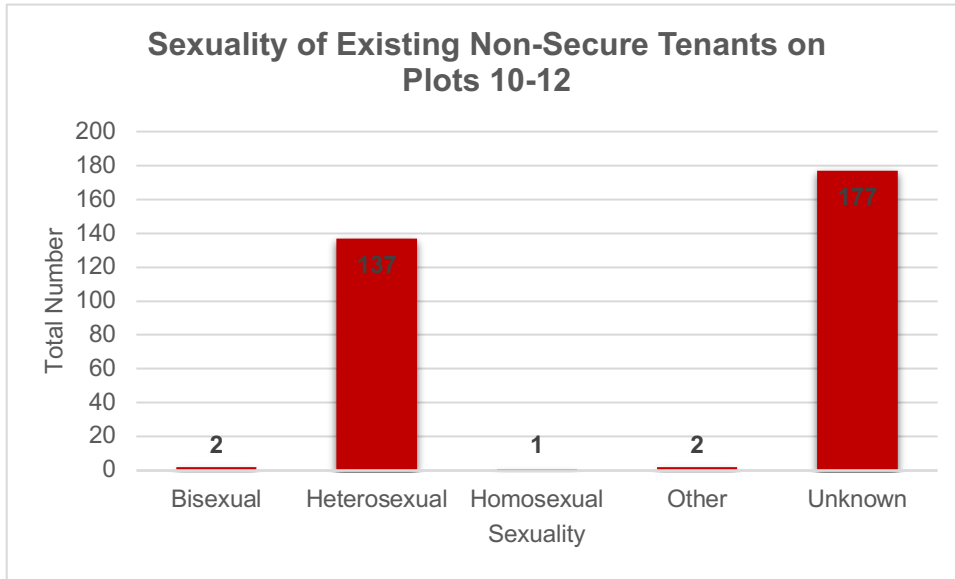


- 3.16 Figure 5 below highlights the breakdown of sexuality of existing non-secure tenants in plots 10-12 in 2020¹². Out of the known responses, it shows that the majority of the non-secure tenants are heterosexual (43%), followed by bisexual 0.6%, other 0.6%, and 0.3% homosexual. 55.5% were classed as unknown. This more or less correlates with the sexuality breakdown of Grahame Park set out above.

¹¹Information from Barnet Home, Tenant Profile, September 2015

¹²Barnet Homes GPE Non-Secure Equalities Report January 2022

Figure 5: Sexuality Breakdown of Non-Secure Tenants in Plots 10-12



Marriage/Civil Partnership

LBB’s Equalities Data Dashboard provides a breakdown of marriage and civil partnership in the Borough in 2016 (Table 4 below). In Colindale, around 32.1% of the marriage age population were single, 41.6% were married; and 0.2% were in a registered same sex civil partnership. This is slightly different to the London profile where the split between single and married individuals was more even, with 35.9% single and 38.7% married and 0.4% in a civil partnership.

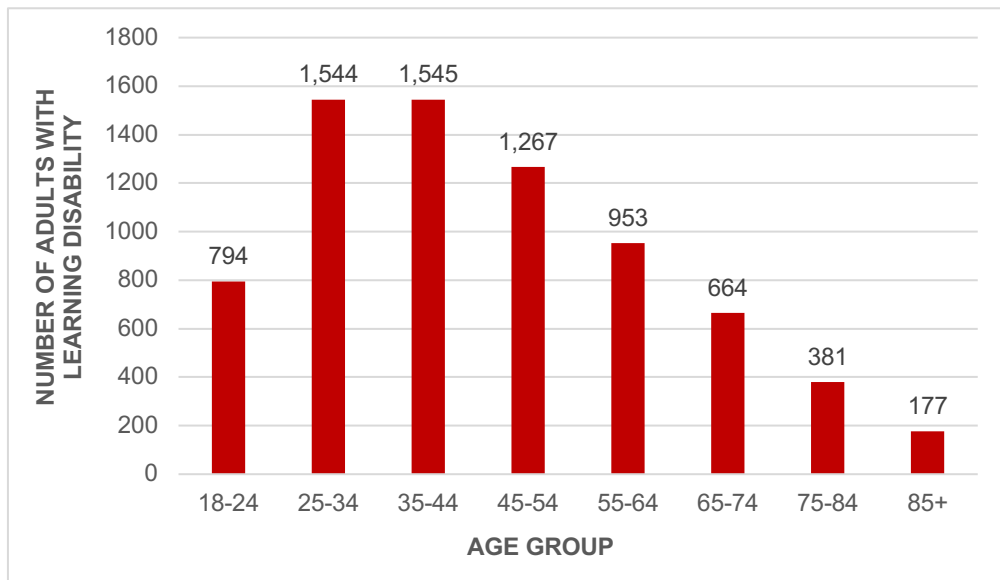
Table 4: Marriage and Civil Partnership in LBB 2016

	Single (never married or never registered a same-sex civil partnership)	Married	In a registered same-sex civil partnership	Separated (but still legally married or still legally in a same-sex civil partnership) Separated	Divorced or formerly in a same-sex civil partnership which is now legally dissolve	Widowed or surviving partner from a same-sex civil partnership
Colindale Ward	1,763	2,699	10	467	927	526
Barnet	36,679	64,204	300	6,216	15,859	12,658
London	1,172,385	1,265,459	13,710	164,905	384,807	264,907

Disability

- 3.17 Disability can limit one’s day-to-day activities in some way. According to the 2011 Census data, the disability levels at the borough level are 22.8%. This is slightly higher than the London average of 22.4%.
- 3.18 According to the LBB’s website¹³ as a more recent account, in 2020 there was an estimated 6,100 adults in the borough aged under 65 with learning disability and 1,200 older people (65+) giving a total of 7,300 adults with a learning disability in LBB (Figure 6).

Figure 6 Estimated Number of Adults in LBB with Learning Disability By Age Group 2020

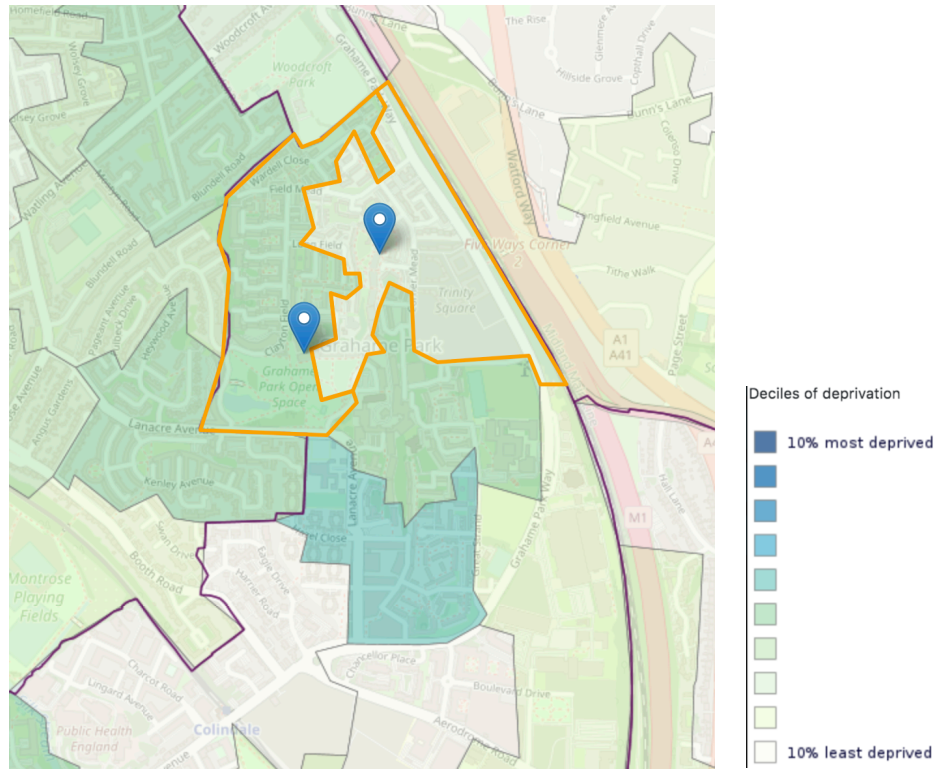


- 3.19 The Lower Super Output Areas in Figure 7 below show the health deprivation and disability domain for Grahame Park in 2019¹⁴. Overall, it shows that in this instance it is between the 30-50% of the most deprived neighbourhoods in the country in terms of health and disability, with the most deprived on the Grahame Park estate being at the southern end of the estate.

¹³ LBB’s Demographic Web page (Accessed 19.01.22)

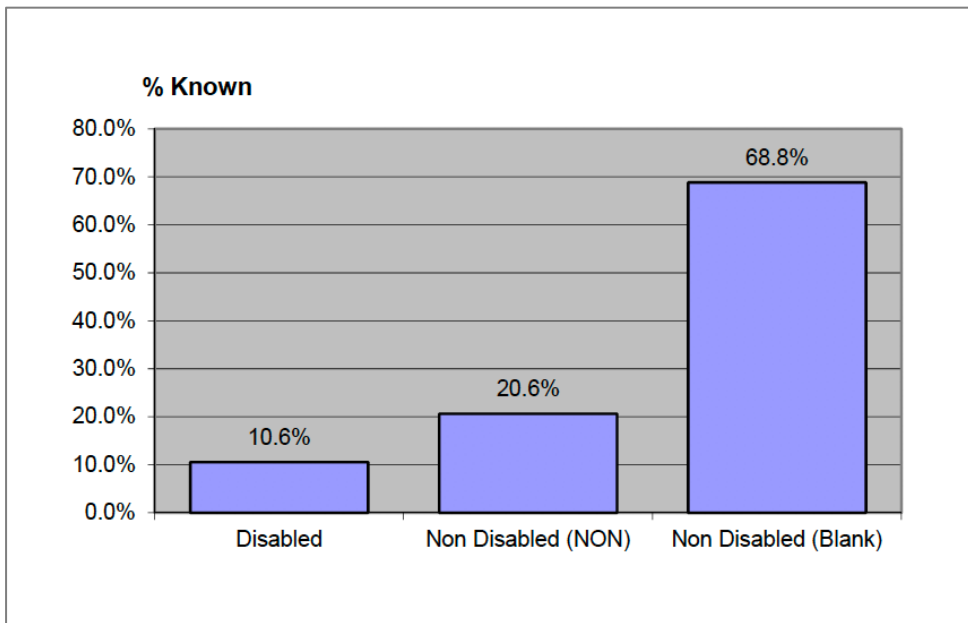
¹⁴ The 2019 Indices of Multiple Deprivation use these LSOAs to provide some statistics about the Grahame Park estate. http://dclgapps.communities.gov.uk/imd/iod_index.html# (Accessed 19.01.22)

Figure 7: 2019 Health Deprivation and Disability Domain 2019



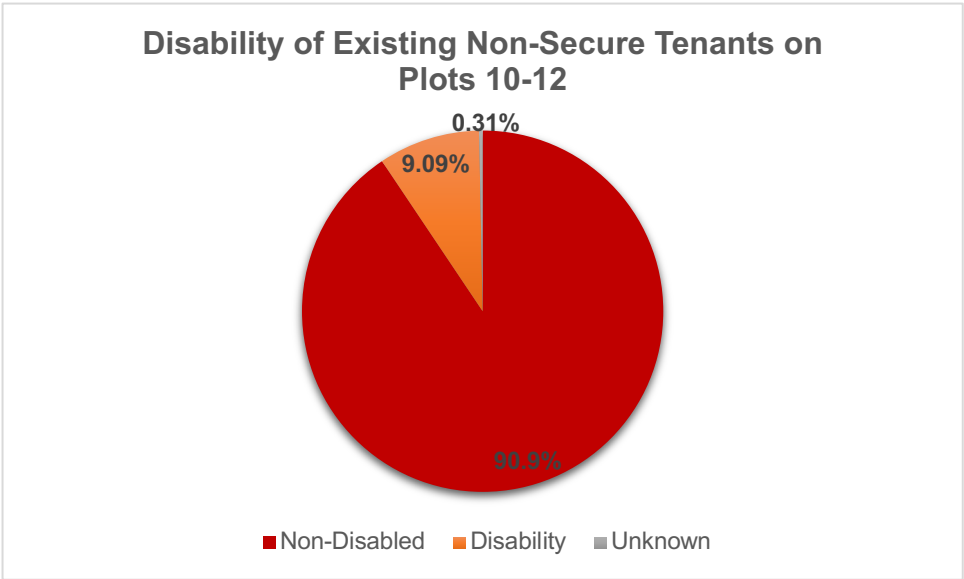
3.20 The Grahame Park SPD EqIA also states that tenants who described themselves as disabled represented 10% of residents in Grahame Park. The graph below shows the % of residents who described themselves as a disabled as a proportion of total Grahame Park residents.

Figure 8: % of those who describe themselves as disabled in Grahame Park



3.21 Figure 9 below shows the disability of non-secure tenants in plots 10-12 in 2020¹⁵. Overall, 90.9% of non-secure tenants described themselves as non-disabled, 9.09% disabled and 0.31% was unknown. This is a slightly lower than the Grahame Park figures above, and significantly lower than the borough levels.

Figure 9: Disability Breakdown of Non-secure Tenants in Plots 10-12



Pregnancy and Maternity

3.22 There are no detailed statistics on the number of local people who are pregnant, which will vary over time. Fertility rates are slightly higher in Colindale and LBB compared to London and then England. The JSNA states that the highest birth rate in LBB was for women aged 30-34 years.

Ethnic Profile

3.23 Colindale, West Hendon, and Burnt Oak are expected to become increasingly diverse with more than 50% Black, Asian and Minority Ethnic (BAME) populations ¹⁶. The JSNA also presents NHS Digital data provided to NIMS based on Primary and Secondary Care data (2021), reporting that Colindale’s population is 64.3% BAME compared to 48% for LBB. Colindale’s BAME percentage is also significantly higher than London’s percentage at 40.2%, however the latest London figure is derived from the 2011 Census data, thus comparison is not fully reliable ¹⁷.

3.24 The Grahame Park SPD EqIA further explains that within Grahame Park tenants the ethnic profile was as follows:

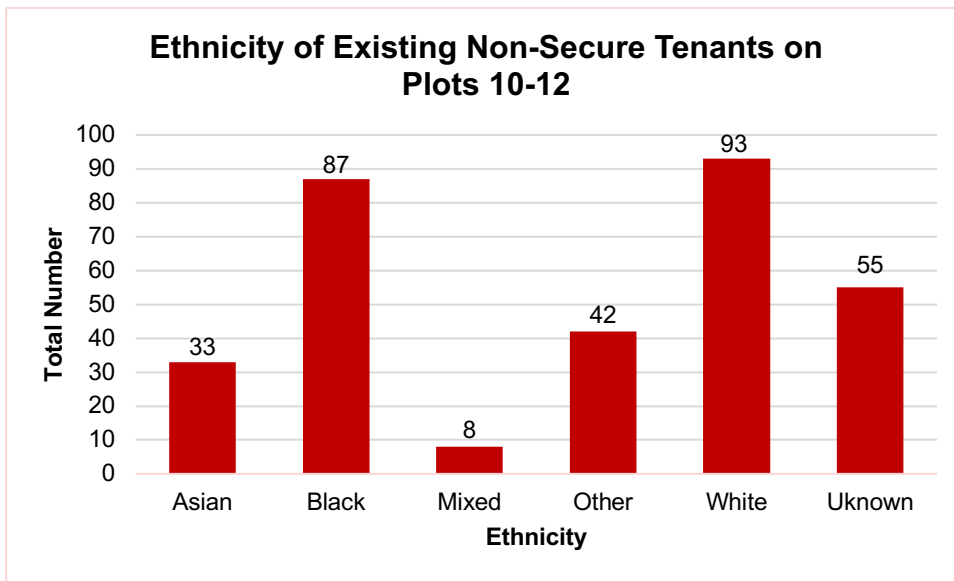
- White: 30.5%;

¹⁵ Barnet Homes GPE Non-Secure Equalities Report January 2022
¹⁶ LB Barnet Joint Strategic Needs Assessment (Accessed 13.11.19)
¹⁷ GLA Ward Profile: Barnet (Accessed 13.11.19)

- Mixed: 0.1%;
- Asian or Asian British: 8.1%;
- Black or Black British: 26.6%, and
- Other: 15.8%.

3.25 Figure 10 below highlights the breakdown of ethnicity for the non-secure tenants across plots 10-12¹⁸. It shows that compared with the Grahame Park SPD figures, the highest ethnicity stated by residents was white, followed closely by black, other, Asian and mixed.

Figure 10: Ethnicity Breakdown of Non-secure Tenants in Plots 10-12



Languages

3.26 The diverse nature of the local population is also reflected in the languages spoken. The GLA ward profile reports that 63% of school children in Colindale do not speak English as a first language in the home. This is significantly higher than the LBB average (44%). Somali, Arabic and Tamil are the most common languages other than English spoken in the homes of Colindale pupils attending schools in LBB (with 188, 129 and 109 pupils respectively), followed by Portuguese, Persian-Farsi and Albanian-Shqip.

3.27 In Grahame Park, Barnet Homes data identifies, Turkish, French and Somali as languages after English¹⁹.

Religion and Belief

3.28 According to the 2011 census, by religion, Christianity is the largest faith in LBB accounting for 41.2% of the total population. The next most common religions are Judaism (15.2%), Islam (10.3%), Hinduism (6.2%) and Buddhism (1.3%) (See Table 5). More recently, the annual Population Survey,

¹⁸ Barnet Homes GPE Non-Secure Equalities Report January 2022

¹⁹ Grahame Park SPD EqIA

found that the most common religion in LBB in 2017 was Christianity (28.6%), followed by the Jewish (22.6%) and Muslim (8.1%) faiths.

3.29 The ward profile for Colindale²⁰ notes that in terms of faith, “the ward has the highest proportion of Muslims among its residents (19% as against 10% for the Borough), a slightly higher proportion of Hindu residents (10% against average of 6%). 47% of Colindale residents are Christian, slightly above the figure of 41% (for Barnet). Colindale has the joint lowest (with Burnt Oak) proportion of Jewish residents in Barnet, 1% against the borough average of 15%”

Table 5: The Proportion of Ward Populations in LBB by Religion (2011 Census)

	Christian	Jewish	Muslim	Hindu	Buddhist	Sikh	Other Religion	No Religion	Religion not stated
Brunswick Park	52.3%	4.7%	9.8%	6.6%	0.8%	0.5%	1.5%	15.8%	8.1%
Burnt Oak	50.0%	1.2%	18.4%	7.5%	2.5%	0.3%	0.5%	13.0%	6.5%
Childs Hill	37.7%	16.9%	14.2%	3.4%	1.3%	0.1%	0.7%	16.2%	9.4%
Colindale	46.6%	1.4%	19.3%	9.8%	1.9%	0.3%	0.4%	13.3%	7.0%
Coppetts	47.4%	4.0%	9.3%	6.1%	0.8%	0.7%	0.7%	22.8%	8.2%
East Barnet	54.3%	5.3%	6.1%	3.6%	0.8%	0.3%	1.0%	20.5%	8.1%
East Finchley	41.2%	8.8%	7.4%	4.2%	1.0%	0.4%	0.6%	27.2%	9.2%
Edgware	27.7%	32.6%	11.3%	8.8%	0.8%	0.4%	2.3%	8.2%	8.1%
Finchley Church End	28.3%	31.2%	8.1%	6.1%	1.3%	0.4%	0.8%	14.7%	9.1%
Garden Suburb	26.5%	38.2%	4.8%	2.4%	1.0%	0.2%	0.6%	15.1%	11.2%
Golders Green	26.1%	37.1%	12.2%	3.8%	0.9%	0.2%	0.6%	10.1%	9.0%
Hale	39.1%	19.4%	10.7%	8.1%	1.5%	0.3%	1.4%	11.5%	7.9%
Hendon	32.1%	31.4%	8.5%	5.6%	1.3%	0.2%	0.6%	11.5%	8.8%
High Barnet	53.4%	6.5%	3.9%	3.1%	0.6%	0.3%	0.7%	23.1%	8.3%
Mill Hill	39.1%	19.0%	12.3%	5.2%	1.1%	0.4%	0.8%	14.0%	8.2%
Oakleigh	52.6%	8.8%	6.7%	5.3%	0.8%	0.4%	1.3%	16.1%	7.9%
Totteridge	39.7%	16.2%	7.2%	6.7%	2.3%	0.5%	2.0%	16.5%	8.8%

²⁰ Colindale Ward Profile (2013) (Accessed 14.11.19)

Underhill	55.8%	3.1%	7.6%	3.3%	1.1%	0.2%	1.0%	19.1%	8.8%
West Finchley	38.1%	9.1%	7.8%	9.0%	2.1%	0.8%	2.3%	22.2%	8.5%
West Hendon	36.4%	14.1%	17.1%	11.0%	1.6%	0.2%	1.1%	11.4%	7.1%
Woodhouse	45.0%	6.4%	9.7%	9.3%	1.0%	0.5%	1.5%	18.4%	8.4%
LB Barnet	41.2%	15.2%	10.3%	6.2%	1.3%	0.4%	1.1%	16.1%	8.4%

3.30 The Grahame Park SPD²¹ EqIA states that the breakdown for Grahame Park tenants in terms of religion was:

- Religion not stated: 57.4%.
- Christian: 21.9%;
- Muslim: 12.3%;
- No religion: 5.3%;
- Other Religion: 1.5%
- Hindu: 0.8%;
- Jewish: 0.4%;
- Buddhist: 0.2%, and
- Sikh: 0.1%.

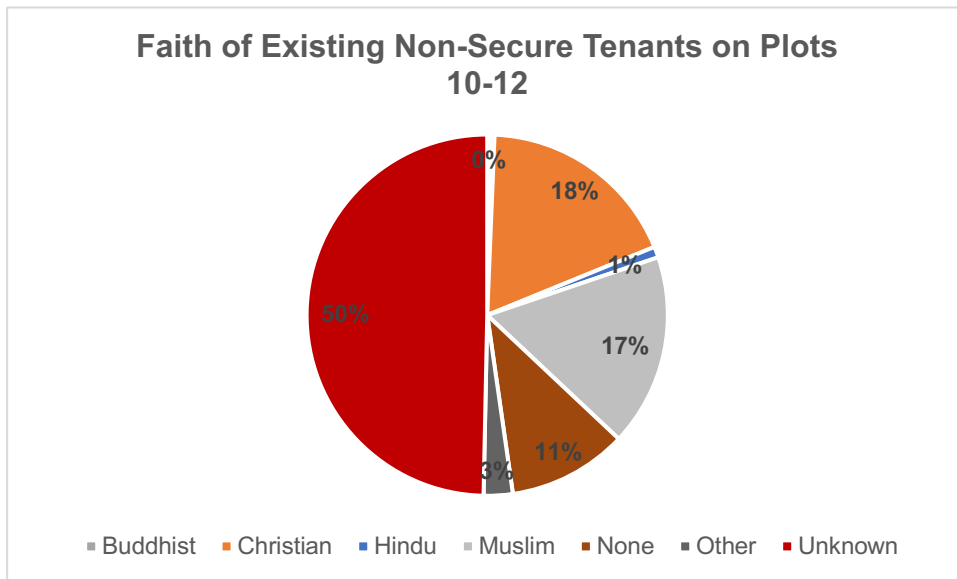
3.31 Out of those who stated their religions, Christianity was the highest religion. Other common religions were Muslim and Hindu, which generally mirrors the figures for the Colindale.

3.32 The chart below shows the breakdown of faith in existing non-secure tenants across plots 10-12²². Out of the known responses, the highest percentage classed themselves as Christian (18%) followed by Muslim.

²¹ Information from Barnet Home, Tenant Profile, September 2015

²² Barnet Homes GPE Non-Secure Equalities Report January 2022

Figure 11: Faith breakdown of non-secure tenants on Plots 10-12



Education

- 3.33 The population of children and young people (CYP) in LBB is estimated to be around 85,000 and to remain similar over the next 10 years (JSNA).
- 3.34 According to the LBB Website, there are 126 schools in LBB. 30 of these are within the western part of the borough near Grahame Park, 46 in the north east, and 50 in the south of the borough. However, it is noted that central government data on educational establishments lists 124 schools in LBB (93 primary, 28 secondary, and 3 all through schools). There are a further 60 independent and other schools available, making a database of 184 establishments.
- 3.35 The following table shows the types of establishments and net capacity of educational establishments in LBB²³. It shows that there are 7,473 school spaces in LBB for any future need for school places.

Table 6: Types of Educational Establishments in LBB

Type of establishment	Number	Net capacity (gross less pupils, if stated)
Academy 16-19 converter	1	Not stated
Academy converter	21	869
Academy special converter	2	-6
Academy sponsor led	7	598

²³ Central Government Schools Database

Children's centre	9	Not stated
Community school	40	779
Community special school	3	Not stated
Foundation school	2	37
Free schools	9	2,000
Free schools special	1	26
Further education	1	Not stated
Local authority nursery school	4	Not stated
Miscellaneous	2	Not stated
Other independent school	36	2,114
Other independent special school	3	Not stated
Pupil referral unit	2	Not stated
Special post 16 institution	2	Not stated
Voluntary aided school	39	1,050
TOTAL	184	7,467

3.36 The following table shows the location of these establishments by ward. It shows that there is capacity for 886 school places in Colindale.

Table 7: Net Capacity of Educational Establishments by Ward – different overall figures

Net capacity of educational establishments by ward (school capacity less number of pupils, if stated)			
LBB Wards			
Colindale	886	East Finchley	500
Burnt Oak	175	West Finchley	146
Edgware	526	Woodhouse	161
Mill Hill	971	Totteridge	236
Hale	-58	Underhill	909
Hendon	706	High Barnet	204

West Hendon	246	Oakleigh	122
Golders Green	367	Coppetts	319
Childs Hill	198	East Barnet	23
Garden Suburb	462	Brunswick Park	81
Finchley Church End	267		

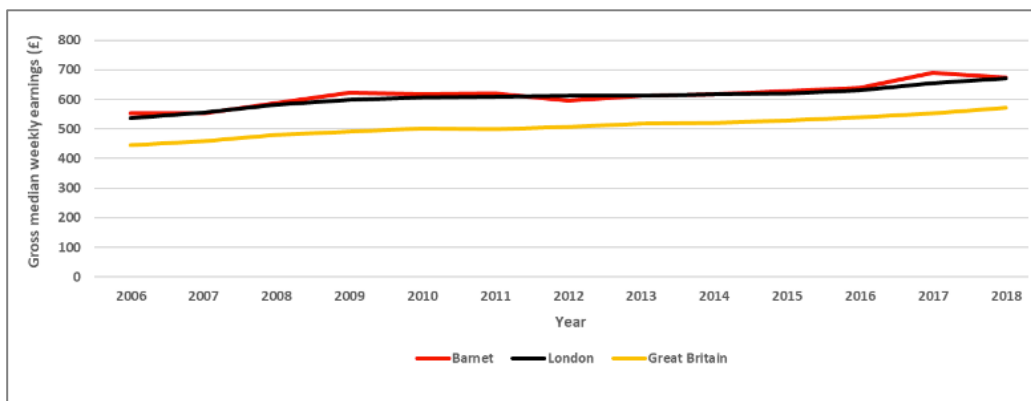
3.37 Schools particularly close to the site include Saracens High School, Orion Primary School, Colindale Primary School, St James’ Catholic High School and Blessed Dominic Catholic Primary School (being relocated to new accommodation at St James’). The North London Grammar School (independent primary and secondary school) is also nearby.

Household Income

3.38 According to the JSNA, the gross median weekly earnings between 2006-2018 for LBB were £674.10, compared to £670.80 for London, and £571.10 for Great Britain. The ONS presents slightly higher statistics: £681.0 for LBB, £699.2 for London, and £587.0 for Great Britain.

3.39 Out of 33 local authorities in London, LBB is ranked 15th on the gross median weekly earnings for 2018. The trend for weekly earnings for LBB, London and Great Britain between 2006 and 2018 is shown in Figure 14 below²⁴. It is evident that the weekly earnings for LBB are consistently significantly higher than Great Britain, but most of the London local authorities have weekly earnings significantly higher than Great Britain.

Figure 12: Trends in median gross weekly earnings for full time employment in LBB, London and Great Britain, 2006-2018



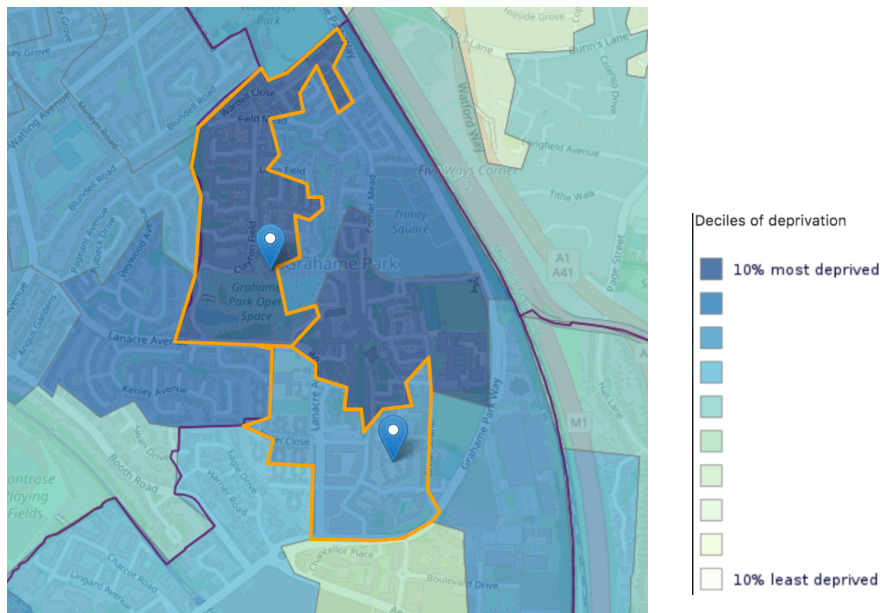
3.40 Self-employment in LBB is noticeably higher in percentage terms than London and the UK, which is reflected in the relatively high number of very small businesses. The nature of self-employment is not

²⁴ Source: Office for National Statistics (ONS, 2018). Labour Market Profile – LB Barnet.

revealed by this data but it is noted that average earnings (see data further below) is lower for workers in Barnet compared to the wider London average²⁵.

- 3.41 The map below (Figure 13) shows that for Grahame Park Lower Output Areas²⁶. Income deprivation is worse in the central and eastern areas of the estate, followed by the northern and southern parts. Overall, Grahame Park is ranked within the 10-30% most deprived areas in the country.

Figure 13: Income Deprivation Domain 2019



Labour Market performance/unemployment

- 3.42 In the labour market, data shows that the percentage of people that are economically active in LBB lags behind both GB and London. Since 2020 unemployment has increased in LBB to 7.5%, which is now higher than London’s and Great Britain’s average. The GLA’s profile of Colindale (BRES data) shows that employment per head of resident working age population is slightly higher for the ward than for the borough (0.6 for Colindale compared to 0.5 for LBB).
- 3.43 According to data on the four Lower Super Output Areas representing the Grahame Park area (see also the “*Grahame Park Neighbourhood Change Evaluation Report*”), two of these areas are within the 20% most deprived neighbourhoods in England for employment with a relatively high proportion of people involuntarily excluded from work. This suggests that whilst unemployment may not be especially problematic for LBB as a whole, there are nonetheless pockets of deprivation in the Grahame Park area that need to be addressed. This helps to explain the rationale for the proposed development.

²⁵ By Community and Economic Regeneration Consultants and WSA Community Consultants, March 2019

²⁶ The 2019 Indices of Multiple Deprivation use these LSOAs to provide some statistics about the Grahame Park estate. http://dclgapps.communities.gov.uk/imd/iod_index.html# (Accessed 15.11.19)

- 3.44 Self-employment in LBB is noticeably higher in percentage terms than London and GB, which is reflected in the relatively high number of very small businesses. The nature of self-employment is not revealed by this data but it is noted that average earnings (see data further below) is lower for workers in LBB compared to the wider London average.
- 3.45 According to NOMIS data from 2020 to 2021 77.8% of the working age population of LBB were economically active, compared to 79.3% in London, and 78.5% in Great Britain. 7.5% are unemployed, which is higher than 6.45% for London and 4.8% for Great Britain. A further breakdown of this, along with the gender employment breakdown is provided in Table 8 below.

Table 8: Employment and Unemployment in LBB (October 2020-September 2021)

	Barnet (level)	Barnet (%)	London (%)	Great Britain (%)
All people				
Economically Active	211,600	77.8	79.3	78.5
Unemployed	15,600	7.5	6.5	4.8
Males				
Economically Active	118,500	83.0	83.3	82.2
Unemployed	n/a	n/a	6.3	5.0
Females				
Economically Active	93,100	71.7	75.2	74.8
Unemployed	13,200	14.2	6.7	4.5

Overcrowding

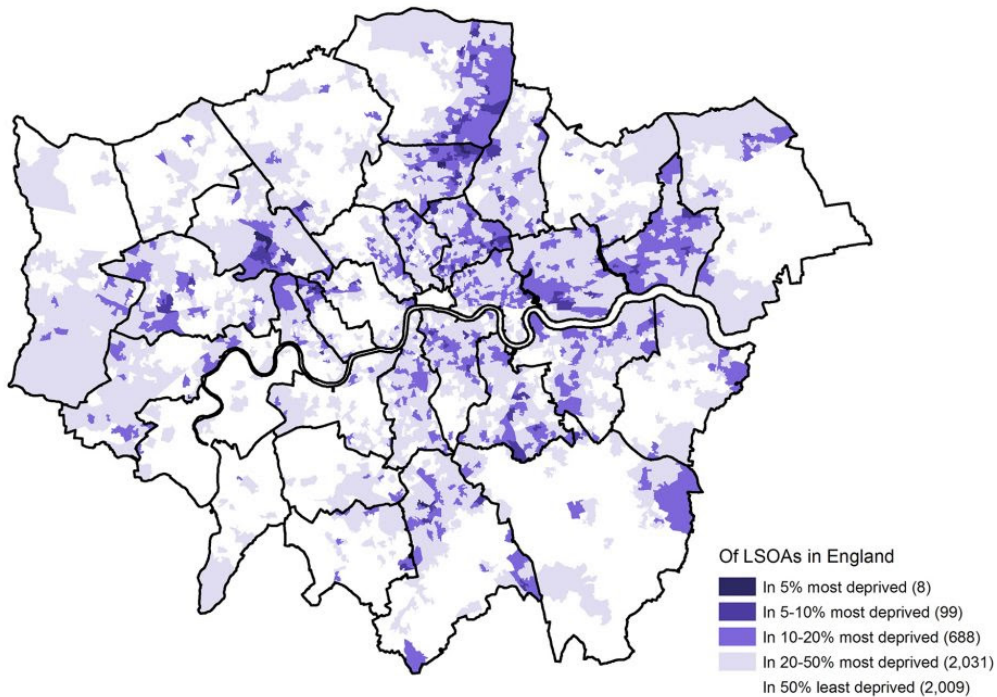
- 3.46 Grahame Park is the Borough's largest housing estate comprising a mixture of flats and houses, in buildings of varying heights and set in areas of open space.
- 3.47 There is a high level of overcrowding in the Borough, with it being highest in Colindale and Childs Hill. The Grahame Park SPD EqIA states that over 2,000 households that live in accommodation would benefit from another room and bedroom.

Deprivation

- 3.48 The Index of Multiple Deprivation is the primary source for measuring deprivation.
- 3.49 On the IMD 2019, LBB is ranked 184 out of 326 local authorities in England. This is significantly worse than the IMD 2015 which ranks it 157th.

3.50 Figure 14 below²⁷ shows the IMD (2019) with the relative deprivation levels for London. This considers factors such as acute morbidity, mood and anxiety disorders, hospital episodes and health benefits.

Figure 14: Relative Deprivation for London Local Authorities Based on The Rank of IMD 2019



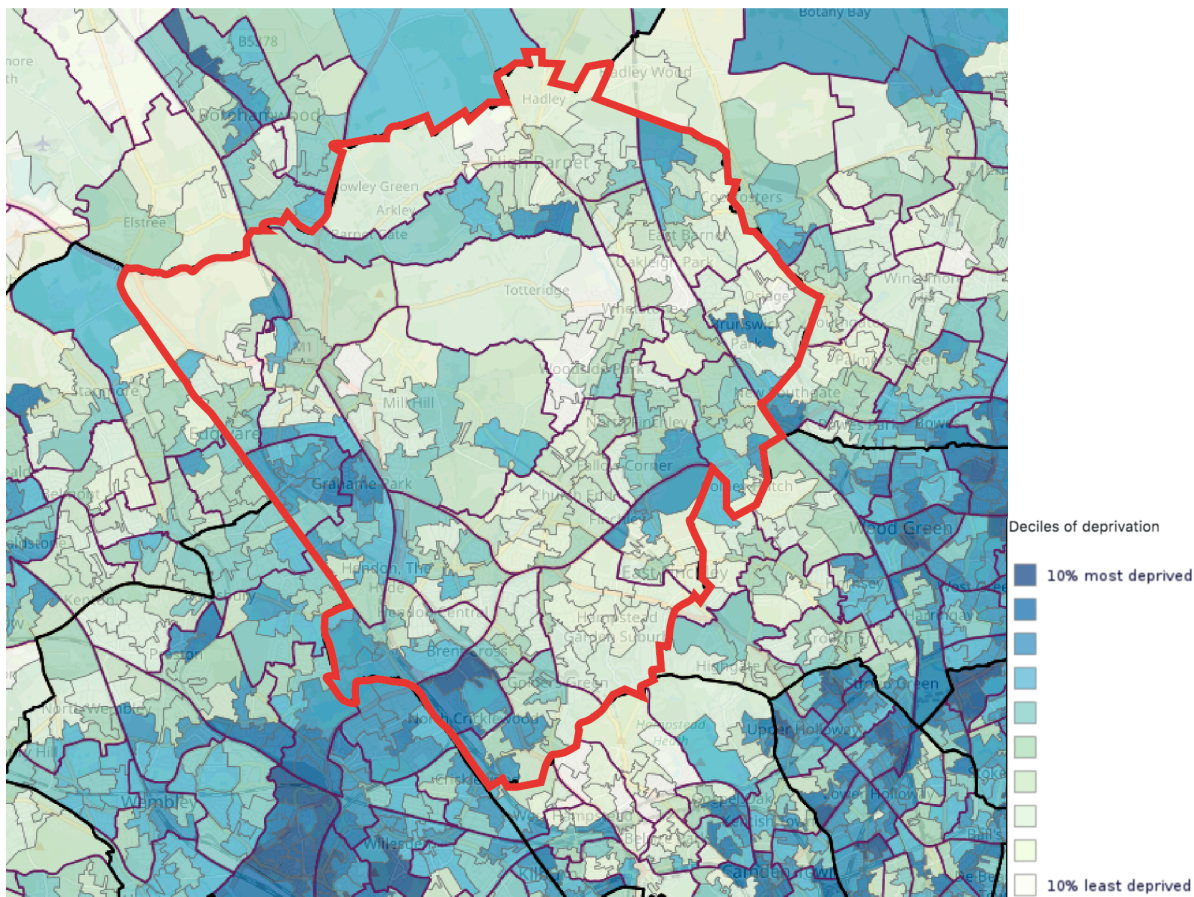
3.51 As shown within the red line on Figure 15 below²⁸ borough level, the wards with the higher overall IMD score tend to be concentrated in the west of the borough (i.e., Burnt Oak, Colindale, West Hendon). The Ministry of Housing, Communities and Local Government (2019) shows Colindale as the second most deprived ward in the borough after Burnt Oak (based on ward boundaries March

²⁷ Indices of Deprivation 2019, MHCLG

²⁸ Sources: Department for Communities and Local Government (DCLG, 2015).

2022). Within Colindale itself, most of the deprived areas are within the north of the ward. This is also where Grahame Park is located.

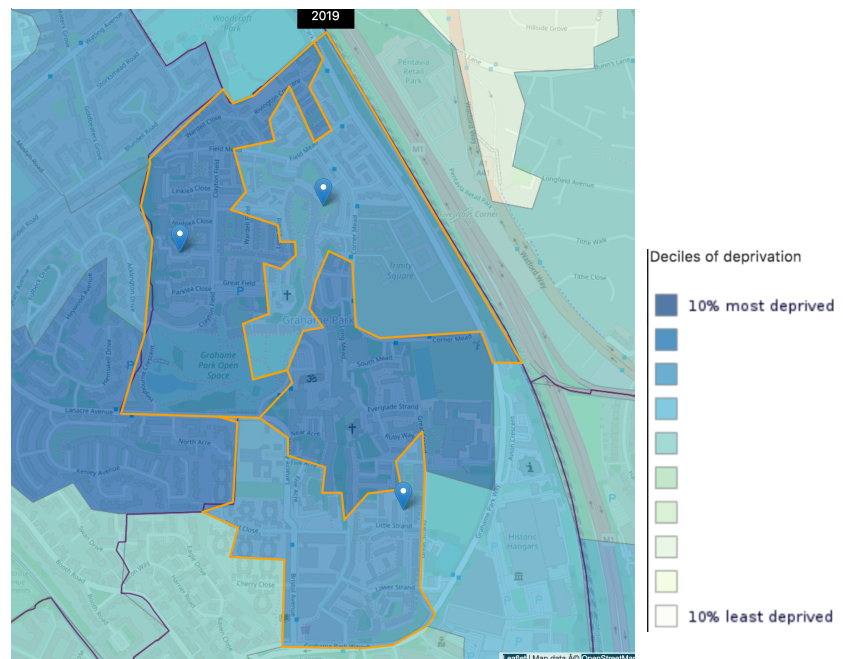
Figure 15: Index of Multiple Deprivation (IMD) 2019 Deciles for LBB



3.52 Grahame Park itself it made up of four Lower Super Output Areas (LSOAs)²⁹ (See Figure 16 below). The map shows the most deprived areas on the estate are within the central and eastern areas. Overall Grahame Park lies within the 20-30% most deprived areas in the country.

²⁹ The 2019 Indices of Multiple Deprivation use these LSOAs to provide some statistics about the Grahame Park estate. http://dclgapps.communities.gov.uk/imd/iod_index.html# (Accessed 15.11.19)

Figure 16: Indices of Deprivation Domain 2019



4.0 Summary of Baseline Data

4.1 In summary, the baseline highlights the following EqIA considerations:

- Colindale is the most densely populated ward in the Borough and the population is continuing to rise.
- There is a comparatively high percentage of 40-59 year olds in Grahame Park ((including non-secure tenants in plots 10-12) compared to Barnet.
- A moderate proportion of the population are aged 65 years and over in Barnet and this is set to increase with the predicted rise by LBB.
- Colindale has a lower level of Civil Partnerships compared to Barnet and London profiles in 2016.
- There are a greater proportion of women than men in Grahame Park (including non-secure tenants in plots 10-12). This is a larger difference than at Borough level.
- Colindale is characterised by a diverse ethnic profile with more than 64.3% BAME population.
- In terms of religion, there is a high proportion of Christian and Muslim residents in Grahame Park (including non-secure tenants in plots 10-12), similar to Colindale.
- There is an increased level of unemployed in Barnet and a greater than average resident income levels at the Borough level. Grahame Park is in 20-30% of the most deprived LSOAs in England for overall deprivation, and Colindale the second most deprived ward in Barnet.
- Grahame Park is predominantly heterosexual (97.9%). This is similar for existing non-secure tenants in Plots 10-12.
- Grahame Park lies within 20-50% of the most deprived neighbourhoods in terms of health and disability in the UK.
- 10% of residents describe themselves as disabled in Grahame Park. This figure is similar to the non-secure tenants across plots 10-12.
- A high percentage of residents on Colindale do not speak English as their first language (63%).

5.0 Assessment of Equality Impacts

Introduction

- 5.1 This section sets out the assessment of equality impacts for the identified protected groups and potential mitigation measures for Grahame Park Stage B (Plots A-Q) – the hybrid planning permission (ref: 19/5493/OUT) granted on the 31st of July 2020. The identified impacts have been categorised as positive, negative or neutral, depending on their anticipated effect in the protected groups in the impact area.
- 5.2 For the hybrid planning permission we have considered the likely effects on the following protected groups below:
- Age;
 - Disability;
 - Gender;
 - Gender reassignment;
 - Pregnancy and maternity;
 - Race;
 - Religion or belief;
 - Sex;
 - Sexual orientation, and
 - Marriage and civil partnership.
- 5.3 Wider groups identified for the purpose of this EqIA include:
- Lower income.
- 5.4 There are a number of ways in which the proposed development could potentially impact the protected groups and wider groups identified in this EqIA. This EqIA assesses both the anticipated **temporary impacts** (identified as impacts whose effects are likely to last for either a portion or the whole construction period) and anticipated **permanent impacts** (the effect will be apparent upon the completion and operation of the development).
- 5.5 In assessing the impacts of the development, the following thematic areas have been considered:
- Construction Disruption;
 - Housing;
 - Community Facilities;
 - Employment Opportunities;
 - Access to and around the Site;
 - Social Infrastructure;
 - Open Space;
 - Play Space, and
 - Opportunities for Social Interaction.
- 5.6 The impacts on the protected characteristics both temporary and permanent are summarised in the tables 9 and 11 below with a more detailed assessment in tables 10 and 12.

Temporary Impacts

Table 9: Summary of Temporary Impacts on Protected Characteristics

Protected Characteristic	Positive or Negative Impact
Age	Positive (Housing- secure tenants)
	Negative (Housing- non-secure tenants)
	Positive/Neutral (Access to community facilities/social infrastructure)
	Neutral (Play space and open space)
	Negative (Construction impact and access to and around the site)
Disability	Positive (Housing- secure tenants)
	Negative (Housing- non-secure tenants)
	Neutral (Access to community facilities/social infrastructure)
	Negative (Construction impact and access to and around the site)
Gender	No temporary impacts identified
Gender Reassignment	No temporary impacts identified
Marriage/Civil Partnership	No temporary impacts identified
Pregnancy and Maternity	Neutral (Housing, Access to community facilities/social infrastructure and access to and around the site)
	Negative (Construction impact)
Race/Ethnicity	Positive (Access to employment opportunities)
	Neutral / Positive (Access to community facilities)
	Neutral (Housing-secure tenants)
	Negative (Housing- non-secure tenants)
	Neutral / Positive (Access to community facilities)
	Negative (Construction)
Religion	Neutral (Access to community facilities)
	Neutral / Negative (Access to and around the site)
Sex	No temporary impacts identified
Sexual Orientation	No temporary impacts identified

Low Income	Positive (Employment opportunities)
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5.7 The EqIA has identified a total of **24 temporary impacts** on the protected characteristics during the construction of the areas covered by the hybrid planning permission. Of these temporary impacts, **4 are positive, 2 are positive/neutral, 8 are negative, 1 is neutral/negative and 9 are neutral.** Details of these are summarised in Table 10 below.

Table 10: Identified Temporary Impacts On Each Protected Characteristic

Protected Characteristic	Identified Temporary Impact
Age	<p><i>Construction Disruption – negative impact</i></p> <p>Construction of the development approved by the hybrid planning permission will take place over 15-20 years. The demolition of existing buildings on land to be developed as part of Plots A and B has already completed and construction of Plot A has commenced and is due to be completed by early 2024. Construction of future phases will take place over different parts of the wider site over the 15-20 year construction period. Different parts of the estate will be affected at different times, therefore no one part will be affected for the full 15-20 years.</p> <p>The construction process will result in changes to access arrangements (at different phases) and construction impacts such as noise and dust for both the resident population that remain on site during the construction period and those in neighbouring residential accommodation.</p> <p>A Construction and Environmental Management Plan (CEMP) will be prepared and updated prior to the commencement of each Plot to mitigate negative impacts of the construction process.</p> <p>Chapter 10 of the ES (Noise and Vibration) approved as part of the hybrid planning permission concludes that with mitigation measures in place through the CEMP, there will be no significant environmental effects on sensitive receptors from vibration-inducing activities of demolition and construction, piling activities or construction traffic noise.</p> <p>Chapter 6 of the ES (Air Quality) approved as part of the hybrid planning permission concludes that the residual effects of dust generated by construction activities, including construction vehicles and plant, following the mitigations measures set out in the ES and good site practice will be negligible.</p> <p>The Transport Assessment (TA) approved as part of the hybrid planning permission concludes that the predicted increase in construction traffic is considered to have a negligible impact on delay, severance and accident/safety on the local highway network. A Construction and Logistics Plan (CLP) will be prepared prior to commencement of the development of each plot to provide an</p>

outline of the construction vehicles accessing the site, route choice and how construction will be managed to reduce the impact on the local highway network.

The hours of working will be controlled to ensure that no work takes place early in the morning or evenings Monday to Saturday and not at all on Sundays or Bank Holidays.

A Community Liaison role will be a requirement of all contractors to inform residents of details of the proposed works (where exactly the works are taking place, the activities involved, timescale for the work, potential impacts, and contact details), detail the mitigations and be a point of contact for residents.

It is anticipated that the construction works will have a slightly disproportionate impact on groups whose mobility is constrained such as the elderly and disabled residents who are likely to be in their homes during the daytime.

Housing: Remaining secure tenants and resident homeowners – positive impact

It is anticipated that the elderly will feel the greatest temporary impact of moving out from their current homes on the estate in comparison to other age groups. The physical demands of moving, such as packing and unpacking, is likely to be particularly strenuous for the elderly. There are also psychological effects, such as stress and anxiety, that can become prevalent due to the worry of moving out of a home that they have occupied for a number of years and moving into an unfamiliar environment.

To minimise the potential negative impacts of the development to all age groups the demolition and construction programme has been phased in such a way as to ensure that existing secure tenants and resident homeowners (via a shared equity offer should they choose to take a new home on the estate) will only need to experience one move and will be able to move into the first phase of the development on Plot A. This is an intentional strategy to minimise disruption to existing secure tenants and resident homeowners and will provide a positive benefit to all age groups, especially the elderly.

All secure tenants and resident leaseholders are offered a comprehensive package which ensures that they do not lose out financially and will be assisted with physically moving. Removal packages encompassing packing, disconnection and re-connection services would further mitigate the negative impact of proposed demolition and construction programme are provided. They also benefit from the services of an Independent Tenant and Leasehold Advisor funded by the project. Secure tenants will also be moved into a new home that meets their needs.

It is likely that the elderly who are secure tenants or resident homeowners will feel a disproportionate impact moving out of their homes. However, with the

support to be provided and being able to move into a new home that meets their needs, the overall impact on all age groups is considered to be positive.

Housing: Remaining non-secure tenants – negative impact

Existing non-secure tenants will experience negative impacts on all age groups as they will need to be rehoused as part of the regeneration from their existing temporary accommodation.

The Council will make a number of efforts to accommodate residents in these circumstances. The Council in its statutory role would provide advice as minimum on re-housing. Depending on circumstances, which is more likely to benefit some of those protected groups- families with children, for example – the Council's Housing team are to provide assistance with finding other suitable accommodation. The Council's Housing Team also has a designated telephone number where tenants can seek advice on their options and provided with support.

Barnet Homes Housing Officers will offer housing advice and assist with re-housing where they are able to. This will include information on their housing options and where they can receive additional re-housing advice and support. The council will always try to find alternative accommodation within the local area where possible. Barnet Homes also have additional support service for vulnerable secure and non-secure tenants where need is identified (known as the Floating Support Team).

The temporary impact of them being rehoused from the current temporary arrangement may mean they are relocated to a new home that is more beneficial for them in the long term so the impact for some could be seen as neutral/positive.

Access to community facilities/ social infrastructure – positive/ neutral impact

The phasing strategy for the regeneration programme ensures that there will be minimal interruption to the service provision through a decant strategy of the community facilities. Operational purpose-built community facilities will only be demolished once replacement facilities are completed so that there is no break in provision. This includes the Grahame Park Community Centre and the old library on the Concourse (which has been temporarily brought back into use following the relocation of the Library to an earlier phases of the regeneration). The Colindale Community Trust (CCT) organise and run a number of community-based events from these facilities - including a choir, fitness classes, skills and training courses and youth activities from these venues. There are a range of services for younger and older age groups, including free advice services including an advocacy service, fitness classes and men's cookery class for people aged 50 or over and youth led projects.

As noted above, a replacement library has already been provided through an earlier stage of regeneration.

The nursery on the estate has been closed but a new facility is to be provided in phase 2 of the development.

During the construction phase, there will be meanwhile uses within vacant commercial properties providing temporary community facilities that will be beneficial to all age groups. An example of this is the old library which has been refurbished.

Other vacant commercial properties on the Concourse (where a commercial occupier cannot be identified) are being used for temporary community uses to ensure the Concourse remains as active as possible prior to redevelopment and support existing residents. Once the new community facility is constructed in Phase 2 of the development, it will be larger than the existing community centre and has been designed to maximise flexibility to ensure spaces can be used throughout the day and in different configurations to maximise usage. This will enable the new community facility to be able to provide many of the existing community activities on the concourse or new services required by all ages of the community in a modern and high-quality facility and maximised the use of the space. As such, there is considered to be a neutral/positive benefit for all age groups in respect of access to community facilities.

The development will see the demolition of existing retail uses on the Concourse but new retail units will be provided prior to demolition (both in plot A and also along the new Bristol Avenue). A new supermarket and relocated pharmacy (adjacent to the new Council offices) have already been delivered in an earlier phase of regeneration. There are also new retail facilities close to Colindale tube station. As such there will be no break in provision during the construction process.

During the construction process the routes that residents take to access these facilities may change/be potentially longer through closed routes and hoarding lines. The CEMP and CLP will set out a number of mitigation measures such as advertising changes in routes, well-lit routes and wayfinding. Change to routes are most likely to disproportionately affect older residents with more limited mobility.

Overall, the temporary changes to access to community facilities/social infrastructure provision on children and young people and older residents are considered to be neutral/positive. There will be no temporary loss of provision during the construction process, some facilities have already been relocated such as the library and pharmacy. The construction process offers the opportunity for meanwhile uses for all age groups providing additional temporary community uses for the existing community prior to demolition.

	<p><i>Play space / Open space – neutral impact</i></p> <p>While the new development will deliver significant new play, both within the blocks, in the public realm and within Heybourne Park, during construction there may be some instances where there will be marginal disruption to existing play spaces. However, there is an overall lack of play space and facilities, representing an under-provision across the site.</p> <p>Heybourne Park will continue to provide sufficient open space during the construction process. There will be instances where areas of the park will need to be temporarily closed for safety reasons due to the construction around the park or to upgrade the park to address the play requirement for the scheme, however access to other areas of the park will be available.</p> <p>Overall, it is considered that there will be a neutral impact on all ages groups in terms of play space and open space provision during the construction process.</p> <p><i>Access to and around the site – negative impact</i></p> <p>During the various construction phases temporary diversions for vehicles and pedestrians will be required. This includes the phase involving the realignment of Lanacre Avenue (to be named Bristol Avenue). Temporary diversions will be advertised, alternative well-lit routes provided along with wayfinding/signage.</p> <p>There may be a requirement for the temporary diversion of bus routes.</p> <p>These impacts will affect all age groups but will have a disproportionate impact on older residents who may not be so mobile and have to take an alternative perhaps longer route to access services and facilities. Older residents are more likely to access local bus services instead of using Colindale Underground station or cycle.</p>
<p>Disability</p>	<p><i>Construction disruption – negative impact</i></p> <p>The construction period (15-20 years) will result in temporary changes to access arrangements and construction impacts such as increased noise and dust for both the resident population that remain on site during the construction period and those in neighbouring residential accommodation. Construction will take part over different parts of the site over the 15–20-year period and therefore different areas of the estate will be affected at different times.</p> <p>The CEMP as referenced above will ensure that there are no adverse impacts in terms of noise and vibration and air quality on local residents.</p> <p>The predicted increase in construction traffic is considered to have a negligible impact on delay, severance and accident/safety on the local highway network. The CLP will set out how construction vehicles accessing the site will be managed.</p>

The hours of working will be controlled to ensure that no work takes place early in the morning or evenings Monday to Saturday and not at all on Sundays or Bank Holidays.

A Community Liaison role will be a requirement of all contractors to inform residents of details of the proposed works (where exactly the works are taking place, the activities involved, timescale for the work, potential impacts and contact details), detail the mitigations and be a point of contact for residents.

Disabled residents are likely to be more affected by the closure and alternative routes of pedestrian and vehicular routes during building work than other residents. The construction period is likely to have a disproportionate impact on groups whose mobility is constrained, including disabled residents, even factoring in for the construction mitigation measures.

Housing: Remaining secure and resident homeowners – positive impact

The impact of residents having to leave their current homes on the estate is likely to be greater for disabled residents than for other residents in general. Packing, moving and unpacking is likely to be particularly difficult for such people. Disabled residents may also suffer greater psychological effects, including stress and uncertainty.

In order to minimise the potential negative impacts of the development to all the demolition and construction programme has been phased in such a way as to ensure that existing secure tenants and resident homeowners (via a shared equity offer should they choose) will only experience one move, rather than to decant to temporary accommodation and then have to move again. This is an intentional strategy to minimise disruption to existing tenants and resident homeowners, which disabled residents are especially likely to be affected by.

All secure tenants and resident leaseholders are offered a comprehensive package which ensures that they do not lose out financially and have assistance with moving. Removal packages encompassing packing, disconnection and re-connection services would further mitigate the negative impact of proposed demolition and construction programme are provided. They also benefit from the services of an Independent Tenant and Leasehold Advisor funded by the project.

It is likely that secure tenants or resident homeowners who are disabled will feel a disproportionate impact moving out of their homes. However, with the support to be provided, the overall impact on all age groups is considered to be positive.

Housing: Remaining non-secure tenants – negative impact

The impact of residents having to leave their current homes on the estate is likely to be greater for disabled residents than for other residents in general.

The Council in its statutory role would provide advice as minimum on re-housing. Depending on circumstances, which is more likely to benefit some of those

protected groups- families with children, for example – the Council’s Housing team may also provide assistance with finding other suitable accommodation. The Council’s Housing Team also has a designated telephone number where tenants can seek advice on their options.

Barnet Homes Housing Officers will offer housing advice and assist with re-housing where they can. This will include information on their housing options and where they can receive additional re-housing advice and support. The council will always try to find alternative accommodation within the local area, but beyond this, there are not any further ways to mitigate any disability-related impacts on the non-secure tenants. Barnet Homes also have additional support service for vulnerable secure and non-secure tenants where need is identified (known as the Floating Support Team). The temporary impact of them being rehoused from the current temporary arrangement may mean they are relocated to a new home that is more beneficial for them in the long term so the impact for some could be seen as neutral/positive.

Access to community facilities / social infrastructure – neutral impact

The phasing strategy for the regeneration programme has been arranged to ensure that there will be minimal interruption to the service provision through a decant strategy of the permeant community facilities. Operational facilities will only be demolished once replacement facilities are complete so that there is no break in provision.

This includes the Grahame Park Community Centre and The Old Library on the Concourse (which has been brought back into use) which are managed by Colindale Communities Trust (CCT). Operational purpose-built community facilities will only be demolished once replacement facilities are completed so that there is no break in provision.

The Colindale Community Trust (CCT) organise and run a number of community-based projects including a choir, fitness classes, skills and training courses and youth activities. The Social and Economic Investment Team co-locate leads on the strategic design, planning and implementation of social and economic programmes on Grahame Park which is underpinned by a Neighbourhood Change Framework and Social Investment Strategy which prioritises; Influencing Public Space, Health and Wellbeing; Economic Inclusion and Community Safety. This programme delivers, through multi agency delivery;

- Employment skills, financial inclusion and financial management
- Apprenticeships and employment opportunities

A replacement library has already been provided through an earlier stage of regeneration.

	<p>During the construction phase, there will be meanwhile uses providing additional temporary community facilities in the vacant retail/commercial units as set out above, until they are required for demolition. Specifically, it will require the relocation of Maxability which support disabled residents across the Borough and who will be given significant notice on when they will be required to relocate.</p> <p>The hybrid planning permission will see the demolition of existing retail units on the Concourse. New retail units will be provided prior to the demolition of these existing units. There is already new supermarket and relocated pharmacy opposite the library and a new retail unit is proposed as part of Plot A. There will be no break in provision during the construction process, however those with less mobility may need further assistance to be able to access provision.</p> <p>During the construction process the routes that residents take to access these facilities may change/be potentially longer through closed routes and hoarding lines. The CEMP and CLP will set out a number of mitigation measures such as advertising changes in routes, well-lit routes and wayfinding. Change to routes are most likely to disproportionately affect older residents with more limited mobility.</p> <p>When considered as a whole, the temporary changes to access to community facilities/social infrastructure provision to those with disabilities are considered to be neutral. There will be no temporary loss of provision during the construction process. The construction process offers the opportunity for meanwhile uses for all age groups providing additional temporary community uses.</p> <p><i>Access to and around the site – negative impact</i></p> <p>During the construction phase there may be temporary diversions for vehicles and pedestrians, especially during the phase involving the realignment of Lanacre Avenue (to be named Bristol Avenue) and the demolition of the Concourse. These will be advertised and alternative well-lit and routes and associated wayfinding provided. There may be a requirement for temporary diversions of bus routes. Details of closures and alternative routes will be provided and the construction team will endeavour to keep alternative routes as close as possible to existing routes.</p> <p>These impacts are likely to have more of an impact on those who are physically disabled and less mobile and are more likely to access local bus services instead of using Colindale Underground station or cycling.</p>
Gender	There are no temporary impacts from the proposed development which are likely to be felt disproportionately or on a large scale by either men or women.
Gender reassignment	There are no temporary impacts from the proposed development which are likely to be felt disproportionately or on a large scale by this protected characteristic.

<p>Pregnancy and maternity</p>	<p><i>Construction disruption – negative impact</i></p> <p>The construction period will result in temporary changes to access arrangements and construction impacts such as noise and dust for the resident population and those in the surrounding area for the duration of the construction works.</p> <p>As referenced above, any potential adverse impacts will be mitigated through the measures in the CEMP and CLP.</p> <p>During the construction process the routes that residents take to access these facilities may change/be potentially longer through closed routes and hoarding lines. The CEMP and CLP will set out a number of mitigation measures such as advertising changes in routes, well-lit routes and wayfinding. Change to routes are most likely to disproportionately affect pregnant women with more limited mobility.</p> <p>The construction period is likely to have a disproportionate impact on those whose mobility is constrained, which may include pregnant women.</p> <p><i>Housing - Remaining secure and resident homeowners – neutral impact</i></p> <p>The impact of residents having to leave their current homes on the estate would be likely to be greater for pregnant women, and women on maternity leave, than for other residents in general. Packing, moving and unpacking is likely to be difficult for pregnant women, and women on maternity leave.</p> <p>The demolition and construction programme has been phased to ensure that secure tenants and resident homeowners will only experience one move, rather than to decant to temporary accommodation and then have to move again. This is an intentional strategy to minimise disruption to existing tenants and resident homeowners.</p> <p>As referred in respect of age and disability above, the needs of those with a secure tenancy have been taken into account and secure tenants will be eligible for a compensation package so that they do not lose out financially and will be offered assistance to live independently and with relocation including a packing and furniture dismantling service.</p> <p>It is considered that pregnant women and those on maternity leave who are secure tenants or resident homeowners will experience a neutral impact in respect of housing provision during the construction period.</p> <p><i>Housing: Remaining non-secure tenants – neutral impact</i></p> <p>The impact of residents having to leave their current homes on the estate would be likely to be greater for pregnant women, and women on maternity leave, than for other residents in general. Packing, moving and unpacking is likely to be difficult for pregnant women, and women on maternity leave.</p>
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	<p>The Council will make a number of efforts to accommodate residents in these circumstances. The Council in its statutory role would provide advice as minimum on re-housing. Depending on circumstances, which will be beneficial to those who are pregnant – the Council’s Housing team may also provide assistance with finding other suitable accommodation. The Council’s Housing Team also has a designated telephone number where tenants can seek advice on their options.</p> <p>Barnet Homes Housing Officers will offer housing advice and assist with re-housing where they can. This will include information on their housing options and where they can receive additional re-housing advice and support. The temporary impact of them being rehoused from the current temporary arrangement may mean they are relocated to a new home that is more beneficial for them in the long term so the impact for some could be seen as neutral/positive.</p> <p>Access to community facilities / social infrastructure – neutral impact</p> <p>The existing community services through the CCT provide groups for children under the age of 5.</p> <p>The phasing strategy for the regeneration programme has been arranged to ensure that there will be minimal interruption to the service provision through a decant strategy of the community facilities. The operational facilities will only be demolished once replacement facilities are complete so that there is no break in provision. The Council run nursery on the estate has already closed but will be provided as part of phase 2 of the regeneration.</p> <p>The existing health centre is not due to be demolished until a new, larger and purpose-built facility closer to Colindale Underground Station is completed at the point at which pregnant women and women on maternity leave will be aware of the regeneration process. Given this, it is anticipated that there will be a neutral impact on pregnant women, and women on maternity leave wanting to access health facilities.</p> <p>Access in and around the site – neutral impact</p> <p>The construction process will result in the requirement to divert footpaths and roads. There may be a requirement for the temporary diversion of bus routes.</p> <p>Pregnant women, and women on maternity leave, may be more affected by the closure of pedestrian and vehicular routes or diversion of buses during building work than other residents due to spending more time in the home and local area. Details of closures and alternative routes will be provided and the construction team will endeavour to keep alternative routes as close as possible to existing routes.</p>
<p>Race / ethnicity</p>	<p>Construction disruption – negative impact</p> <p>The construction period is proposed to last 15-20 years and will be undertaken in close proximity to occupied accommodation. Given the large representation</p>

	<p>of BAME groups at Grahame Park and in the ward of Colindale, it is considered that the construction impacts could result in a disproportionate effect on these groups.</p> <p>As referenced above, through the CEMP a number of mitigation measures will be put in place to minimise the negative impacts of construction.</p> <p>A Community Liaison role will be a requirement of all contractors to inform residents of details of the proposed works (where exactly the works are taking place, the activities involved, timescale for the work, potential impacts and contact details), detail the mitigations and be a point of contact for residents.</p> <p><i>Housing: Remaining secure and resident homeowners – neutral impact</i></p> <p>Residents from minority backgrounds may face greater disadvantage of leaving their homes on the estate and due to language barriers or unfamiliarity with local government procedures, for example.</p> <p>As referenced above, all secure tenants and resident homeowners will have the opportunity to be rehoused in one move to the buildings in Plot A. They will have access to advice, financial and relocation assistance.</p> <p>Barnet Homes has a Translation and Interpretation procedure that sets out the action staff should take if a resident makes a request for interpretation or translation or has a clear need for information to be presented in a language other than English. Residents who have language barriers therefore have access to this service if required.</p> <p>It is therefore considered that residents from minority backgrounds will experience a neutral impact in respect of housing provision during the construction period.</p> <p><i>Housing: Remaining non-secure tenants – neutral impact</i></p> <p>Residents from minority backgrounds may face greater disadvantage of leaving their homes on the estate and due to language barriers or unfamiliarity with local government procedures, for example.</p> <p>Barnet Homes has a Translation and Interpretation procedure that sets out the action staff should take if a resident makes a request for interpretation or translation, or, has a clear need for information to be presented in a language other than English. Residents who have language barriers therefore have access to this service if required.</p> <p>Barnet Homes Housing Officers will also offer housing advice and assist with re-housing where they can. This will include information on their housing options and where they can receive additional re-housing advice and support. The temporary impact of them being rehoused from the current temporary</p>
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	<p>arrangement may mean they are relocated to a new home that is more beneficial for them in the long term so the impact for some could be seen as neutral/positive.</p> <p>It is therefore considered that residents from minority backgrounds will experience a neutral impact in respect of housing provision during the construction period.</p> <p><i>Access to community facilities / social infrastructure – positive / neutral impact</i></p> <p>The phasing strategy for the regeneration programme has been arranged to ensure that there will be minimal interruption to the service provision through a decant strategy of the community facilities. Operational facilities will only be demolished once replacement facilities are operational so that there is no break in provision.</p> <p>This includes the Grahame Park Community Centre and The Old Library on the Concourse which are managed by Colindale Communities Trust (CCT). The Colindale Community Trust (CCT) organises and runs a number of community-based projects including a choir, fitness classes, skills and training courses and youth activities. NHG’s Social and Economic Investment Team leads on the strategic design, planning and implementation of social and economic programmes on Grahame Park which are underpinned by a Neighbourhood Change Framework and Social Investment Strategy which prioritises; Influencing Public Space, Health and Wellbeing; Economic Inclusion and Community Safety. This programme delivers, through multi agency delivery;</p> <ul style="list-style-type: none"> - Employment skills, financial inclusion and financial management - Apprenticeships and employment opportunities <p>Other vacant properties on the Concourse (where a commercial occupier cannot be identified) are being used for temporary community uses to ensure the Concourse remains as active as possible prior to redevelopment and supports existing residents. Once the new community facility is constructed in Phase 2 of the development, it will be larger than the existing community centre and has been designed to maximise flexibility to ensure spaces can be used throughout the day and in different configurations to maximise usage. This will enable the new community facility to be able to provide many of the existing community activities on the concourse or new services required by the community in a modern and high -quality facility and maximised the use of the space. It is therefore considered that residents from minority backgrounds will experience a neutral/positive impact in respect of access to community facilities during the construction period.</p> <p><i>Access to employment opportunities – positive impact</i></p> <p>The Socio-Economic Chapter of the Environmental Statement (ES) of the hybrid planning permission, states that <i>“In addition, to the benefit of the labour force in</i></p>
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	<p><i>small and large businesses, the construction sector offers employment across a full range of jobs from professional level advice to skilled and unskilled labour. Importantly, construction jobs include on-site and off-site employment reflecting the production of construction materials as well as site-based work.</i>”The ES also estimates that the number of construction sector jobs resulting from the development averages about 1,615 FTE jobs. This will benefit all groups including those on low income.</p> <p>The s.106 agreement in Schedule F includes a number of planning obligations for recruitment, employment to ensure that at least 10 % workers from the local area are employed and apprenticeship opportunities are provided during the construction process.</p> <p>As noted above, NHG and the CCT provide a range of employment activities on the estate for the benefit of the existing residents.</p> <p>Given that a disproportionate share of the local population is BAME when compared to the wider borough, it can be assumed that employment during the construction stage of the proposed development will have a disproportionately positive impact on such groups.</p>
<p>Religion or belief of non-belief</p>	<p><i>Access to community facilities – neutral impact</i></p> <p>The community is served by numerous places of worship including Saint Augustine’s Church and St Margaret Clitherow RC Church, which the scheme will not affect. There will be no impact to residents attending these places of worship in terms of provision.</p> <p>A number of religious groups hire the community centre. The retail units 6 & 7 on the concourse are being temporarily used by Living Ways Ministries and unit 8 is being used by the Horn of Africa Women’s Association. Both are on short term leases and understand that use of these former retail spaces on only on a short-term basis. When these buildings are demolished, they will be provided with ample notice.</p> <p>Prior to the demolition of the community centre and retail units, the new community centre will have been constructed which has been designed with flexible space that can be hired for future community use and activities that meet the needs of the community.</p> <p>The concourse also includes the Jain Centre who are on a short-term lease and are due to relocate to new premises before demolition but will be given ample notice in any event.</p> <p><i>Access in and around the site – neutral/negative impact</i></p> <p>There could be a slight negative impact to residents assessing the religious facilities outside of the during construction due to temporary closure of vehicular and pedestrian access routes.</p>

Sexual orientation	There are no temporary impacts from the proposed development which are likely to be felt disproportionately or on a large scale by those who identify as something other than heterosexual.
Marriage and civil partnership	There are no temporary impacts from the proposed development which are likely to be felt disproportionately or on a large scale by this protected characteristic.
Low income	<p><i>Employment opportunities – positive impact</i></p> <p>The Socio-Economic Chapter of the Environmental Statement (ES) of the hybrid planning permission, states that <i>“In addition, to the benefit of the labour force in small and large businesses, the construction sector offers employment across a full range of jobs from professional level advice to skilled and unskilled labour. Importantly, construction jobs include on-site and off-site employment reflecting the production of construction materials as well as site-based work.”</i> The ES also estimates that the number of construction sector jobs resulting from the development averages about 1,615 FTE jobs. This will benefit all groups including those on low income.</p> <p>The s.106 agreement in Schedule F includes a number of planning obligations for recruitment and employment to ensure that 10% of the workers employed are from the local area and apprenticeship opportunities are provided during the construction process.</p> <p>Employment during the construction stage of the proposed development will have a positive impact on all residents in the Colindale area and on the Grahame Park estate.</p> <p>As noted above, NHG and the CCT provide a range of employment activities on the estate currently for the benefit of the existing residents.</p>

Permanent Impacts

Table 11: Summary of Permanent Impacts on Protected Characteristics

Protected Characteristic	Positive or Negative Impact
Age	<p>Positive (Housing – secure tenants/homeowners, play space, open space, access to community infrastructure, access to social infrastructure, opportunities for social interaction, access to and around the site)</p> <p>Negative (Housing – temporary tenants and private tenants, access to social infrastructure (GP))</p>
Disability	Positive (Housing – secure tenants/homeowners, open space, access to community infrastructure, access to social

	<p>infrastructure, opportunities for social interaction, access around the site)</p> <p>Negative (Housing – temporary tenants and private tenants, access to social infrastructure (GP))</p>
Gender Reassignment	Positive (Opportunities for social interaction and access to and around the site)
Marriage/civil partnership	Positive (Opportunities for social interaction)
Pregnancy and maternity	<p>Positive (Housing – secure tenants/homeowners, play space, open space, access to community facilities, access to social infrastructure, opportunities for social interaction, access around the site)</p> <p>Negative (Housing – temporary tenants and private tenants)</p>
Race	<p>Positive (Housing – secure tenants, access to community infrastructure, opportunities for social interaction)</p> <p>Negative (Housing – temporary tenants and private tenants)</p>
Religion	No permanent impacts identified
Sex	No permanent impacts identified
Sexual Orientation	No permanent impacts identified
Low Income	<p>Positive (Housing – secure tenants/homeowners, access to community infrastructure, employment opportunities)</p> <p>Negative (Housing – temporary tenants and private tenants)</p>

5.8 The EqIA has identified a total of **40 permanent impacts** on the protected characteristics during the construction of the areas covered by the hybrid planning application. Of these temporary impacts, **24 are positive, 2 are positive and negative, 11 are negative, and 3 are neutral**. The negative impacts mostly relate to temporary non-secure and private tenants within each protected characteristic. Details of the above are summarised in Table 12 below.

Table 12: Identified Permanent impacts on Each Protected Characteristic

Protected Characteristic	Identified Permeant Impact
Age	<p><i>Housing: Remaining secure tenants and resident homeowners – positive impact</i></p> <p>It is anticipated that the elderly will feel the greatest impact of moving out from their current homes on the estate in comparison to other age groups. The physical demands of moving, such as packing and unpacking, is likely to be particularly strenuous for the elderly. There are also psychological effects, such</p>

as stress and anxiety, that can become prevalent due to the worry of moving out of a home that they have occupied for a number of years and moving into an unfamiliar environment.

The needs of all households with a secured tenancy have been assessed and they will be offered replacement properties to match individual household needs in terms of occupancy and need (including required adaptations). They will be eligible for statutory home loss, disturbance payments, packing and unpacking service and associated costs (such as reconnections/disconnection of appliances) for relocation.

All leaseholders are offered a comprehensive package which ensures that they do not lose out financially. This includes statutory home loss, disturbance payments, reasonably incurred costs as a consequence of having to vacate a property, all legal fees and stamp duty involved in selling the property and purchasing a replacement property should they wish to do so; the cost of an independent valuation, and the cost for appointing an independent advisor to represent the leaseholder in negotiations with Notting Hill Genesis.

Homeowners who purchased their home before 1ST April 200, when the decision was made to redevelop the estate are also offered a generous Shared Equity package which enables them to purchase a new home either within the new development or off-site even if that home is substantially more expensive than their existing property. Under this package, Shared Equity is limited to a purchase price of under £600,000. Notting Hill Genesis provides an interest-free equity-based loan to the leaseholder which is only repayable on the death of the leaseholder (or their immediate descendent if they pass on the property under succession rights). There are sufficient properties available for Shared Equity in Plot A to accommodate all eligible leaseholders and shared equity purchases are not restricted to particular plots.

Secure tenants and leaseholders also benefit from the services of an Independent Tenant and Leasehold Advisor funded by the project. This advisor will act as a source of information and provide impartial advice.

The majority of the Estate was constructed several decades ago and had not been substantively refurbished since the 80's, though some improvement works were started by Barnet Homes in 2020. However, in many instances, existing units are not designed to fully meet the requirements of current residents. The proposed development will significantly improve the quality of housing in the area, and all units will be in line with the Mayor's Housing standards.

Inclusive and accessible design principles have been incorporated to ensure those with mobility restrictions can access and utilise the development with ease. The redevelopment will provide improved access throughout, such as lifts, automated doors, level access and improved access routes from local destinations. This will positively impact elderly residents who may have age-

related mobility impairments, as well as families with young children. The new homes will be built to new accessibility standards, as set out in the Lifetime Homes Standard. These standards are an improvement on those that applied when the existing estate was built.

It is likely that elderly secure tenants and resident homeowners will feel a disproportionate impact moving out of their homes. However, with the support to be provided and the provision of a home that meets their needs, the overall permeant impact on all age groups who are secure tenants and resident homeowners is considered to be positive.

Housing: Non-secure tenants – negative impact

A number of units in the blocks planned for demolition which have become vacant as a result of the early moves (some to the previous Grahame Park phases) and the buying back of properties, have been converted to temporary accommodation over the course of the regeneration period rather than remain unoccupied.

Whilst the use of vacant units as temporary accommodation is likely to represent a positive impact on Barnet residents while they have been used who otherwise would have had fewer options for temporary accommodation, the groups will be re-located at the point of demolition. As such, temporary residents would probably experience neutral permanent impacts in the longer term as they will need to move into new accommodation as part of the process from their currently temporary arrangement.

There are currently around 370 previously social rented units which are let on short-term non-secure tenancies who will not benefit from a 'right to return' on the application site. These residents will be rehoused based on needs basis by Barnet Homes as required to support the phased redevelopment of the site. All tenants were provided with information with details of the notice period when they signed their tenancy agreement. They will also be kept informed of the progress of the regeneration project (though letters and newsletters etc) and their housing needs will be re-assessed.

The impact on non-secure tenants not being offered a replacement home in the area might be greater for elderly tenants than for other non-secure tenants if they lose local support networks if they are unable to find a new home in the local area. However, there may be a beneficial impact if they are able to be relocated to support networks. Also, the permanent impact of them being rehoused from the current temporary arrangement may mean they are relocated to a new home that is more beneficial for them in the long term so the impact for some could be seen as neutral/positive.

Non-secure tenants who also have elderly relatives nearby may also find it harder to support or care for them unless the move improves this situation.

Non-secure tenants with school age children may also suffer a detrimental impact if they are unable to find a new home in the local area and within close proximity to their schools. Barnet Homes Housing Officers will offer housing advice and assist with re-housing where they can. This will include information on their housing options and where they can receive additional re-housing advice and support. Barnet Homes also have additional support service for vulnerable secure and non-secure tenants where need is identified (known as the Floating Support Team). The council will always try to find alternative accommodation within the local area or other locations where they have support networks if possible.

Housing: Private tenants of residential leaseholders – negative impact

Private tenants of leasehold and freehold properties are likely to experience disruption to living arrangements without the mitigation provided to Council tenants and resident leaseholders and will be required to make alternative private arrangements for rehousing at the point of their tenancies coming to an end.

There are 7 remaining privately rented properties within the regeneration area that will need to be purchased back to enable the scheme to progress. This will be done in phases and private tenants will continue to receive information on the progress of the regeneration process and NHG will work with the landlords when purchasing the properties back to provide as much notice as is possible. However, it is anticipated that there will be some private tenants of leasehold and freehold properties who will experience a long-term negative impact on their housing status as a result of the proposals.

The duties of the NHG and Council towards private tenants of leasehold properties is the same as it would be for any other private tenant in the borough whose tenancy has come to an end and they are presented with homelessness.

The Council in its statutory role would provide advice as minimum on re-housing. Depending on circumstances, which is more likely to benefit some of those protected groups- families with children/disabled members, for example – the Council's Housing Options team may also provide assistance with finding other suitable private accommodation.

Factoring in the mitigation measures in places, some private tenants of non-resident leaseholders may experience marginally negative changes to their housing situation, as a result of their landlord selling the property back to the Council. For example, long-term residents who may have benefitted from preferential rents due to their length of tenure and their rents not increasing in line with market rates. This group of residents may or may not include persons belonging to the statutory protected groups but is applicable across all age groups.

Play Space – positive impact

The proposed development will see a significant enhancement of play space and public realm improvements as the regeneration progresses – both within the site and also within Heybourne Park that serves the wider community. The creation of new play space will be tailored to the requirements of existing and future residents. The play space and public realm will have a positive impact on residents of all ages and especially those who are young people or children.

Open Space – positive impact

The new development will create additional and improved greenspace through the enhancements to Heybourne Park and the proposed Woodland Walk which will be beneficial for all ages and abilities and accessible to all. The development will therefore have a positive impact on residents of all ages in terms of open space.

Access to community infrastructure / social infrastructure – positive and negative impact

Within the proposed development there will be a range of new facilities (community facility and nursery) that can be accessed by all residents. It is proposed that the community facility and nursery will be larger and much higher quality than the existing and former purpose-built facilities.

The new facilities will provide much higher quality accommodation than the facilities that they replace. Inclusive and accessible design principles will be incorporated into the design of the new community facilities to ensure those with mobility restrictions can access and utilise the development with ease. Community facilities will also be located on ground floor level to ensure they are accessible to different age groups and those with less mobility. The facilities will be located along the proposed north-south central spine road and therefore will be easily accessible to the existing and future Grahame Park community and by walking, cycling and public transport.

Consultation with local community groups, via the CCT, NHG and LB Barnet and other local stakeholders, has and will continue to take place to understand how the facilities can best meet the needs of the local community.

The Everglade Medical Centre on the Concourse is proposed by the CCG to be moved off site into a modern, larger and purpose build facility close to Colindale Underground Station (off Colindale Avenue and Grahame Park Road). This is further away, however will be easy to get to once the new bus route is in place. The new facility will be significantly better than the current facility. There is provision within the Grahame Park scheme to accommodate the existing facility if this was required.

The provision of a new modern health care centre will have a positive impact for the majority of residents. However, for older residents who are most likely to use

the health facilities they will have to travel further and could result in a negative impact to this protected group.

For those entering the education system, new schools are being/ have been built in Colindale so they will not be required to travel for their primary or secondary education. The choice of very local school places may come under pressure at times but there are established admissions policies to create a degree of flexibility. There is also a college for higher education needs within Grahame Park.

The new nursery will help to meet early years' provision and will be delivered as part of Phase 2.

Opportunities for social interaction – positive impact

The proposed development represents an upgrade to existing social infrastructure whilst ensuring minimal disruption to the composition of the existing community. Existing council tenants and resident homeowners are to be offered the opportunity to be rehoused within the new development (Plot A) and the majority of social infrastructure facilities used by the community will be enhanced and re-provided within the redevelopment.

The development proposes new and enhanced community facilities providing opportunities for social interaction for all age groups.

The proposed layout, public realm enhancements and proposed improvements to Heybourne Park will encourage residents of Grahame Park to use the public realm and park which will further encourage social interaction for all age groups. Communal gardens within proposed new buildings will also encourage social interaction between residents of individual buildings.

In the longer term, the development is expected to enhance the experience of the local community and to contribute to greater social interaction between all age groups.

Access to and around the site – positive impact

The design of the original estate is based on the Rayburn model which separated vehicles from pedestrian routes. This and a number of level changes through the estate took little account of safety and accessibility for residents through and around the site.

The proposed development forms part of a wider masterplan which will see the redesign of this part of the estate creating a new more legible and accessible layout. The proposed redevelopment will improve connectivity and legibility both around the estate and to the surrounding area providing much better and safer links to existing communities especially for pedestrians and cyclists than the existing layout.

	<p>Central to this layout is the north-south spine road which provides a new connection to Mill Hill Station to the north and improved links to Colindale Underground station to the southwest. Re-routed bus routes via the new northern connection will also improve the site’s overall connectivity and accessibility.</p> <p>The improved connections and legibility though the site will provide residents better access to community infrastructure (the new civic square in the south and new proposed community facilities), local shops and public transport than the existing site. Existing and new communities will be reconnected with Heybourne Park through the repair of severances caused by the concourse.</p> <p>Level access will be provided throughout the site and there will also be safe and legible pedestrian crossings.</p> <p>The development will therefore have a positive impact on residents of all ages in terms of accessibility to and around the site. The elderly will especially benefit with the proposed safer and accessible routes and improved access via the re-routed local bus service. Parents and children may also benefit from safer, improved access around the site in terms of safety.</p>
<p>Disability</p>	<p><i>Housing: Remaining secure tenants and resident homeowners – positive impact</i></p> <p>The majority of the Estate was constructed several decades ago and has not been substantively refurbished since. In many instances, existing units are not designed to fully meet the requirements of current residents. The proposed development will significantly improve the quality of housing in the area, and all units will be in line with the Mayor’s Housing standards and meet Lifetime Homes Standard.</p> <p>Inclusive and accessible design principles have been incorporated to ensure those with mobility restrictions can access and utilise the development with ease in line with the mayor’s standards. The redevelopment will provide improved access throughout, such as lifts, level access and improved access routes from local destinations, including 10% of car parking and adapted cycle parking for disabled people.</p> <p>Across the entire development, there will be provision for 10% wheelchair accessible housing, which is more than the current demand. The housing needs assessments will determine who requires these adapted properties.</p> <p>The development will have a positive impact on those residents who are disabled in terms of the provision of new accessible housing.</p> <p><i>Housing: Remaining non-secure tenants – negative impact</i></p> <p>As set out above, around 370 previously social rented units across the development are let on short-term non-secure tenancies who will not benefit from a ‘right to return’. These are vacant units that have been converted to temporary</p>

accommodation over the course of the regeneration period rather than remain unoccupied.

These temporary tenants will be re-located at the point of demolition. As such, temporary residents who are disabled would probably experience marginally negative or neutral permanent impacts in the longer term.

These residents will be rehoused based on needs basis by Barnet Homes as required to support the phased redevelopment of the site. They will also be kept informed of the progress of the regeneration project (though newsletters etc). Their housing needs will be re-assessed. Barnet Homes also have additional support service for vulnerable secure and non-secure tenants where need is identified (known as the Floating Support Team).

Existing non-secure council tenants of all with disabilities will experience negative impacts as a result of being unlikely to be eligible for replacement new units in the proposed development.

Housing: Remaining non-secure tenants – neutral impact

The impact on non-secure tenants not being offered a replacement home in the redevelopment may be greater for disabled non-secure tenants than for other tenants. Disabled tenants may find this more stressful and may lose local support networks if they are unable to find a new home in the local area.

Barnet Homes Housing Officers will offer housing advice and assist with re-housing where they can. This will include information on their housing options and where they can receive additional re-housing advice and support. The council will always try to find alternative accommodation within the local area, but beyond this, there are not any further ways to mitigate any disability-related impacts on the non-secure tenants.

Housing: Private tenants of residential leaseholders – negative impact

Private tenants of leasehold and freehold properties will be required to make alternative private arrangements for rehousing at the point of their tenancies coming to an end.

It is anticipated that there will be some private tenants of leasehold and freehold properties who will experience a long-term negative impact on their housing status as a result of the proposals.

The duties of the NHG and Council towards private tenants of leasehold properties is the same as it would be for any other private tenant in the borough whose tenancy has come to an end and they are presented with homelessness.

The Council in its statutory role would provide advice as minimum on re-housing. Depending on circumstances, which is more likely to benefit some of those protected groups- families with children/disabled members, for example – the

	<p>Council’s Housing Options team may also provide assistance with finding other suitable private accommodation.</p> <p>Factoring in the mitigation measures in places, disabled private tenants of non-resident leaseholders may experience marginally negative changes to their housing situation, as a result of their landlord selling the property back to the Council. For example, long-term residents who may have benefitted from preferential rents due to their length of tenure and their rents not increasing in line with market rates and having to find a new property suitable to meet their needs.</p> <p>Open space – positive impact</p> <p>The new development will create additional, accessible and improved greenspace through the enhancements to Heybourne Park and the proposed Woodland Walk which will be beneficial for all abilities and accessible to all. The development will therefore have a positive impact on residents with disabilities in terms of open space.</p> <p><i>Access to community infrastructure / social infrastructure – positive and negative impact</i></p> <p>Within the hybrid planning permission there will be a range of new facilities that can be accessed by all residents, such as the community hub which will be larger and of much higher quality accommodation than the existing community centre.</p> <p>Inclusive and accessible design principles will be incorporated into the design of the new community facilities to ensure those with mobility restrictions can access and utilise the development with ease. Consultation with local community groups through the CCT will take place to understand how the facilities can best meet their needs.</p> <p>The community facilities and shops and services will be mostly located along the proposed north-south central spine road and therefore will be easily accessible to the existing and future Grahame Park community and by public transport.</p> <p>The hybrid permission represents a significant upgrade to existing social infrastructure whilst ensuring minimal disruption to the composition of the existing community.</p> <p>The development will therefore have a positive impact on those residents with disabilities in terms of the provision of community and other facilities.</p> <p>The Everglade Medical Centre on the Concourse is proposed by the CCG to be moved off site into a modern, larger and purpose build facility close to Colindale Underground Station (off Colindale Avenue and Grahame Park Road). This is further away, however will be easy to get to once the new bus route is in place. The new facility will be significantly better than the current facility. There is provision within the Grahame Park scheme to accommodate the existing facility</p>
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if this was required. The provision of a new modern health care centre will have a positive impact for the majority of residents. However, for disabled residents who are most likely to use the health facilities they will have to travel further and could result in a negative impact to this protected group.

Opportunities for social interaction – positive impact

The hybrid permission represents an upgrade to existing social infrastructure whilst ensuring minimal disruption to the composition of the existing community.

The hybrid permission proposes new and enhanced accessible community facilities providing opportunities for social interaction for all age groups. The proposed layout which includes level access and surfacing, public realm enhancements and proposed improvements to Heybourne Park will encourage residents of Grahame Park to use these spaces which will further encourage social interaction for all age groups. Accessible communal gardens within proposed new buildings will also encourage social interaction between residents of individual buildings.

The development is expected to enhance the experience of the local community and to contribute to greater social interaction between all residents and positively benefit those with disabilities.

Access to and around the site – positive impact

The existing estate separates vehicles from pedestrian routes and has a number of level changes requiring steps and underpasses around the estate.

The masterplan for the site approved as part of the hybrid planning permission will see the redesign of this part of the estate creating a new more legible, safer and accessible layout. The underpasses will be removed and the levels of the site changed to ensure level access for all in the new streets. There will also be safe and legible pedestrian crossings. The design of the hard landscape for the new streets and public realm will take into account those with physical disabilities.

A new connection northward to Mill Hill Station will result in the re-routing of bus services improving the site's overall connectivity and accessibility.

The improved connections and legibility though the site will provide residents with better access to community infrastructure (the new civic square in the south and new proposed community facilities), local shops and public transport than the existing site. Existing and new communities will be reconnected with Heybourne Park through the repair of severances caused by the concourse.

The development will therefore have a positive impact on all residents in terms of accessibility to and around the site. Those with physical disabilities will especially benefit with the proposed safer and accessible routes and improved access via the re-routed local bus service

<p>Gender</p>	<p><i>Opportunities for Social interaction and access to and around the site – positive impact</i></p> <p>The current layout and design of the estate contains features such as underpasses which area considered to contribute to antisocial behaviours and crime, such as poorly lit areas.</p> <p>The redesigned public realm and shared areas have been designed taking into account the principles of ‘Secure by Design’ and in consultation with the Secure by Design Officer at the Metropolitan Police. The design and proposed Design Principles for subsequent phases of the estate will have a positive impact on all vulnerable groups, including women, for whom personal safety is a key issue.</p>
<p>Gender reassignment</p>	<p><i>Opportunities for social interaction – positive impact</i></p> <p>One can assume that the redesigned public realm, shared areas that also create more legible and safe spaces will have a positive impact on all vulnerable groups, including people in the gender reassignment protected group.</p>
<p>Pregnancy and maternity</p>	<p><i>Housing: Remaining secure tenants and resident homeowners – positive impact</i></p> <p>The new homes will be built to improved housing standards in accordance with the Mayor’s Housing SPG, which will positively impact pregnant women and women on maternity leave.</p> <p><i>Housing: Remaining non-secure tenants – negative impact</i></p> <p>As set out above, around 370 previously social rented units across the development are let on short-term non-secure tenancies who will not benefit from a ‘right to return’. These are vacant units that have been converted to temporary accommodation over the course of the regeneration period rather than remain unoccupied.</p> <p>These temporary tenants will be re-located at the point of demolition. As such, temporary residents who are pregnant or on maternity leave would probably experience marginally negative or neutral permanent impacts in the longer term.</p> <p>These residents will be rehoused based on need by Barnet Homes as required to support the phased redevelopment of the site. They will also be kept informed of the progress of the regeneration project (through newsletters etc). Their housing needs will be re-assessed. Barnet Homes also have additional support service for vulnerable secure and non-secure tenants where need is identified (known as the Floating Support Team).</p> <p>Existing non-secure council tenants who are pregnant or on maternity leave will experience negative impacts as a result of being unlikely to be eligible for replacement new units in the development.</p> <p><i>Housing: Remaining non-secure tenants – neutral impact</i></p>

The impact of residents having to leave their current homes on the estate would be likely to be greater for pregnant women, and women on maternity leave, than for other residents in general. Packing, moving and unpacking is likely to be difficult for pregnant women, and women on maternity leave.

Barnet Homes Housing Officers will offer housing advice and assist with re-housing where they can. The Housing Officer will record all pregnancies at the earliest opportunity so that the associated housing issues can be taken into account by the council. This will include information on their housing options and where they can receive additional re-housing advice and support.

Housing: Private tenants of residential leaseholders – negative impact

Private tenants of leasehold and freehold properties will be required to make alternative private arrangements for rehousing at the point of their tenancies coming to an end.

It is anticipated that there will be some private tenants of leasehold and freehold properties who will experience a long-term negative impact on their housing status as a result of the proposals.

The duties of the NHG and Council towards private tenants of leasehold properties is the same as it would be for any other private tenant in the borough whose tenancy has come to an end and they are presented with homelessness.

The Council in its statutory role would provide advice as minimum on re-housing. Depending on circumstances, which is more likely to benefit some of those protected groups- pregnant women or those on maternity leave with children for example – the Council’s Housing Options team may also provide assistance with finding other suitable private accommodation.

Pregnant women or those on maternity leave who are tenants of non-resident leaseholders may experience negative changes to their housing situation, as a result of their landlord selling the property back to the Council due to the uncertainty of securing alternative accommodation either when pregnant or on maternity leave.

Play space – positive impact

The development approved by the hybrid planning permission will see a significant enhancement of play space and public realm improvements as the regeneration progresses – both within the site and also within Heybourne Park that serves the wider community. The creation of new play space will be tailored to the requirements of existing and future residents. The play space and public realm will have a positive impact on residents of all ages and especially those pregnant or on maternity leave with young children.

Open space – positive impact

The development approved by the hybrid planning permission will create additional, accessible and improved greenspace through the enhancements to Heybourne Park and the proposed Woodland Walk which will be beneficial for all abilities and accessible to all. The development will therefore have a positive impact on those that are pregnant and on maternity leave in terms of open space

Access to community facilities – positive impact

The CCT currently organises sessions for babies and young children at the Grahame Park Community Centre. Colindale Library organise rhyme time and dancing sessions.

The hybrid planning permission includes a new more modern community facility that will allow for the provision of services for pregnant women and women on maternity leave, including sessions for babies and young children. The new community facility will be provided before the existing community centre and library are demolished.

The hybrid planning permission includes provision for a new nursery with good access arrangements which will be reprovided in Phase 2 of the development to replace the current facility that has been closed. The above new facilities will have positive impact on residents who are parents.

Access to social infrastructure – positive impact

The Everglade Medical Centre on the Concourse is proposed by the CCG to be moved off site into a modern, larger and purpose build facility close to Colindale Underground Station (off Colindale Avenue and Grahame Park Road). This is further away, however will be easy to get to once the new bus route is in place. The new facility will be significantly better than the current facility. There is provision within the Grahame Park scheme to accommodate the existing facility if this was required.

The provision of a new modern health care centre will have a positive impact for the majority of residents including pregnant women and women on maternity leave.

Opportunities for social interaction – positive impact

The hybrid planning permission represents an upgrade to existing social infrastructure whilst ensuring minimal disruption to the composition of the existing community.

The hybrid planning permission proposes new and enhanced accessible community facilities providing opportunities for social interaction for pregnant women and women on maternity leave at a time when this is an important factor for this protected characteristic.

The proposed layout which includes level access and surfacing, public realm enhancements and proposed improvements to Heybourne Park will encourage

	<p>residents of Grahame Park to use these spaces which will further encourage social interaction for pregnant women and those on maternity leave. Accessible communal gardens within proposed new buildings will also encourage social interaction between residents of individual buildings.</p> <p>The development is expected to enhance the experience of the local community and to contribute to greater social interaction between all residents and positively benefit those that are pregnant or on maternity leave.</p> <p>Improved access to and around the site – positive impact</p> <p>The masterplan as approved by the hybrid planning permission will see the redesign of this part of the estate. In particular, there will be the introduction of a new north-south “spine” route down the centre of the site and better links to neighbouring communities.</p> <p>There will be level access around the site and safe and legible pedestrian crossings. The public realm across the development will be significantly enhanced over the existing public realm. This will have a positive impact on the local pregnant population and mothers, whose access is more likely to be constrained than other groups.</p>
<p>Race/ethnicity</p>	<p>Housing: Remaining secure tenants and resident homeowners – positive impact</p> <p>The hybrid planning permission represents a long-term improvement to the quality of housing in the area, with all units in line with the Mayor of London’s Housing standards. There is a large BAME population in the area, therefore improvements to housing can be considered to have a positive impact on such groups.</p> <p>Housing: non-secure tenants – negative impact</p> <p>As set out above, around 370 previously social rented units are let on short-term non-secure tenancies who will not benefit from a ‘right to return’. These are vacant units that have been converted to temporary accommodation over the course of the regeneration period rather than remain unoccupied.</p> <p>These temporary tenants will be re-located at the point of demolition. As there is a large BAME population in the area, this protected group may experience a disproportionate impact in terms of housing than non-BAME groups, experiencing marginally negative or neutral permanent impacts in the longer term.</p> <p>These residents will be rehoused based on by Barnet Homes as required to support the phased redevelopment of the site. They will also be kept informed of the progress of the regeneration project (through newsletters etc). Their housing needs will be re-assessed. Barnet Homes also have additional support</p>

service for vulnerable secure and non-secure tenants where need is identified (known as the Floating Support Team).

Existing non-secure council tenants who are BAME will experience negative impacts as a result of being unlikely to be eligible for replacement new units in the proposed development.

Housing: Private tenants of non-residential leaseholders – negative impact

Private tenants of leasehold and freehold properties will be required to make alternative private arrangements for rehousing at the point of their tenancies coming to an end.

It is anticipated that there will be some private tenants of leasehold and freehold properties who will experience a long-term negative impact on their housing status as a result of the proposals.

The duties of the NHG and Council towards private tenants of leasehold properties is the same as it would be for any other private tenant in the borough whose tenancy has come to an end and they are presented with homelessness.

The Council in its statutory role would provide advice as minimum on re-housing. Depending on circumstances, which is more likely to benefit some of those protected groups- families with children for example – the Council's Housing Options team may also provide assistance with finding other suitable private accommodation.

Given the large BAME, there may be a disproportionate impact on this group.

Housing: Remaining non-secure tenants – neutral impact

Residents from minority backgrounds may face greater disadvantage of leaving their homes on the estate and due to language barriers or unfamiliarity with local government procedures, for example.

Barnet Homes has a Translation and Interpretation procedure that sets out the action staff should take if a resident makes a request for interpretation or translation or has a clear need for information to be presented in a language other than English. Residents who have language barriers therefore have access to this service if required.

It is therefore considered that residents from minority backgrounds will experience a neutral impact in respect of housing provision during the construction period.

Barnet Homes Housing Officers will offer housing advice and assist with re-housing where they can. This will include information on their housing options and where they can receive additional re-housing advice and support.

Access to community infrastructure – positive impact

	<p>The existing Community Centre and The Old Library provide a range of services including employment opportunities, employment skills, English language courses and other advice and support services. The new community centre will contain flexible community space, which could accommodate culturally specific activities for local residents.</p> <p><i>Opportunities for social interaction – positive impact</i></p> <p>The wider objectives of the development maximise opportunities for inter-group interaction and cross-cultural dialogue.</p>
Religion / belief or non-belief	<p>The community is served by numerous places of worship, which the scheme will not affect.</p> <p>As noted above, a number of religious groups hire the community centre. The retail units 6 & 7 on the concourse are being temporarily used by Living Ways Ministries and unit 8 is being used by the Horn of Africa Womens Association. Both are on short term leases and understand that use of these former retail spaces is only on a short-term basis. When these buildings are demolished, they will be provided with ample notice.</p> <p>The concourse also includes the Jain Centre who are on a short-term lease on the Concourse and are due to relocate to new, purpose-built premises before demolition, but will be given ample notice in any event.</p> <p>Prior to the demolition of the community centre and retail units, the new community centre will have been constructed which has been designed with flexible space that can be hired for future community use and activities that meet the needs of the community.</p> <p>Due to this there should be no substantial impact to residents on a permanent basis.</p>
Sexual orientation	<p>There are no permanent impacts from the hybrid planning permission which are likely to be felt disproportionately or on a large scale by those who identify as something other than heterosexual.</p>
Marriage and civil partnership	<p>There are no permanent impacts from the hybrid planning permission which are likely to be felt disproportionately or on a large scale by this protected characteristic.</p>
Low income	<p><i>Housing: Remaining secure tenants and resident homeowners – positive impact</i></p> <p>The scheme will provide 50% affordable housing of which circa 30% will be social rented and 70% intermediate which will be beneficial to those on a lower income.</p>

The first phase to be delivered, Plot A, comprises 100% affordable housing. There will be some intermediate housing in Plot H.

The proposed development represents a long-term improvement to the quality of housing in the area, with all units in line with the Mayor of London's Housing standards.

Housing: Non-secure tenants – negative impact

As set out above, around 370 previously social rented units are let on short-term non-secure tenancies who will not benefit from a 'right to return'.

These temporary tenants will be re-located at the point of demolition. As many of some of these residents are likely to be on a low income this group may experience a disproportionate impact in terms of housing than higher income groups.

These residents will be rehoused based on need by Barnet Homes as required to support the phased redevelopment of the site. They will also be kept informed of the progress of the regeneration project (through newsletters etc). Their housing needs will be re-assessed. Barnet Homes also have additional support service for vulnerable secure and non-secure tenants where need is identified (known as the Floating Support Team).

Existing non-secure council tenants who are on low incomes will experience negative impacts as a result of being unlikely to be eligible for replacement new units in the development.

Housing: Private tenants of non-residential leaseholders – negative impact

Private tenants of leasehold and freehold properties will be required to make alternative private arrangements for rehousing at the point of their tenancies coming to an end.

The duties of the NHG and Council towards private tenants of leasehold properties is the same as it would be for any other private tenant in the borough whose tenancy has come to an end and they are presented with homelessness.

The Council in its statutory role would provide advice as minimum on re-housing. Depending on circumstances, which is more likely to benefit some of those protected groups- families with children for example – the Council's Housing Options team may also provide assistance with finding other suitable private accommodation.

Given the level of deprivation in the Colindale ward and the Grahame Park estate, this is likely to result in a negative impact on low-income households who may find it difficult to secure alternative accommodation on comparable rents.

Access to community infrastructure / social infrastructure – positive impact

The existing Grahame Park Community Centre and Old Library through the services of CCT provide a number of education, employment and training services as noted above. A new community hub will be able to continue to provide these services but in higher quality accommodation.

Employment opportunities – positive impact

The hybrid planning permission includes the delivery of non-residential floorspace with capacity for “operational” employment. Such space includes retail, leisure, other business activities, childcare and various community uses. Alongside 2,088 residential units and 5,950 sqm of floorspace with capacity for employment generating uses will be created.

Housing: Remaining non-secure tenants – negative impact

Existing non-secure tenants with low income will experience negative impacts on all age groups as a result of being ineligible for replacement or equivalent units in the development.

The Council will make a number of efforts to accommodate residents in these circumstances. The Council in its statutory role would provide advice as minimum on re-housing. The Council’s Housing Team also has a designated telephone number where tenants can seek advice on their options.

Barnet Homes Housing Officers will offer housing advice and assist with re-housing where they can. The Housing Officer will record all pregnancies at the earliest opportunity so that the associated housing issues can be taken into account by the council. This will include information on their housing options and where they can receive additional re-housing advice and support. Barnet Homes also have additional support service for vulnerable secure and non-secure tenants where need is identified (known as the Floating Support Team).

6.0 Consultation

- 6.1 Throughout the process, the applicant has been committed to proper and extensive consultation with local residents and community stakeholders. Detailed information can be found in the Statement of Community Involvement (SCI) which accompanied the Hybrid Application and the Reserved Matters Application for Plots K and H.
- 6.2 The applicant has been involved in the Grahame Park area for many years and actively supports several local groups, which includes the CCT who operate out of the Grahame Park Community Centre and The Old Library. The applicant has maintained an active presence in the community since it became a development partner in 2004. The applicant team has ensured that the engagement during the development of the masterplan has been undertaken in an honest and respectful manner.
- 6.3 The Mayor's Good Practice Guide to Estate Regeneration sets out guidance on consultation during estate regeneration. It explains that any plans for major changes to a social housing estate should be treated carefully and be carried out with close involvement of residents. Additionally, the guidance states that *"consultation approaches should be tailored to residents' needs. For example, bespoke consultation arrangements may be required for elderly residents, those whose first language is not English, or those who have disabilities."*
- 6.4 The applicant has undertaken numerous consultations since the early 2000's with residents of the estate and local businesses regarding the regeneration of the estate as a whole and earlier phases.
- 6.5 Extensive consultation was also held with the local community on the latest plans for the regeneration between March and May 2019, as well as an exhibition at Grahame Park Festival during July 2019 for the hybrid planning application for Stage B (Plots A-Q) (ref: 19/5493/OUT). These were widely publicised to ensure all members of the public within the site and surrounding area were able to access the proposals to give their views and comments. There were also consultations with existing businesses on the Grahame Park Estate and surrounding area, Friends of Heybourne Park, Saint Augustine's Church, St Margaret Clitherow Church and officers from various departments at London Borough of Barnet (LBB). All comments have been considered by the design team during the design development process.
- 6.6 The applicant has continued to engage with the local community during the development proposals for the Plot H & K Reserved Matters Application. Further details of this can be found in the Statement of Community Involvement submitted with this RMA application.
- 6.7 Formal Ground 10a consultation has also taken place with the remaining secure tenants.

Consultation with protected groups

- 6.8 Public consultation has involved the protected groups at every stage. This has taken place through the exhibitions and drop ins described above and with and through the CCT whom as identified above run a number of services, groups and activities for older, younger, disabled, women, residents in the area such as those for whom English is not the first language and those on low incomes seeking education and skills training and access to employment. Organisations have also been sponsored to carry out youth focussed consultation on the regeneration and impact e.g., Community Barnet and Young Barnet Foundation.

- 6.9 As identified in earlier sections of this report, Grahame Park is a very ethnically mixed community with a high level of multi languages. The project team have been aware of the makeup of different backgrounds of Grahame Park and this has fed thought the thought process of the project. The consultations have sought to reach out to all aspects of the community including disabilities and languages. During the consultation's members from NHG with different languages were available. As well as this, Barnet Homes provides a service to all development in the Grahame Park Area for residents whose first language is not English. Consultations also happened on ground floor levels so that they were easily accessible to those with disabilities.

7.0 Summary

- 7.1 This Equalities Impact Assessment (EqIA) has been prepared by hgh Consulting and is submitted with a Reserved Matters Application (RMA) for the redevelopment of Plots H & K (Phase 2) pursuant to hybrid planning permission ref: 19/5493/OUT granted on the 31st of July 2020 for the demolition of existing buildings and redevelopment of Plots 10, 11 and 12 of the Grahame Park Estate.
- 7.2 A comprehensive EQIA was produced to accompany the extant hybrid planning permission (ref: 19/5493/OUT). This EQIA provides an update to the EQIA produced for the extant planning permission and focuses on the whole estate (Stage B Plots A-Q), rather than just Plots H & K.
- 7.3 The purpose of an EqIA is to ensure that a development does not discriminate against any disadvantaged or vulnerable people. This EqIA has therefore been produced in order to assist the London Borough of Barnet in considering their public sector equality duty as set out in the Equality Act 2010.
- 7.4 Careful consideration has been taken by the applicant and the Council of any potential negative impacts both temporary and permanent on protected groups. A number of mitigation measures have been proposed for temporary and permanent impacts on protected groups which are set out in Section 4. Measures that require the involvement of the Council have been agreed with the Council.
- 7.5 Overall, no *temporary* impacts have been identified for the protected groups: gender reassignment; marriage and civil partnership; sex; and sexual orientation. No *permanent* impacts have been identified for the protected groups: religion; sex or sexual orientation.
- 7.6 There is a higher level of negative temporary than negative permanent impacts. This is due to the fact that there will be short term displacement of some residents and construction impacts. In these circumstances, the Council's housing team will provide assistance with finding other suitable accommodation.
- 7.7 The impacts of the construction process will create a temporary negative impact across some of the protected groups. However, it must be noted that due to the construction phasing, no part of the site will be affected for the entire construction process period and most impacts will be confined to the areas directly adjacent to the construction site for that particular phase. Potential construction impacts such as noise, vibration and dust will be minimised and mitigated through the implementation of a Construction Environment Management Plan. It should also be noted that a large number of temporary impacts are neutral or positive/neutral, including the creation of jobs during the construction process, meaning the development will have a very little or no impact on a number of the protected groups.
- 7.8 The majority of the impacts on protected groups in the long term are positive, owing to a number of significant benefits and opportunities that the redevelopment of the site will bring. This includes the vastly improved physical environment and improved living standards for people in one of the most deprived areas of Barnet. The development will provide high quality housing (including high proportion of affordable housing), new community facilities, commercial spaces, associated employment, new public realm, high quality new and improved play spaces, open space and improved permeability. Overall, these effects will benefit local people and businesses including those within the protected groups



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