

# Equality Impact Assessment

Waltham Forest Local Plan  
(LP2) – Proposed  
Submission  
Site Allocations (Reg 19)



November 2021

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# Translation

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<p>Dokumenti apo përmbledhja e tij mund të sigurohen në gjuhë tjera, shtyp të madh, Braille, audiokasetë apo i përkthyer sipas kërkesës. Nëse ju keni nevojë për këto shërbime, ju lusim na kontaktoni në adresën e dhënë më poshtë.</p>	<p>આ અહેવાલ કે એનું સંક્ષિપ્ત બ્રીજ ભાષાઓમાં, ચોટા અક્ષરોમાં, બ્રેઈલમાં, ઓડિયો કેપ પર અથવા ભાષાંતર સેવા દ્વારા ઉપલબ્ધ થઈ શકે છે. જો તમને આ સેવાની જરૂર છે, તો કૃપા ડીને અમને નીચેના સરનામે સંપર્ક કરો.</p>
<p>يمكن توفير هذه الوثيقة أو ملخصها بلغات أخرى أو بلطبعة الكبيرة أو بلغة بريت أو على الشريط. ويمكن توفير خدمة ترجمة عند الطلب. وإذا لاحتجت مثلا من هذه الخدمات الرجاء الاتصال معنا على العنوان المذكور أدناه.</p>	<p>यह पत्र या इसका संक्षेप अन्य भाषाओं में, बड़े अक्षरों में या सुनने वाली टेप पर माँग कर लिया जा सकता है, और अन्य भाषाओं में अनुवाद की सुविधा भी मिल सकती है। यदि आपको इन सुविधाओं की जरूरत है तो कृपया निम्नलिखित पते पर हमारे साथ संपर्क करें।</p>
<p>অনুবাদকমে এই ডকুমেন্টে অথবা এর সারসর্ম অন্যান্য ভাষায়, বড় ছাপার অক্ষরে, ব্রেইল বা অডিও কেসেটে, অডিও টেপ বা ব্যক্তিগত শোনার কেনসেটে অথবা অনুবাদ করে দেয়ার ব্যবস্থা করা যাবে। আপনার যদি এসব সেবাসমূহের প্রয়োজন হয়, তাহলে অনুগ্রহ করে আমাদের সাথে নিচের ঠিকানায় যোগাযোগ করুন।</p>	<p>ਇਹ ਪਰਚਾ ਜਾਂ ਇਹਦਾ ਖੁਲਾਸਾ ਹੋਰ ਭਾਸ਼ਾਵਾਂ ਵਿਚ, ਵੱਡੇ ਅੱਖਰਾਂ ਵਿਚ, ਜਾਂ ਸੁਣਨ ਵਾਲੀ ਟੇਪ 'ਤੇ ਮੰਗ ਕੇ ਲਿਆ ਜਾ ਸਕਦਾ ਹੈ, ਅਤੇ ਹੋਰ ਭਾਸ਼ਾਵਾਂ ਵਿਚ ਤਰਜਮਾ ਕਰਨ ਦੀ ਸਹੂਲਤ ਵੀ ਮਿਲ ਸਕਦੀ ਹੈ। ਜੇ ਇਹਨਾਂ ਸਹੂਲਤਾਂ ਦੀ ਜ਼ਰੂਰਤ ਹੈ, ਤਾਂ ਕਿਰਪਾ ਕਰਕੇ ਹੇਠ ਲਿਖੇ ਪਤੇ 'ਤੇ ਸਾਡੇ ਠਾਲ ਸੰਪਰਕ ਕਰੋ।</p>
<p>我們可以按照您的要求向您提供此文件或其摘要的母語譯本、大字印刷版本、盲文版本、錄音帶或者提供其他翻譯服務。如果您需要以上服務，請通過以下的地址與我們取得聯繫。</p>	<p>Istekte bulunursanız, bu broşürü ya da broşürün özetinin Türkçesini size gönderebiliriz. Ayrıca broşürün iri harfli baskısı, görme engelliler için parmak ucuyla okunabilen Braille alfabesiyle yazılmış kabartma şekli ve ses kaseti de olup istek üzerine broşürün özetini sözlü olarak da size Türkçe okuyabiliriz. Bu hizmetlerden yararlanmak için aşağıda yazılı adresten bize ulaşabilirsiniz.</p>
<p>Ce document ainsi que son résumé sont disponibles dans d'autres langues, en gros caractères, en braille et sur support audio. Une version traduite peut également être obtenue sur demande. Pour obtenir l'un de ces services, veuillez nous contacter à l'adresse ci-dessous.</p>	<p>یہ دستاویز یا اس کا خلاصہ دیگر زبانوں، بڑے حروف، یا آڈیو ٹیپ کی شکل میں دستیاب ہو سکتا ہے، اور درخواست کرنے پر ترجمے کی سروس دستیاب ہو سکتی ہے۔ اگر آپ ان سروسز کے رسائی حاصل کرنا چاہتے ہیں تو ہمارے سرکاری نم سے سچے سے رابطہ کیجئے۔</p>
<p>Name _____          Address _____          _____          Telephone No _____</p>	<p><b>CONTACT:</b>          Planning Policy Team          London Borough of Waltham Forest,          2nd Floor West, Waltham Forest Town Hall          Fellowship Square, Forest Road          London, E 17 4JF          Email: <a href="mailto:planning.policy@walthamforest.gov.uk">planning.policy@walthamforest.gov.uk</a>          Web site: <a href="http://www.walthamforest.gov.uk">www.walthamforest.gov.uk</a></p>

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## Introduction

- 1.1 An equality impact assessment (EqIA) is an evidence-based approach to ensure that proposal policies, practices, and decision-making processes are fair and do not present barriers to participation or disadvantage for protected groups. The Council's Local Plan is in two parts. Local Plan Part 1 (LP1) is the overarching strategic policies document. Local Plan Part 2 (LP2) complements the Strategic Policies Document (LP1) by allocating land for a range of uses to deliver the Council's spatial vision, objectives and strategic priorities.
- 1.2 This EqIA document has been prepared to support Part 2 of the Local Plan (Site Allocations document), which is currently at the Proposed Submission (Regulation 19) stage.
- 1.3 The Equality Impact Assessment (EqIA) analyses the policies/proposals included in the Proposed Submission Site Allocations document to assess their effects on people with protected characteristics covered by the [Equality Act 2010](#). There are three aims of the Equality Act, these are:
  - Eliminate Unlawful discrimination, harassment, victimisation, and any other conduct prohibited by the act.
  - Advance Equality of Opportunity, between people who share protected characteristics and those who don't.
  - Foster Good Relations, between people who share a protected characteristic and people who do not share it.
- 1.3 In carrying out this assessment, the Council has been mindful of the following questions:
  - Whether the site approach is likely to exclude a specific equality group or community
  - Whether the proposals affect some equality groups or communities differently and can be justified?
  - Whether the proposal to be delivered by the site can be accessed by all equality groups and communities? If not, can this be justified?
  - Are there any barriers that might make access difficult or stop different groups or communities accessing the proposal or service to be delivered by future developments?
  - Could the development promote equality and good relations between different groups?
- 1.4 In this assessment, the Council has examined the potential impacts of policies on particular communities or Protected Characteristic Groups (PCGs)<sup>1</sup> to ensure that the legal requirements of the Public Sector Equality Duty (PSED) are being met. The

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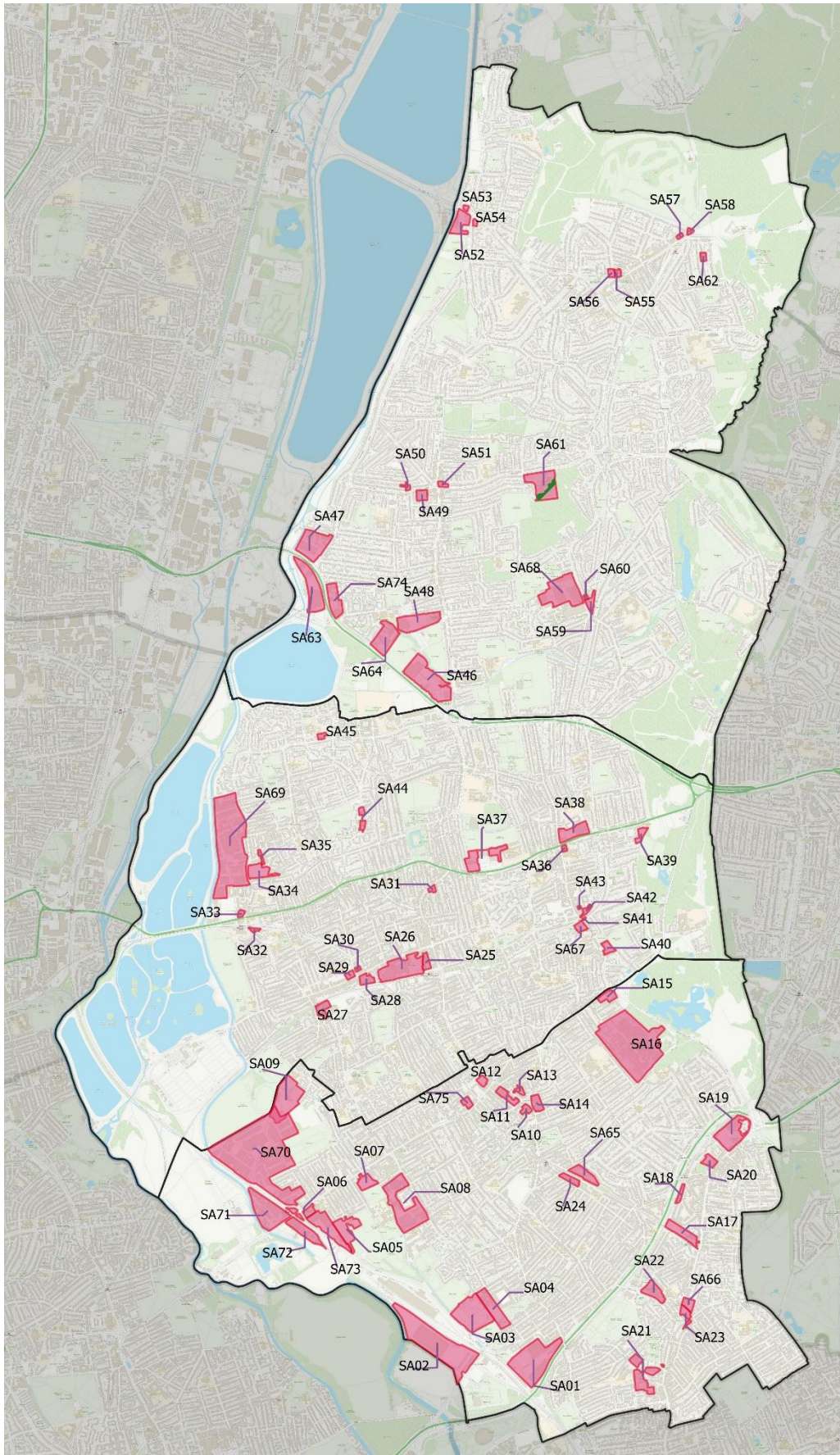
<sup>1</sup> Protected characteristics include age, sex, religion/belief, race, ethnicity, gender reassignment, sexual orientation, pregnancy and maternity, disability, lower income communities and marriage/civil partnership.

Local Plan seeks to promote social inclusion and ensure that all people (including vulnerable groups) have access to the services and opportunities that they may need such as housing, employment, public transport and community facilities (e.g. education, health and local shopping). The approach undertaken on the EqIA work draws on guidance for the appraisal of equality impacts produced by the Equality and Human Rights Commission (EHRC).

## About the document

- 2.1 This document represents Part 2 of the EqIA work undertaken on the Waltham Forest Local Plan. A separate EqIA document was prepared on Part 1 of the Local Plan (Strategic Policies document). It covered the following matters:
  - The Study Area
  - Profile of the Protected Characteristic Groups and Social-Economic status.
- 2.2 This background information has also informed the preparation of this document. The [EqIA document on Local Plan Part 1](#) (Strategic Policies Document) is published on the Council's website. As both Plan documents (LP1 and LP2) will be used to inform decisions on planning applications across the borough, the supporting EqIA documents should also be read together.
- 2.3 Figure 2 shows the site allocations proposed by the Plan. The proposed land allocations seek to address the needs of the local community over the next 15 years, including the delivery of new high quality, genuinely affordable homes, new jobs and employment space, thriving cultural neighbourhoods and town centres etc. The Plan seeks to ensure the delivery of infrastructure and investment to support growth.
- 2.4 The Proposed Submission Site Allocations Development Plan Document (DPD) is currently at the Regulation 19 stage of the plan making process. This version of the Plan follows on the earlier public consultation on the Draft Plan (September - December 2020). It takes account of comments made in the previous round and new information since the Draft Plan was published. Comments made on this version of the Plan will be submitted to the Secretary of State for independent examination.
- 2.5 At the examination, the Inspector will want to know whether the Council has met the legal requirements for the preparation of this Local Plan and whether it meets what are known as the 'tests of soundness' set out in the National Planning Policy Framework. The law requires that the Council demonstrates that it has considered and addressed potential EqIA impacts in its decision making. Accordingly, comments on this document will be welcome as part of the consultation work on the Proposed Submission Site Allocations Document (LP2) during the period 8 November 2021 to 14 January 2022.
- 2.6 The EqIA report for the Waltham Forest Local Plan (LP2) Site Allocation (Reg 19) includes:
  - Assessment Tables (Table 4.2 and 4.3) reflecting the results and recommendations of the EqIA work and
  - Conclusions and further EqIA activities to be undertaken (Chapter 5).

**Figure 2 Local Plan, Waltham Forest Strategic Locations and Site Allocations (2020)**



## Assessment of impacts

- 3.1 A high-level Assessment of Equality Impact has been undertaken based on current evidence, data or other information held on the identified equality groups.
- 3.2 In this assessment, a judgment has to be made as to how each of the sites/proposals would impact positively or negatively on the identified equality groups. Protected characteristics include age, sex, religion/belief, race, gender reassignment, sexual orientation, pregnancy and maternity and disability. This assessment also considers marriage/civil partnership and lower income communities as separate groups. As background the Equality Act 2010 identified the following:
- A. **Age:** this refers to persons defined by either a particular age or a range of ages;
  - B. **Sex/Gender:** this refers to a man or to a woman or a group of people of the same sex, while gender refers to the wider social roles and relationships that structure men's and women's, boys' and girls' lives;
  - C. **Ethnicity/Race:** Refers to protected characteristics of race as encompassing colour, nationality (including citizenship) and ethnic or national origins;
  - D. **Religion or belief:** religion means any religion a person follows. Belief means any religious or philosophical belief, and includes those people who have no formal religion or belief;
  - E. **Disability:** a disabled person is defined as someone who has a physical or mental impairment that has a substantial and long-term adverse effect on his or her ability to carry out normal day-to-day activities;
  - F. **Sexual orientation:** a person's sexual orientation relates to their emotional, physical and/or sexual attraction and the expression of that attraction.
  - G. **Pregnancy and maternity:** pregnancy is the condition of being pregnant or expecting a baby. Maternity refers to the period after the birth. In the non-work context, protection against maternity discrimination is for 26 weeks after giving birth;
  - H. **Gender reassignment:** this refers to people who are proposing to undergo, are undergoing, or have undergone a process for the purpose of reassigning their gender identity;
  - I. **Marriage and civil partnership:** marriage can be between a man and a woman or between two people of the same sex. Same-sex couples can also have a civil partnership. Civil partners must not be treated less favorably than married couples.
  - J. **Lower income communities:** Communities with individuals living in a household with a) an income below 60% of the median household income in the year, b) high crime and violence rates, and c) an inadequate school system.
- 3.3 The assessment considers both (potential positive and negative) disproportionate and differential impacts. A disproportionate effect arises when an impact has a proportionately greater effect on protected characteristic groups than on other members of the general population at a particular location. For the purposes of this EqIA, disproportionality can arise in two main ways, either:

- an impact is predicted for the area where protected characteristic groups are known to make up a greater proportion of the affected resident population than their overall representation in the Borough/ Greater London or national level; or
  - Where an impact is predicted in an area predominantly or heavily used by protected characteristic groups (e.g. primary schools attended by children; care homes catering for very elderly people).
- 3.4 A differential equality effect is one which affects members of a protected characteristic group differently from the rest of the general population due to a specific need, or a recognized sensitivity or vulnerability associated with their protected characteristic, regardless of the number of people affected.
- 3.5 In some cases, protected characteristic groups could be subject to both disproportionate and differential equality effects. The EqIA will consider impacts on groups of people rather than on individuals. Justifications for each assessment will be provided as well as further recommendations where appropriate.
- 3.6 This assessment will be concerned primarily with the intended effects of each sites, acknowledging that the mechanisms for achieving these outcomes may have their own Equalities impacts. Where relevant these will be noted but attention will be primarily given to the intended outcome.
- 3.7 To clarify, the assessment identifies a potential positive or negative impact where:
- The impact is expected to be greater for the assessed group than for the population of Waltham Forest as a whole; or
  - Where it affects an equality group differently from the rest of the borough's population because of specific needs or a recognised vulnerability.
- 3.8 Table 4.1 outlines the scoring used for the screening assessment and Table 4.2 contains the outcomes of the EqIA work undertaken.

**Table 4.1 Scoring assessment for EqIA**

Potential impacts on PCGs	Scoring
Positive	
Neutral (i.e. impacts are no greater than those experienced by the population as a whole)	
Ambivalent (i.e. impacts could affect different group members in positive & negative ways simultaneously)	
Negative	



**Table 4.2: Assessment of equality impacts – Draft Site Allocations DPD Local Plan LP2 (Reg 19) 2020 – 2035**

Ref	Site Allocation	Age	Sex / Gender	Ethnicity/Race	Religion/Belief	Disability	Sexual Orientation	Pregnancy/Maternity	Gender Re-assignment	Marriage & civil partnership	Lower income	Justifications	Recommendations
<b>South Waltham Forest</b>													
<b>Leyton</b>													
SA01	Leyton Mills Retail Park											<p>The site proposal involves improvement of exiting transport facilities, new education facilities and replacement of retail, culture and employment uses. This will have a potential positive impact in people with disabilities and different backgrounds, as well as sex and gender. The new employment will bring new jobs opportunities having a positive in the low-income group. The requirement for affordable provision will cater for different age groups and incomes.</p>	No change to proposed site allocation.
SA02	New Spitalfields Market											<p>The potential new station and walking routes will improve accessibility to new homes, surrounding areas and neighbourhoods, as well access to the Marshes and Queen Elizabeth Olympic Park, having a positive impact on people with disabilities. The affordable housing target ensures that residents will have homes suitable for their needs and facilities that are accessible for all sectors regardless of gender, age, or background.</p>	No change to proposed site allocation.

Ref	Site Allocation	Age	Sex / Gender	Ethnicity/Race	Religion/Belief	Disability	Sexual Orientation	Pregnancy/Maternity	Gender Re-assignment	Marriage & civil partnership	Lower income	Justifications	Recommendations
SA03	Auckland Road LSIS											The affordable housing target will be of benefit to lower income groups. Evidence indicates these groups need this tenure of housing more. Public realm, landscaping and connectivity with green spaces will have a positive impact on people with or without disabilities from all sectors regardless of gender, age, or background.	No change to proposed site allocation.
SA04	Osier Way											The affordable housing target ensures that residents will have homes suitable for their needs and facilities that are accessible for all sectors regardless of gender, age, or background. This will also improve inclusive connectivity with other sites and open spaces.	No change to proposed site allocation.
SA04	The Score Centre											New health and sport facilities, retail, and a public square will impact positively on people’s well-being - including those from different PCGs with or without disabilities from all sectors regardless of gender, age, or background. The affordable housing target ensures that residents will have homes suitable for their needs and facilities that are accessible for all sectors regardless background.	No change to proposed site allocation.

Ref	Site Allocation	Age	Sex / Gender	Ethnicity/Race	Religion/Belief	Disability	Sexual Orientation	Pregnancy/Maternity	Gender Re-assignment	Marriage & civil partnership	Lower income	Justifications	Recommendations
<b>Lea Bridge</b>													
SA05	Lea Bridge Gas Holders											The addition to new green and open spaces will promote healthy communities, physical and mental well-being by providing spaces for recreation and leisure. Accessible open space provides greater opportunities for recreation across all age and income ranges. The well-being benefits are not considered to be limited by gender/sex/ethnicity/ or religious orientation.	No change to proposed site allocation.
SA06	Lea Bridge Station Sites											The proposal for a new open space and station entrance as well as cultural space will improve connectivity, accessibility and inclusion, having a positive impact on people with or without disabilities from all sectors regardless of gender, age, or background.	No change to proposed site allocation.

Ref	Site Allocation	Age	Sex / Gender	Ethnicity/Race	Religion/Belief	Disability	Sexual Orientation	Pregnancy/Maternity	Gender Re-assignment	Marriage & civil partnership	Lower income	Justifications	Recommendations
SA07	Former Leyton F.C. Football Ground											New health and sport facilities, retail, and a public square will impact positively on well-being of all PCGs with or without disabilities regardless of gender, age, or background. Also, improvements to Dagenham Brook Corridor will improve accessibility to new homes, surrounding areas, and neighbourhoods, as well as connectivity with other open spaces. The affordable housing target ensures that residents will have homes suitable for their needs and facilities that are accessible for all.	No change to proposed site allocation.
SA08	Church Road/Estate Way LSIS											Affordable homes, nursery, connectivity to open spaces and Dagenham Brook Corridor will impact positively on people’s well-being including those from different PCGs, with or without disabilities regardless of gender, age, or background. New industrial floorspace will bring more attractive employments to the area this will impact positively local resident, especially the ones in low-income.	No change to proposed site allocation.

Ref	Site Allocation	Age	Sex / Gender	Ethnicity/Race	Religion/Belief	Disability	Sexual Orientation	Pregnancy/Maternity	Gender Re-assignment	Marriage & civil partnership	Lower income	Justifications	Recommendations
<b>Low Hall</b>													
SA09	Low Hall Depot											Intensification of industrial floorspace to provide a new depot with the introduction of other uses including affordable homes and connectivity to open spaces will impact positively on people’s well-being – including those from different PCGs, with or without disabilities from all sectors regardless of gender, age, or	No change to proposed site allocation.
<b>Bakers Arms</b>													
SA10	Leyton Leisure Lagoon											Redevelopment of existing leisure centre to provide new mixed use residential development and improved leisure provision will have positive benefits for all groups. New affordable homes will impact positively on people’s well-being including those from different PCGs with or without disabilities from all sectors regardless of gender, age, or background.	No change to proposed site allocation.
SA11	Tesco, Bakers Arms											New employment will bring job opportunities with positive impact on the low-income/unemployed group benefitting different age, gender/sex groups. The requirement of affordable housing will allow more access to properties for different age groups and incomes.	No change to proposed site allocation.

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SA12	Stanley Road Car Park											The affordable housing target ensures that residents will have homes suitable for their needs and facilities that are accessible for all sectors regardless of gender, age, or background. The site has an accessible location for travel and connectivity to other parts of the borough benefiting all groups.	No change to proposed site allocation.
SA13	806 Community Place, High Road, Leyton											The affordable housing target ensures that residents will have homes suitable for their needs. Re-provision of community facilities at this location will be accessible to all groups regardless of gender, age, or background. The site has an accessible location for travel and connectivity to other parts of the borough benefiting all groups.	No change to proposed site allocation.
SA14	Leyton Bus Depot											The affordable housing requirement will allow more access to housing provision for different age groups and incomes. New employment will bring new job opportunities, having a positive impact for residents from different PCGs. The site has an accessible location for travel and connectivity to other parts of the borough benefiting all groups.	No change to proposed site allocation.

Ref	Site Allocation	Age	Sex / Gender	Ethnicity/Race	Religion/Belief	Disability	Sexual Orientation	Pregnancy/Maternity	Gender Re-assignment	Marriage & civil partnership	Lower income	Justifications	Recommendations
<b>Whipps Cross Hospital</b>													
SA15	The Territorial Army Centre											Redevelopment of the site seeks to provide new homes and the re-provision of an existing community facility. The affordable housing target seeks to widen access to housing for all groups regardless of gender, age, or background. New community facilities will have positive impact, especially in lower income group, people from different ethnicity/race, sex/gender, sexual orientation, and age.	No change to proposed site allocation.
SA16	Whipps Cross University Hospital											New health and community facilities and supporting public realm improvements and better connectivity to open spaces will impact positively on people’s well-being for the different PCGs - with or without disabilities, regardless of gender, age, or background. The affordable housing target will improve access to housing for lower income groups and those in need of suitable accommodation.	No change to proposed site allocation.

Ref	Site Allocation	Age	Sex / Gender	Ethnicity/Race	Religion/Belief	Disability	Sexual Orientation	Pregnancy/Maternity	Gender Re-assignment	Marriage & civil partnership	Lower income	Justifications	Recommendations
<b>Leytonstone Town Centre</b>													
SA17	Joseph Ray Road											Step free access to Leytonstone High Road Overground Station and improving public realm will have a positive impact on different PCGs with or without disabilities, regardless of gender, age, sexual orientation, or background. New employment opportunities will help to address income deprivation, benefiting all groups.	No change to proposed site allocation.
SA18	Church Lane Car Park, Leytonstone											New cultural, sport and commercial facilities, as well as improvements to pedestrian and cycling links to the station will impact positively on people’s well-being. The site has good access to public transport thereby providing enhanced connectivity for all groups – including those with or without disabilities regardless of gender, age, or background.	No change to proposed site allocation.
SA19	Tesco and adjoining sites, Leytonstone											New nursery, improved connectivity and provision of accessible community facilities will impact positively on people’s well-being regardless of gender, age, or background. Retention/re-provision of the supermarket and other retail facilities will provide more attractive employment to the area which will impact positively on all local residents.	No change to proposed site allocation.



Ref	Site Allocation	Age	Sex / Gender	Ethnicity/Race	Religion/Belief	Disability	Sexual Orientation	Pregnancy/Maternity	Gender Re-assignment	Marriage & civil partnership	Lower income	Justifications	Recommendations
SA20	Matalan, Leytonstone											The proposal seeks the redevelopment of the existing retail site and associated car park to deliver new homes, replacement retail and other uses, with improved pedestrian and cycle paths and delivery of a new central public green space. New employment will bring more job opportunities having a positive impact different PCGs with or without disabilities. The requirement for affordable housing will improve access to housing for different age groups and incomes. The provision of pedestrian and cycle links will have a positive impact on all groups.	No change to proposed site allocation.
<b>South Leytonstone</b>													
SA21	Avenue Road Estate and Thorne Close											Reprovision of health centre and community infrastructure, along with the retention of Lime Tree Surgery and improved public realm at the entrance of Langthorne Park, will impact positively on people’s well-being across the different PCGs including those with or without disabilities regardless of gender, age, or background.	No change to proposed site allocation.

Ref	Site Allocation	Age	Sex / Gender	Ethnicity/Race	Religion/Belief	Disability	Sexual Orientation	Pregnancy/Maternity	Gender Re-assignment	Marriage & civil partnership	Lower income	Justifications	Recommendations
SA22	Cathall Leisure Centre, The Epicentre Community Centre, Jubilee Centre (also known as Leytonstone Leisure Centre, & West Community Centre)											Improvements on existing leisure and community facilities on the current site, along with new affordable homes, more employment, accessible open spaces, and pedestrian connectivity will impact positively people’s well-being across the different PCGs regardless of gender, age, or background.	No change to proposed site allocation.
SA23	B&M and adjoining Site											The affordable housing target ensures that residents will have better access to homes especially for the lower income group. New employment will bring new job opportunities, having a positive impact on residents across the different PCGs. The provision of new retail facilities will improve residents’ access to shopping facilities for all groups.	No change to proposed site allocation.
<b>Outside Strategic Locations – South Waltham Forest</b>													
SA24	Norlington Road Sites											New employment and affordable homes will provide opportunity to address the needs of lower income families. Overall, the proposal will benefit all groups.	No change to proposed site allocation.

Ref	Site Allocation	Age	Sex / Gender	Ethnicity/Race	Religion/Belief	Disability	Sexual Orientation	Pregnancy/Maternity	Gender Re-assignment	Marriage & civil partnership	Lower income	Justifications	Recommendations
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Central Waltham Forest													
Walthamstow Town Centre													
SA25	Walthamstow Central Bus Station											Prioritising the transport interchange and delivering a new integrated Underground Station Entrance will bring positive benefits for residents and visitors, especially those with disabilities or those who do not feel safe using existing facilities or spaces. The proposal will benefit all groups.	No change to proposed site allocation.
SA26	The Mall											Redevelopment of The Mall in Walthamstow will provide new homes, additional retail floorspace and provide a new station access. Additional employment and affordable homes will improve access to housing and employment with a positive impact on residents across different PCGs.	No change to proposed site allocation.
SA27	St James Quarter											Reprovision of health centre, cultural and community infrastructure, along with improvements in connectivity and public realm, will impact positively on people’s well-being across the different PCGs regardless of gender, age, or background.	No change to proposed site allocation.

Ref	Site Allocation	Age	Sex / Gender	Ethnicity/Race	Religion/Belief	Disability	Sexual Orientation	Pregnancy/Maternity	Gender Re-assignment	Marriage & civil partnership	Lower income	Justifications	Recommendations
SA28	High Street Sainsbury's											The affordable housing target ensures that residents will have better access to homes especially for the lower income group. New employment will bring new job opportunities, having a positive impact on residents across the different PCGs. The provision of new retail facilities will improve residents' access to shopping facilities for all groups.	No change to proposed site allocation.
SA29	Wilko's Walthamstow High Street											The new employment will bring more job opportunities, having a positive impact on all PCGs including those with or without disabilities. The requirement for affordable housing will allow more access to housing for lower income groups.	No change to proposed site allocation.
SA30	Osborne Grove											Redevelopment of the site for housing, also with an affordable housing requirement will improve access to housing for lower income groups. The affordable housing target ensures that residents will have homes suitable for their needs and facilities that are accessible to all sectors regardless of gender, age, or background. The site has a central location with Walthamstow Town Centre, within short walking distance to a range of town centre facilities for all residents.	No change to proposed site allocation.

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SA31	Stow Car Wash & Valeting and Walthamstow Trades Hall											Improvements to community facilities on the current site, along with new affordable homes, more employment, accessible open spaces and pedestrian connection to Hoe Street, will impact positively on people’s well-being across the different PCGs regardless of gender, age, or background.	No change to proposed site allocation.
<b>Blackhorse Lane</b>													
SA32	152-154 Blackhorse Road											New employment will bring more job opportunities, having a positive impact on all PCGs including those with or without disabilities. The requirement for affordable housing will allow more access to housing for lower income groups.	No change to proposed site allocation.
SA33	1 Blackhorse Lane											The re-provision of culture space and music venue, employment and affordable homes will have a positive impact on residents across the different PCGs.	No change to proposed site allocation.

Ref	Site Allocation	Age	Sex / Gender	Ethnicity/Race	Religion/Belief	Disability	Sexual Orientation	Pregnancy/Maternity	Gender Re-assignment	Marriage & civil partnership	Lower income	Justifications	Recommendations
SA34	Webbs Site											The provision of new employment uses, including mix uses and flexible workspaces, along with car parking, cycle parking, landscaping, highways, and utilities works, will have a positive impact on residents across the different PCGs.	No change to proposed site allocation.
SA35	59-69 Sutherland Road											New employment spaces and homes will bring new opportunity to address local needs. This will have a positive impact on residents across the different PCGs.	No change to proposed site allocation.
<b>Forest Road Corridor</b>													
SA36	Wood Street Families and Homes Hub											Reprovision of community centre, along with improvements to connectivity and public realm, will impact positively people’s well-being across the different PCGs regardless of gender, age, or background.	No change to proposed site allocation.
SA37	Fellowship Square (Town Hall Campus)											This proposal seeks to development and refurbishment the Walthamstow Town Hall Campus to provide new civic, and office space. Prioritising these improvements will impact positively on people’s well-being across the different PCGs.	No change to proposed site allocation.

Ref	Site Allocation	Age	Sex / Gender	Ethnicity/Race	Religion/Belief	Disability	Sexual Orientation	Pregnancy/Maternity	Gender Re-assignment	Marriage & civil partnership	Lower income	Justifications	Recommendations
SA38	<b>Sterling House, Willow House &amp; Homebase</b>											New employment, workspace, and community spaces; along with affordable housing will bring new opportunities to address local need and will have a positive impact on residents across the different PCGs.	No change to proposed site allocation.
SA39	<b>Hylands Road Phase 1 and 2</b>											This proposal seeks to retain the existing use of the site with additional housing provision. The affordable housing target ensures that lower income residents especially will have improved access to housing accommodation.	No change to proposed site allocation.
<b>Wood Street</b>													
SA40	<b>Crown Lea</b>											The reprovision of employment will bring more job opportunities having a positive impact across the different PCGs. The requirement of affordable housing will allow more access to housing provision for all. The site good access to nearby community facilities which will benefit all residents.	No change to proposed site allocation.
SA41	<b>Wood Street Station Site</b>											Step free access to Wood Street Overground Station and improving public realm and the reprovision of employment floorspace will have a positive impact across the different PCGs.	No change to proposed site allocation.

Ref	Site Allocation	Age	Sex / Gender	Ethnicity/Race	Religion/Belief	Disability	Sexual Orientation	Pregnancy/Maternity	Gender Re-assignment	Marriage & civil partnership	Lower income	Justifications	Recommendations
SA42	Travis Perkins											The proposal seeks to provide new residential, and employment uses which will generally benefit all groups.	No change to proposed site allocation.
SA43	Brandon Road Car Park											Redevelopment seeks to new homes. The site proposal is replacing a car park with new affordable housing which will improve access to housing accommodation for all groups generally.	No change to proposed site allocation.
<b>Outside Strategic Locations – Central Waltham Forest</b>													
SA44	Priory Court											Reprovision of community space and improvements to the public realm will have a positive impact across different PCGs. The requirement of affordable housing will increase access to housing for lower income groups and generally all other groups.	No change to proposed site allocation.
SA45	234-240 Billet Road											Provision of new homes will include affordable housing particularly for the lower income group.	No change to proposed site allocation.
<b>North Waltham Forest</b>													
<b>North Circular</b>													



Ref	Site Allocation	Age	Sex / Gender	Ethnicity/Race	Religion/Belief	Disability	Sexual Orientation	Pregnancy/Maternity	Gender Re-assignment	Marriage & civil partnership	Lower income	Justifications	Recommendations
SA46	Sainsbury's Car Park and Adjacent Sites											The reprovion of employment will bring more job opportunities with a positive impact across PCGs. The requirement for affordable housing will allow wider access to housing for all. Retention of the existing retail supermarket will ensure the provision of retail facilities for all groups. Improved connectivity with nearby sites and open spaces will generally benefit all groups.	No change to proposed site allocation.
SA47	Cork Tree Retail Park											Intensification of the existing industrial activity will improve job opportunities for all groups. No adverse impacts are identified across PCGs.	No change to proposed site allocation.
SA48	Morrisons Supermarket and Car Park											The reprovion of employment will bring more job opportunities, having a positive impact across PCGs. The requirement relating to affordable housing provision will provide greater access to housing provision for all including the lower income group. The proposal will also improve connectivity with nearby sites and facilities. An enhanced public realm, access to open spaces will benefit all groups.	No change to proposed site allocation.
<b>Chingford Mount</b>													
SA49	Sainsbury's Hall Lane											The reprovion of the supermarket and employment uses will bring more job opportunities and improvements to the public realm. This will have a significant positive impact across PCGs.	No change to proposed site allocation.

Ref	Site Allocation	Age	Sex / Gender	Ethnicity/Race	Religion/Belief	Disability	Sexual Orientation	Pregnancy/Maternity	Gender Re-assignment	Marriage & civil partnership	Lower income	Justifications	Recommendations
SA50	Former South Chingford Library Site											The proposal seeks to provide new homes with associated community use. The proposal will have a positive impact across the different PCGs. The requirement for affordable housing will allow greater access to housing provision for all including the lower income group.	No change to proposed site allocation.
SA51	Albert Corner											The site is situated at a prominent location in a District Centre in the north of the borough. New complementary uses will support the retail function of the centre for the nearby residential areas. Provision of new homes will improve access to housing for all groups and will generally have a positive impact across different PCGs.	No change to proposed site allocation.
<b>Sewardstone Road</b>													
SA52	Motorpoint, Sewardstone Road											The proposal involves the redevelopment of the site to deliver new homes, non-residential floorspace and improvements to the public realm. New employment opportunities will have a positive impact across PCGs. The requirement for affordable housing will widen access to housing for lower income groups and generally for all residents.	No change to proposed site allocation.
SA53	Lea Valley Motor Company											The proposal involves the redevelopment of the site to deliver new homes, non-residential floorspace and improvements to the public realm. New employment opportunities will have a positive impact across PCGs. The requirement for affordable housing will widen	No change to proposed site allocation.

Ref	Site Allocation	Age	Sex / Gender	Ethnicity/Race	Religion/Belief	Disability	Sexual Orientation	Pregnancy/Maternity	Gender Re-assignment	Marriage & civil partnership	Lower income	Justifications	Recommendations
												access to housing for lower income groups and generally for all residents.	
SA54	60-74 Sewardstone Road											The re-provision of the commercial uses will bring more jobs opportunities. The provide will support the function of the neighbourhood retail in providing local shopping services for the nearby residential community. Access to conveniently located facilities will reduce travel for the entire community including the PCGs.	No change to proposed site allocation.
<b>North Chingford</b>													
SA55	UKPN, Budgens and Gresham Works, North Chingford											The re-provision of retail units and employment uses will bring more jobs opportunities in the area for the benefit of all groups regardless of gender, age, or background.	No change to proposed site allocation.
SA56	Chingford Library and Assembly Hall											This proposal seeks to provide new homes and non-residential floorspace including re-provision of library and assembly space and the addition of commercial and retail spaces. The provision of community facilities with new housing will generally have a significant positive impact on the PCGs.	No change to proposed site allocation.

Ref	Site Allocation	Age	Sex / Gender	Ethnicity/Race	Religion/Belief	Disability	Sexual Orientation	Pregnancy/Maternity	Gender Re-assignment	Marriage & civil partnership	Lower income	Justifications	Recommendations
SA57	North City Autos, Chingford											The requirement for affordable housing will increase the choice of housing accommodation for all groups. Reprovision of non-residential floorspace will bring more employment opportunities for all.	No change to proposed site allocation.
SA58	Royal Epping Forest Golf Club											The requirement of affordable housing will allow more accessibility to homes for all. Reprovision of non-residential town centre uses will bring more employment opportunities for all. No adverse impact on the PCGs.	No change to proposed site allocation.
<b>Highams Park</b>													
SA59	472-510 Larkshall Road and James Yard											The proposal involves the provision of new homes, a new entrance to Highams Park Railway Station and re-provision of employment floorspace. This will generally have a positive impact across PCGs.	No change to proposed site allocation.
SA60	Shell Garage, Highams Park											The proposal involves the redevelopment of a Petrol Station site to provide new housing in the Highams Park District Centre. The provision of affordable housing will increase choice and access to housing for all groups regardless of gender, age, or other background.	No change to proposed site allocation.

Ref	Site Allocation	Age	Sex / Gender	Ethnicity/Race	Religion/Belief	Disability	Sexual Orientation	Pregnancy/Maternity	Gender Re-assignment	Marriage & civil partnership	Lower income	Justifications	Recommendations
<b>Outside Strategic Locations – North Waltham Forest</b>													
SA61	Larkswood Leisure Centre, Nursery and Land to the Rear of Larkswood Leisure Centre											The proposal involves the comprehensive and sensitive redevelopment of the Leisure Centre and Nursery for new homes, leisure and nursery uses and delivering public realm improvements. Land to the rear of Larkswood Leisure Centre is also designated as Local Green Space. The provision of affordable homes, nursery, new leisure uses with improved connectivity to open and green spaces will impact positively on people’s well-being across the different PCGs.	No change to proposed site allocation.
SA62	Pear Tree House											The proposal involves the redevelopment of a former care home in North Chingford to provide new homes. The requirement for affordable homes will improve housing choice and will impact positively on people’s well-being across the identified PCGs.	No change to proposed site allocation.
<b>Industrial-led Allocations (Reg 19)</b>													
SA63	North Circular (SIL2)											Intensification of industrial floorspace will encourage more diverse employment opportunities to the area for all residents. This will also impact positively on all groups.	No change to proposed site allocation.

Ref	Site Allocation	Age	Sex / Gender	Ethnicity/Race	Religion/Belief	Disability	Sexual Orientation	Pregnancy/Maternity	Gender Re-assignment	Marriage & civil partnership	Lower income	Justifications	Recommendations
SA64	Justin Road/Trinity Way											Intensification of industrial floorspace will encourage more diverse employment opportunities to the area for all residents. This will also impact positively on all groups.	No change to proposed site allocation.
SA65	Hainault Road											Intensification of industrial floorspace will encourage more diverse employment opportunities to the area for all residents. This will also impact positively on all groups.	No change to proposed site allocation.
SA66	Howard Road											Intensification of industrial floorspace will encourage more diverse employment opportunities to the area for all residents. This will also impact positively on all groups.	No change to proposed site allocation.
SA67	Barrett Road											Intensification of industrial floorspace will encourage more diverse employment opportunities to the area for all residents. This will also impact positively on all groups.	No change to proposed site allocation.

Ref	Site Allocation	Age	Sex / Gender	Ethnicity/Race	Religion/Belief	Disability	Sexual Orientation	Pregnancy/Maternity	Gender Re-assignment	Marriage & civil partnership	Lower income	Justifications	Recommendations
SA68	Highams Park Industrial Estate											Intensification of industrial floorspace will encourage more diverse employment opportunities to the area for all residents. This will also impact positively on all groups.	No change to proposed site allocation.
SA69	Blackhorse Lane (SIL3)											Intensification of industrial floorspace will encourage more diverse employment opportunities to the area for all residents. This will also impact positively on all groups.	No change to proposed site allocation.
SA70	Argall Avenue (SIL4)											Intensification of industrial floorspace will encourage more diverse employment opportunities to the area for all residents. This will also impact positively on all groups.	No change to proposed site allocation.
SA71	Rigg Approach (SIL5)											Intensification of industrial floorspace will encourage more diverse employment opportunities to the area for all residents. This will also impact positively on all groups.	No change to proposed site allocation.

Ref	Site Allocation	Age	Sex / Gender	Ethnicity/Race	Religion/Belief	Disability	Sexual Orientation	Pregnancy/Maternity	Gender Re-assignment	Marriage & civil partnership	Lower income	Justifications	Recommendations
SA72	Lammas Road (SIL 6)											Intensification of industrial floorspace will encourage more diverse employment opportunities to the area for all residents. This will also impact positively on all groups.	No change to proposed site allocation.
SA73	Orient Way (SIL 7)											Intensification of industrial floorspace will encourage more diverse employment opportunities to the area for all residents. This will also impact positively on all groups.	No change to proposed site allocation.
SA74	Deacon Trading Estate (Cabinet Way)											Intensification of industrial floorspace will encourage more diverse employment opportunities to the area for all residents. This will also impact positively on all groups.	No change to proposed site allocation.
SA75	Lea Bridge Hotel Site											Intensification of industrial floorspace will encourage more diverse employment opportunities to the area for all residents. This will also impact positively on all groups.	No change to proposed site allocation.



**Table 4.3: Summary Assessment of equality impacts per group**

<b>Equality Impacts – examine how the proposal site allocations impact on the community</b>		
<b>Impacts</b>	<b>How different groups could be affected: Summary of impacts</b>	<b>Actions to reduce negative or increase positive impact</b>
<p><b>Age</b> (What will the impact be on different age groups such as younger or older people?)</p>	<p>Most of the sites are located towards areas that have already a range of services and facilities. The sites listed will assist and improve those with poor transport accessibility or poor open space and connectivity.</p> <p>Developments on sites will promote healthier lifestyles, improve levels of health and well-being; as well as maintain and improve public transport provision for a wide range of age groups, promote active and sustainable travel, and reduce CO2 emissions by cars.</p>	<p>Overall, the proposals contained in the Site Allocations DPD will have a significant positive impact. Further detailed proposals to be included in Masterplan SPDs will also be tested for likely adverse impacts (if any).</p>
<p><b>Sex / Gender</b> (is the service used more by one gender and are the sexes given equal opportunity?)</p>	<p>The site-specific proposals will assist and improve conditions for those with poor transport accessibility or poor open space and connectivity i.e. women without car or improve unfriendly corridor or walk path.</p>	<p>None</p>
<p><b>Ethnicity / Race</b> (Includes ethnic or national origins including Gypsies and Travellers)</p>	<p>The implications arising from the spatial distribution of the BAME group in particular parts of the borough e.g., South Waltham Forest should be recognised. This is where most of the sites are located. There could be some potential negative impact on BAME groups, younger people and older people arising from the cumulative impact of redevelopment activity. This mainly arises from disruption, noise from building sites, air pollution and inconvenience to everyone.</p>	<p>Where possible these issues will be addressed through section 106 agreements, which limit hours of working and ensure that works are carried out to minimise disturbance in accordance with the construction code. These will be negotiated through the planning application process.</p> <p>Further detailed proposals to be included in Masterplan SPDs will also test for likely adverse impacts (if any).</p>

<b>Equality Impacts – examine how the proposal site allocations impact on the community</b>		
<b>Impacts</b>	<b>How different groups could be affected: Summary of impacts</b>	<b>Actions to reduce negative or increase positive impact</b>
<b>Religion / Believe</b> (Includes not having a religion or belief)	No significant negative or positive benefits generally.	None
<b>Disability</b> (Consider all disabilities such as hearing loss, dyslexia, etc, as well as access issues for wheelchair users where appropriate)	Site specific proposals are expected to generally improve accessibility conditions for access/ better movement. This is usually in the form of provision of access routes, better public transport facilities/connections, step free access etc to ensure that all residents/new occupiers have access to new buildings and public spaces. Policies in the Local Plan (LP1) seek to ensure inclusive design of spaces and places.	None. Further detailed proposals to be included in Masterplan SPDs will also test for likely adverse impacts (if any).
<b>Sexual Orientation</b> (What is the impact on heterosexual, lesbian, gay or bisexual people?)	Policies in the Local Plan (LP1) also cover issues regarding the fear of crime, which is often higher amongst some community groups. Enhancing places and making them safer through inclusive design measures is covered in the Local Plan. Site specific proposals will be delivered in accordance with all Local Plan policies. This will guide the permissibility of proposals and ensure inclusion and safe access to sites and other surrounding locations.	None. Further detailed proposals to be included in Masterplan SPDs will also test for likely adverse impacts (if any).
<b>Pregnancy and Maternity</b> (Think about pregnancy, new and breastfeeding Mums)	No significant negative or positive benefits generally.	None. Further detailed proposals to be included in Masterplan SPDs will also test for likely adverse impacts (if any).

<b>Equality Impacts – examine how the proposal site allocations impact on the community</b>		
<b>Impacts</b>	<b>How different groups could be affected: Summary of impacts</b>	<b>Actions to reduce negative or increase positive impact</b>
<b>Gender Reassignment</b> (Is there an impact on people who are going through or who have completed Gender Reassignment?)	No significant negative or positive benefits generally.	None. Further detailed proposals to be included in Masterplan SPDs will also test for likely adverse impacts (if any).
<b>Marriage &amp; Civil Parenthood</b>	No significant negative impacts.	None
<b>Lower Income</b> (Will people of this particular socio-economic group be particularly affected?)	Opportunities to increase affordable housing provision on all sites will bring positive benefits to this group. Similarly, employment provision on many of these sites will help reduce income deprivation. Lower income households are often at the sharp end of changes in the housing/employment market. It must also be recognised that whilst the planning system can deliver planned housing or employment units, it has no direct influence on who occupies these units.	Careful implementation of site-specific proposals by delivery agencies would be required to ensure that equitable access to housing and employment provision is made available to this group.

## 4 Conclusions

### Conclusions

- 4.1 This report has assessed the impact of the site-specific proposals contained the Local Plan (LP2) Site Allocations Development Plan Document (DPD). The contents of this document should be read along with the assessment undertaken on Local Plan (LP2) Strategic Policies Document (DPD), which provides the overarching policies also relevant in considering planning application proposals.
- 4.2 This assessment has considered all 75 site specific proposals contained in the Site Allocations Development Plan Document (DPD) identifying potential differential or disproportionate negative or positive impacts on the protected groups. In general, the Plan seeks to ensure well designed places, ensure quality housing provision increasing the supply of affordable housing across the borough to meet local needs. The plan seeks to promote economic development and new jobs for all sections of the community.
- 4.3 The assessment has found that LP2 Site Allocations DPD does not have any disproportionate or differential negative impacts on any one group with protected characteristics (Tables 4.2 and 4.3). No negative impacts have been identified and no further assessment is considered necessary at this stage.
- 4.4 The assessment is based on information contained in the Site Allocations DPD (Reg 19) document published for consultation in November 2021. This document will be reviewed subject to further changes as may be necessary to the document.