

December 2024

The Aylesham Centre, Peckham

Equalities Impact Assessment

Document reference: AC16A



Berkeley
Designed for life



Quod

Equality Impact Assessment

Update

Document reference: AC16A

Aylesham Centre

DECEMBER 2024

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1 Introduction

Context

- 1.1 A full planning application was submitted to the London Borough of Southwark on 15 July 2024 and validated on 3 September 2024 for the following:

“Demolition of existing buildings and phased redevelopment to provide a replacement supermarket and associated service yard and car parking (Use Class E(a)); flexible retail, leisure (including drinking establishment), and commercial accommodation (Use Class E/Sui Generis); dwellings (Use Class C3); landscaping; and associated works” (LBS ref. 24/AP/2074)

- 1.2 Following validation of the planning application, the Applicant has considered responses received from London Borough of Southwark (LBS) officers (and their independent advisors), statutory consultees, the public, and other stakeholders. It has also undertaken a further review of the financial viability of the proposals. This has identified a need to make amendments to the Application.

- 1.3 The relevant updates to the Proposed Development are, in summary:

- Reduction of total number of homes by 10
- Change to the unit mix (decrease of 1 and 3 bed, increase of 2 and 4bed)
- Change to the tenure of some buildings
- Change to the average square footage of some unit types
- Change to the unit mix within each tenure (no 1bed in Social Rent, no 3bed in Shared Ownership)
- Marginal changes to the massing of some top floor (setbacks, penthouse levels, etc.)
- No changes to the façade design principles, balcony style and type, materials and colours, construction methods, etc.
- Complete redesign (layouts, balconies, and fenestration) of buildings H, P, Q.
- Significant redesign (layouts, balconies, and fenestration) of buildings ABC, L, N.
- Marginal redesign (layouts, balconies, and fenestration) of buildings E, F, J, K, M.
- No noticeable change to buildings D, G.
- Marginal changes to the layout of Morrisons supermarket and ancillary spaces.

- Consequentially to the above, changes to the refuse and cycle storage provision.
- Some changes to roof gardens provision.

1.4 This document has been updated to reflect the above changes.

1.5 Changes from the previous Equalities Impact Assessment (document ref.AC16) are marked in blue and underlined.

1.6 This Equality Impact Assessment presents the potential equality effects related to the planning application for the proposed development at the Aylesham Centre. This Statement provides information to the planning authority, the London Borough of Southwark (LBS) to aid in their consideration of the planning application with regard to their Public Sector Equality Duty.

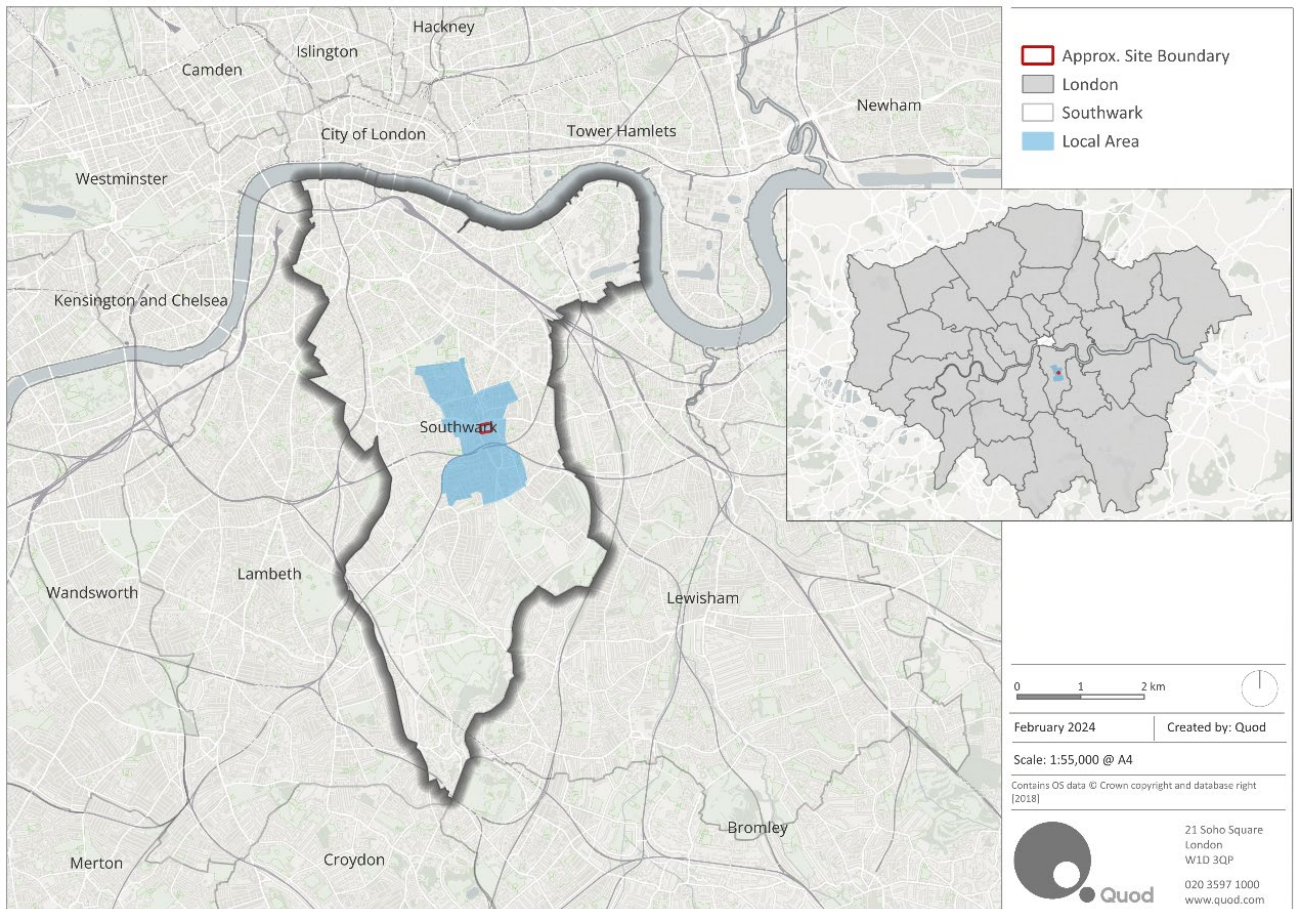
1.7 The Applicant is Berkeley Homes (Capital) Plc (hereafter referred to as Berkeley Homes).

1.8 The Site accommodates the Aylesham Centre alongside an associated surface car park (353 spaces), service yard, and petrol filling station. The Aylesham Centre comprises retail units fronting on to Rye Lane with additional retail units within a covered mall, including a Morrison supermarket. The “Local Area” for the purposes of this assessment is Rye Lane and Peckham wards.

1.9 In considering this Application, the LBS, as the planning authority, has a legal duty (“the public sector equality duty” or “PSED”) to consider potential equality effects under the 2010 Equality Act (“the 2010 Act” or “the Act”).

1.10 This Equality Impact Assessment has been produced in accordance with LBS’s Development Consultation Charter (December 2022). This statement presents the reasonably foreseeable equality effects related to the Proposed Development. It has been informed by technical documents that have been produced with the Application which are referenced where appropriate.

Figure 1.1: Local Area Context



Scope and Objectives

- 1.11 This Equality Impact Assessment does not in itself discharge the LBS' duty as the relevant local authority considering the Application, as the PSED cannot be delegated. Therefore, this report provides relevant information that will help LBS to carry out its PSED.
- 1.12 The 2010 Act requires public authorities to have due regard to equality considerations when exercising their functions. These considerations include to:
- Eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under this Act;
 - Advance equality of opportunity between persons who share a relevant protected characteristic (explained in detail below) and persons who do not share it;
 - Foster good relations between persons who share a relevant protected characteristic and persons who do not share it.
- 1.13 These are sometimes referred to as the three aims or arms of the PSED. The Act explains that having due regard for advancing equality involves:

- Removing or minimising disadvantages suffered by people due to their protected characteristics;
- Taking steps to meet the needs of people from protected groups where these are different from the needs of other people; and
- Encouraging people from protected groups to participate in public life or in other activities where their participation is disproportionately low.

1.14 The Act states that “meeting different needs” involves taking measures to take account of disabled people’s disabilities. It describes “fostering good relations” as tackling prejudice and promoting understanding between people from different groups. It states that compliance with the PSED may involve treating some people more favourably than others (referred to in some contexts as “positive discrimination”).

1.15 The main objective of the PSED is to ensure public policies and programmes are implemented fairly, in particular with regard to their impact on the protected characteristics identified below:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership¹
- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexual orientation.

1.16 There are no statutory or regulatory requirements for the form, methodology or content of an Equality Impact Assessment. A growing body of recent practice applies the approach of categorising potential equality impacts into two types: *disproportionate* and *differential*. This is a helpful categorisation to distinguish the effects of a decision on people, in general, from effects that should be considered as part of the PSED.

1.17 Some effects of development will affect many users – residents, visitors, employees for example – including many with protected characteristics. This is not necessarily an equality issue, but it may become one when any adverse effect on those with protected characteristics is either *disproportionate* or *differential*, as explained below:

¹ Public authorities also need to have due regard to the need to eliminate unlawful discrimination against someone because of their marriage or civil partnership status. This means that the first arm of the duty applies to this characteristic, but that the other arms (advancing equality and fostering good relations) do not apply.

- **Disproportionate:** there may be a disproportionate equality effect where people with a particular protected characteristic make up a greater proportion of those affected than in the wider population.
 - **Differential:** there may be a differential equality effect where people with a protected characteristic are affected differently to the general population as a result of circumstances, vulnerabilities or restrictions they face because of that protected characteristic.
- 1.18 The scale and significance of such impacts cannot always be quantified, but the direction of the effects can be qualitatively considered through descriptive analysis of impacts and identifying whether such impacts are adverse, beneficial or neutral.
- 1.19 Some impacts are inherently more difficult (or impossible) for the planning process to directly control. For example, some effects may depend on how people respond to a development in future (e.g. the future way people will use the public realm) or their own personal choices and actions, which cannot be projected with certainty. For this reason, the EqlA should focus on impacts that can be modelled or forecast with a reasonable degree of confidence and on impacts that can be controlled through planning measures.
- 1.20 When exercising functions related to planning decisions, authorities should consider the potential effects of those decisions on those protected characteristics, as defined under the Act. They should give due regard to equality considerations and attribute appropriate weight to such considerations in decision making.
- 1.21 Public bodies can give consideration as to whether there are alternative approaches or additional steps that could alleviate or mitigate the impact of a decision. They should consider equality impacts in the balance, alongside the benefits of the planning permission.
- 1.22 Mitigation measures can eliminate or reduce some equality impacts, but some impacts may be unavoidable. Under legislation, identification of an impact does not mean a planning application should not be granted. In these cases, the authorities should make it clear that they have considered these potential impacts in decision making (due process) and considered whether other considerations, including the public benefit of the development that will be supported by the planning application, will outweigh the potential adverse effects.
- 1.23 The PSED cannot be delegated, therefore this report does not in itself discharge LBS' duties, although it should provide relevant information that will help them to do so.

Socio-economic effects

- 1.24 Socio-economic characteristics are not protected characteristics under the Equality Act 2010. There is no legal duty under the Act for LBS to consider socio-economic characteristics in discharging their PSED, although the authority does have policies that relate to socio-economic inequality and their commitment to reduce it.
- 1.25 We recognise that socio-economic conditions could intersect with protected characteristics to magnify an effect such that it would be differential. For example, economic deprivation could

intersect with age to increase vulnerability and thereby magnify differential outcomes for young people who are unemployed.

1.26 In its own corporate Equality Framework, LBS states:

“We want to understand the way in which characteristics such as sex, gender re-assignment, race, disability, age, sexual orientation or class, can interact and produce unique and often multiple experiences and disadvantage in a specific situation. It is also about other areas such as being a single parent or carer of an older or disabled person, for example².”

1.27 As outlined in the **ES Volume 1, Chapter 6: Socio-Economics**, the Site is within a Lower Super Output Area³ ranked as the 10% most deprived area in England. It is also surrounded by areas that are within the 10-20% most deprived in England. There are pockets of deprivation across the borough. Therefore, socio-economic deprivation is relevant to this Site, and relevant to the assessment of equality impacts of there is potential for intersectionality between deprivation and protected characteristics.

1.28 Given the complexity of such intersections it is not possible to predict them specifically or quantify them at a site-specific level (e.g. in the case of specific impacts of a planning decision or development) but it is possible to refer to them generally. As requested by LBS in its Equality Impact Assessment Template, this has been done as part of this assessment.

² LBS, 2021, A Fairer, More Equal Southwark: Valuing Diversity and Promoting Equality and Inclusion

³a small statistical area reflecting a neighbourhood: they comprise between 400 and 1,200 households and have a usually resident population between 1,000 and 3,000 persons

2 Users and Stakeholders in the Decision-Making Process

Who are the key stakeholders and users of your site?

On-site

2.1 The vast majority of visitors come to the site to visit Morrisons. But people also come to:

- Use the car park.
- Visit other shops and businesses, including both chains and independent businesses.
- Access the bus station
- Access their own businesses or attend their jobs on-site
- Meet friends or socialise.
- Undertake informal advertising activities (e.g. flyering).

2.2 There are five independent shops within the redline boundary:

- Duses Shoes
- Just For You
- Factory Outlet
- PAK Butchers
- Image Furniture

2.3 There are 10 Mall Hand Carts, who are all independent, small businesses.

Handcart number:	Occupier
1	Ice Cream and Popcorn Vendor
2	Scented Oils and Perfumes
3	Eyebrow Threading and Waxing Services
4	African Textiles and Accessories
5	Woman's Lingerie and Accessories
6	Children's Clothes and Costume Jewels
7	Chinese Medicines and Remedies
8	Mobile Phone and Accessories and Repairs
9	African Fabric Sales, Repair and Dess Making
10	Luggage Bags and Accessories

- 2.4 There are 11 other retailers, which include 9 national retailers and 2 small chains.
- 2.5 Some of these retailers provide services that could be used predominantly by people of a certain culture, religious or ethnic background. For example Wing Tai Peckham is a Chinese supermarket and PAK Butchers sells halal meat.
- 2.6 Tree Shepherd (a charity who has partnered with Southwark to help people locally to establish their own enterprises) has been commissioned to undertake specific targeted engagement with the existing independent businesses on-site. The survey results will inform the Business Relocation Strategy.
- 2.7 At the time of writing, based on the responses so far, a summary of the relevant findings are;
- Some state their clientele includes a specific group e.g. women, black women or older people.
 - There are both men and women who own business on-site.
 - All business owners are non-white. They come from a variety of non-white ethnic/race backgrounds.
 - Most respondents report having a religion.
 - Respondents were in favour of having options for small affordable spaces for them to relocate to.
- 2.8 Given the ethnic makeup of the area, (more details on this are set out in the baseline section of this EQIA) the chain retailers (including Morrisons, Poundland, Greggs etc) may have a higher proportion of their customers (when compared to the national average client-base for these chains) who are not white-British. However, these shops are unlikely to provide a specialist or unique service to those customers and their potential loss or relocation within the area is not likely to be sensitive from an equality point of view. (Note that the supermarket will remain on-site).
- 2.9 There are no existing residential tenants on-site.

Off-site

- 2.10 Residential and commercial occupiers of the wider high street, and the visiting public, could be relevant stakeholders depending on the impacts under consideration.
- 2.11 The local community is highly invested in the future of their town centre and is and will continue to be a key stakeholder in the future of the site and the wider high street.
- 2.12 **Table 2 of the Construction Environmental Management Plan** lists the receptors that have been identified as being potentially sensitive to the works during the construction of the Proposed Development due to their location in proximity to the Site and access roads. Local schools are of particular relevance to this assessment because of the number of children in one location and their relative sensitivity to environmental changes.
- 2.13 Martock Court Playground is also listed as a sensitive receptor in **Volume 1 Chapter 8 for the ES: Air Quality** (although no significant impacts have been identified).

- 2.14 The Peckham High St Islamic & Cultural Centre is at 118-120 Peckham High St and this is included as sensitive receptor in the Noise Chapter of the ES.

Receptor	Location
Existing neighbouring residential properties within the immediate vicinity of the Proposed Development	All boundaries of the site
Neighbouring / local open spaces and areas of public realm and their users	All boundaries of the site
Existing commercial residents of properties	Within and around all boundaries of the site
Pedestrians and cyclists on the Site and in the surrounding area.	All boundaries of the site
Road users surrounding the Site.	All boundaries of the site
Users of local public transport network (i.e. buses, rail).	All boundaries of the site
Local schools (and their pupils) including a school for children with Special Educational Need.	To the west and north east of the site
Local libraries	To the north of the site

- 2.15 The wider town centre includes, for example, residents, business owners and employees, retail and leisure customers/visitors and people using the neighbourhood as a transport interchange. The **Design and Access Statement** shows the cultural and retail context of the high street, its businesses and its uses.

Future Users

- 2.16 Future users of the site include residents, employees, business owners, people visiting the site for shopping and leisure and people passing through/accessing the bus station.

Stakeholders

- 2.17 The **Statement of Community Involvement and the Early Engagement Strategy**, submitted with the planning application, provides detail on the stakeholders involved in the consultation process, the stakeholder mapping process (how stakeholders were identified) and who has been contacted throughout the process to date.
- 2.18 This includes the Aylesham Centre Community Forum (ACCF), local councillors; community representatives including, charities, community groups, tenants and residents' associations and business groups. The Applicant has held "open door" events in the Aylesham Centre as well as having a permanent office and exhibition space stationed there.
- 2.19 For people dropping into open sessions, the consultation did not generally collect equality data from respondents to ensure the Applicant respected the privacy of respondents and to encourage participation. Voluntary demographic questions have been asked. Targeted

consultation including the Community Champions Panel has included specific questions about consultees needs and characteristics. A very wide range of different consultation methods, times and strategies has been used to help ensure ease of participation for the widest number of people (for example working around their other work or caring responsibilities or cultural needs).

- 2.20 Members of the public have raised that attendees at some of the open door community events were not representative of the makeup of the community (particularly on age and race) and some groups may be harder to reach or less likely to express their views in these settings.
- 2.21 As a result, separate consultation events were targeted towards people based on their Protected Characteristics, for example: there have been Youth group meetings and Older persons meetings and a Panel of Community Champions was established.
- 2.22 Section 11.0 of the Statement of Community Involvement (*“Consultation with seldom heard voices”*) sets out the full details of this engagement and should be read alongside this EqlA. The group members were nominated by community groups or charities and/or identified on the basis of their race, age or other protected characteristic that gave them a specific perspective or experience that was intended to reflect the breadth of Southwark’s residents’ needs. Details of how and when they met and what matters were covered are set out in the SCI.
- 2.23 The Community Champions Panel (CCP) is a group of local people with a range of lived experiences, requirements, and support needs, and consists of six young people, five over-60s, three wheelchair users and ten people of Black/ Black African heritage.
- 2.24 The Peckham High St Islamic & Cultural Centre has been contacted and visited directly but at the time of writing no response has been received⁴. Local residents and workers/business owners have also been offered the opportunity to express their views on the proposals. Multiple platforms and methods have been used to ensure as many people as possible have been engaged and that people have the opportunity to provide feedback. This feedback has been incorporated in the design and delivery strategy of the Proposed Development.

Responding to consultation

- 2.25 A full timeline of consultation is included in the **Statement of Community Involvement Section 1**.
- 2.26 A document called **You Said, We Did** has been prepared to summarise the way that Berkeley Homes has responded to the feedback received. This is included at Part 4 of the **Engagement Summary**.
- 2.27 In Summer 2023, after careful consideration of feedback on previous proposals for the site and in consultation with Southwark Council, the Applicant withdrew its previous application and

⁴ Further attempts to contact the Centre will be made as part of our ongoing community engagement throughout the project

prepared a new design brief for the site, including appointing a new design team including local architects in collaboration with Southwark Council.

Issues Raised

2.28 The **Statement of Community Involvement** sets out extensive detail on the matters raised through consultation and should be referred to for the full list.

2.29 Key matters of particular relevance to this assessment raised through consultation are:

- Anti-social behaviour, crime and safety
- Value of public space and through routes
- Needing good and safe access to bus stops and bus routes
- Views on the quality and type of shops needed (and role of independent shops)
- Views on the quality and cleanliness of public space and how this could be improved
- Need for improved community facilities
- Sustainability and need to respond on climate resilience
- Fire safety (particularly for people with disability)

2.30 Respondents were asked to identify their three top priorities for the redevelopment of the Aylesham Centre, five key priorities emerged. These were:

- New landscaping and green spaces
- Improved shops
- Hospitality and leisure spaces
- Affordable homes
- Public open space or squares

2.31 Independent retailers were a high propriety for the new commercial space proposed (although well known brands were also important to respondents). Other views on the retail mix were:

- Redevelopment should reflect the diversity and vibrancy of Peckham.
- The development should support – not displace – existing local businesses.
- There needs to be a mix of retail uses in the development.

2.32 Young people feel that Peckham could be a more welcoming place and space and safety for young people was often raised. Throughout the youth engagement, young people have emphasised the importance of the public spaces being safe and welcoming – places where they will feel comfortable meeting and spending time.

2.33 People acknowledge the benefits of work experience and apprenticeships for local people and would like to see more opportunities created.

2.34 Overall, there is a desire to see positive change in the town centre. Many older residents noted that they have seen Peckham change significantly over the course of their lives and view the proposals for the Aylesham site in this context.

2.35 Residents with disabilities – via the Community Champions panel, visits to local groups and the wider public consultation – have highlighted the importance of prioritising accessibility. Many points raised related to safety and security, and sense of community.

- Wayfinding and sightlines for safety and ease of movement
- Avoid dark, hidden corners and make everywhere visible
- Large spaces to host cohesive community events
- Safe play spaces for young parents to feel secure with little ones and meet other parents
- New residents to the area should feel welcomed no matter their age or background.
- Consideration for neurodivergent people, those with physical, mental and learning disabilities to ensure that all feel welcome and safe
- Clearly show the different areas for cars, cycles and pedestrians to avoid conflicts and accidents.

The materials used on the ground need to be easy for everyone use –non-slip, smooth, step free, and suitable for wheelchairs and buggies.

- Consider the wellbeing of residents, the need to support vulnerable residents, and to foster a sense of community.
- Design the homes to be safe and secure with a good mix of residents
- Residents and visitors to the area with physical disabilities noted that easy access to the bus station was important. The poor design of the existing cycle lane on Rye Lane causes problems for elderly residents, families, and residents with visual impairments and mobility issues.
- The need for a comprehensive approach to lighting (beyond street lighting) to promote a safe and welcoming atmosphere.

Who are the key stakeholders involved in the decision-making process for the proposed scheme?

2.36 Stakeholders involved in the decision-making process:

- London Borough of Southwark Planning Committee, with supporting information provided by London Borough of Southwark's Planning Officers and input from statutory consultees.
- GLA
- Statutory and non-statutory consultees.

3 Baseline and equality pathways

- 3.1 This section of the EqlA provides relevant baseline information in relation to protected characteristics, to understand who may be affected by the Proposed Development and whether effects have the potential to be differential or disproportionate.
- 3.2 Equality pathways are the ways in which planning and development of the nature proposed at the Aylesham Centre could affect people differentially or disproportionately because of their protected characteristics.

Methodology

- 3.3 Quod and Berkeley Homes have engaged with LBS in the drafting of this EqlA. The methodology for this report has been agreed with LBS (and is based on its own template) and this version of the EqlA considers feedback from LBS officers on an earlier draft.
- 3.4 Southwark provides a template for Applicants to use to undertake an EqlA. This template is set out in table format and, while it is suitable for most types of development, is challenging to use for development of the scale as that assessed here. as such Quod has not used the template format but all the required information is still provided, with the relevant headings as required.
- 3.5 Baseline analysis has been informed by nationally recognised demographic datasets from the Office of National Statistics (ONS), including:
- Census 2011⁵
 - Census 2021⁶
 - Business Register and Employment Survey (BRES) 2022⁷
 - Live Births 2021⁸; and
 - Index of Multiple Deprivation 2019⁹.
- 3.6 Quod has identified local community infrastructure through a desktop study of the area and site visits.

⁵ Office for National Statistics, 2011. Census.

⁶ Office for National statistics, 2021. Census. Some data, e.g. on employment may be compromised by the timing of this Census during COVID related lockdowns. In these cases, other data is provided for context or relied upon. This limitation does not impact on the conclusions of this assessment. ⁷ Office for National Statistics, 2022. Business Register and Employment Survey.

⁷ Office for National Statistics, 2022. Business Register and Employment Survey.

⁸ Office for National Statistics, 2021. Live Births.

⁹ DCLG, 2019. Indices of Multiple Deprivation.

3.7 Berkeley has commissioned its own assessment of primary data from:

- Jas Bhalla Works architects, who undertook a land use and character study of Peckham Town Centre in 2023. The outputs of this study can be found in the **Design and Access Statement Sections 2.2 and 2.3**.
- Tree Shepherd social enterprise who has been commissioned to engage with and survey the existing business owners tenanted in the Aylesham Centre and ask them (voluntary) questions about their protected characteristics.
- Kanda Consulting has been commissioned to undertake engagement including targeted engagement with hard-to-reach groups “seldom heard voices” and community champions.

3.8 Quod has used Southwark’s own resources including:

- Southwark Joint Strategic Needs Assessment and Annual Public Health Reports
- Health Needs Assessments
- Southwark Climate Resilience and Adaptation Strategy
- Disabled Parking Usage Report (2018)
- Southwark Economic Strategy 2023-2030
- Southwark Strategic Housing Market Assessment 2019.

3.9 Quod’s baseline analysis and consideration of the impacts have been informed by a review of the planning application with particular reference to the:

- Updated Design and Access Statement
- Transport Assessment and Transport Assessment Addendum
- Statement of Community Involvement
- ES Volume 1:
 - Chapter 6: Socio-Economics;
 - Chapter 8: Air Quality;
 - Chapter 9: Noise and Vibration; and
 - relevant December 2024 ES Addendums
- Demolition and Construction Environmental Management Plan and DCEMP Addendum
- Business Relocation Strategy and Business Relocation Strategy Addendum

3.10 We have shown references to other documents in bold. The aim of this document is not to duplicate these assessments, but to signpost and collate, and to consider the implications for equality specifically. Please refer to these other documents for details about their respective methodologies or assumptions.

Cross Cutting themes

3.11 There are “cross cutting themes” that interact with protected characteristics in complex ways. The key ones of relevance to this assessment are:

- **Socio-Economics:** socio-economic conditions could intersect with protected characteristics to magnify an effect such that it would be differential. For example, young people may be more likely to be unemployed, and therefore more vulnerable to other changes.
- **Transport & Access:** The London Mayor and TfL’s *Equity in Motion Strategy*¹⁰ sets out how transport networks can support or exclude people: It states, “too often barriers and inequalities exclude Londoners from the full use of London’s streets and transport network – diminishing not only their mobility, but their prospects, too”. It sets out a four pillar plan to increase the equity of London’s transport;
 - Accessibility
 - Availability
 - Affordability
 - Acceptability.
- **Crime, fear of crime and anti-social behaviour:** People may experience crime or fear of crime that is related to or exacerbated by their Protected Characteristics. They may feel more vulnerable in public spaces. Crime and antisocial behaviour have been highlighted as a key local concern for residents and visitors to the site including those accessing the Bus Station at night. The project team met with a representative of the Metropolitan Police on 17 January 2024 to present the site context and design including architecture, landscape and surfacing. They provided advice and recommendations which are reflected in the **Design and Access Statement (Section 4.6.3)**. They identified existing issues as: Rye Lane currently suffers from a large amount of graffiti, drug misuse, low level anti-social behaviour, and rough sleeping on streets and semi-public spaces, such as stairwells; Theft from powered scooters/ petty theft of phones and handbags in public realm.
- **Climate Resilience:** According to the GLA’s London Climate Risk Map¹¹, neighbourhoods at the centre of LBS (including Peckham) have been identified as being among most vulnerable to climate risk in London. This risk profile is based on the overlapping risk factors that result in vulnerable populations. The demographic risk factors include age; proficiency in English (as a proxy for access to public information); ethnicity; tenure; and income. LBS has a Climate Change and Resilience Strategy and reducing inequality is part of that strategy¹².

3.12 These cross cutting themes are referenced throughout the review of pathways that follows.

¹⁰ Transport for London 2024: Equity in Motion, Issue 2.

¹¹ GLA, 2022. London Climate Risk Map.

¹² LBS, March 2024. Our climate resilience and adaptation strategy
<https://www.southwark.gov.uk/environment/climate-emergency/climate-resilience-and-adaptation/our-strategy>

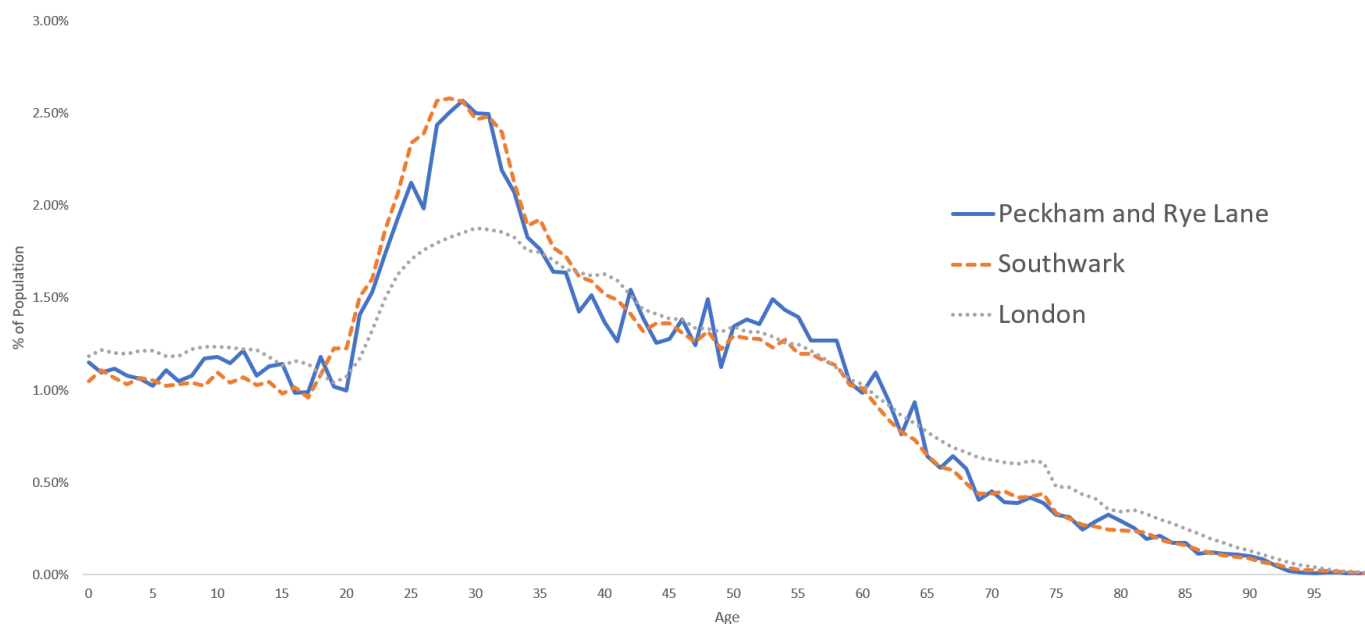
Protected Characteristics and equality pathways

- 3.13 The following section provides a commentary on the baseline data presented in Appendix 1 with respect to each of the protected characteristics as defined by the 2010 Act, where available data exists.

Age

- 3.14 The chart below shows the percentage people in the Local Area, Southwark and London at each age.
- 3.15 Peckham and Rye Lane has a higher proportion of people aged 20 to 35 than the London average (but similar to the proportion across Southwark).
- 3.16 The proportion of residents in the Local Area who are aged under 15 is 19% is slightly higher than the rate for LBS (17%), but in line with the London average (19%).
- 3.17 The proportion of residents who are of working age (16 to 74) is 79%, is in line with the average for Southwark (79%) and higher than London (76%). The Local Area has a slightly higher proportion of residents aged over 75 at 4% in comparison to LBS (4%), very slightly lower than the average rate for London (5%). There are just over 1,000 people in this age bracket in Peckham and Rye Lane, who may have specific needs.
- 3.18 In general, the UK's population is ageing. Between 2011 and 2021 there was an increase of 15.5% in people aged 65 years and over, an increase of 8.4% in people aged 15 to 64 years, and a decrease of 3.8% in children aged under 15 years¹³.

¹³ <https://www.ons.gov.uk/visualisations/censuspopulationchange/E09000028/>



Potential pathways and Intersectionalities

- 3.19 Children and adolescents are more susceptible than adults to most adverse environmental factors.
- 3.20 Children may be differentially impacted by noise and air quality of development (e.g. construction). Noise can impact on childhood development¹⁴. Newborns, infants and children are most susceptible to health impacts from noise¹⁵ both because of their development stage and because of their propensity to sleep during the day. Neurodiverse children can have increased auditory sensitivity¹⁶ (which is also relevant to the protected characteristic of disability). Environmental impacts on schools are therefore relevant to this assessment and could (if there are any) lead to disproportionate impacts on children. As the assessments of noise and air quality show, there are no local schools that will be significantly impacted by the proposed development.
- 3.21 Air pollution poses higher risks to children and pregnant women¹⁷. A strong body of evidence links air pollution, and recently noise, to cardiovascular conditions that eventually may also affect cognition in the elderly¹⁸

¹⁴ "Long-term exposure to noise can cause a variety of health effects including annoyance, sleep disturbance, negative effects on the cardiovascular and metabolic system, as well as cognitive impairment in children." from European Environment Agency, 2020. Noise pollution is a major problem, both for human health and environment.

¹⁵ Gupta et al, 2018. Noise pollution and impact on children health. *The Indian Journal of Pediatrics*.

¹⁶ Morgan, H., 2019. Connections Between Sensory Sensitivities in Autism; the Importance of Sensory Friendly Environments for Accessibility and Increased Quality of Life for the Neurodivergent Autistic Minority.

¹⁷ National Library of Medicine, 2019. Acute effects of air pollutants on spontaneous pregnancy loss: a case-crossover study.

¹⁸ National Library of Medicine, 2022. Ambient Air Pollution, Noise, and Late-Life Cognitive Decline and Dementia Risk.

- 3.22 Development can improve facilities and the quality of environment for children: play space is important for child health and development¹⁹.
- 3.23 Older residents may be less adaptable to physical and social change in their neighbourhood associated with development²⁰. Conversely, older residents may benefit differentially from modern housing that is warm, dry, well managed, and accessible or adaptable to support independent living.
- 3.24 The prevalence of common mental disorders in the population aged 65 and over was approximately 13%, a higher proportion in comparison to London as a whole (11%)²¹. Design can play a big role in wayfinding and orientation for those with dementia.
- 3.25 Across most metrics of vulnerability (such as propensity to have a life limiting illness or disability) people aged 20 to 35 would be the least vulnerable age group. However, when considering intersectionality between age and socio-economics, this age group (especially the lower end of it, under 25) is more vulnerable to unemployment and low income. People aged 16 to 24²² make up 11% of the population of Southwark but 18% of its unemployed residents (see figure on next page)²³. Youth unemployment is a key issue for Southwark, and one of its objectives in its Economic Strategy is:

We want all young people in Southwark to be well prepared to pursue any career they choose, regardless of their background or circumstances²⁴.

- 3.26 It is therefore possible that an effect could disproportionately affect young people in their 20s and early 30s, and this could exacerbate underlying vulnerabilities to unemployment.
- 3.27 Socio-economic characteristics (in particular household income) can exacerbate differential effects arising due to the age of affected people. For example, low household income could exacerbate vulnerabilities or restrictions faced by young children or older people, including the ability to take an active part in public life.

¹⁹ Herrington and Brussoni, 2015. Beyond physical activity: The importance of play and nature-based play spaces for children's health and development.

²⁰ Buffel et al, 2019. Ageing in a gentrifying neighbourhood: Experiences of community change in later life.

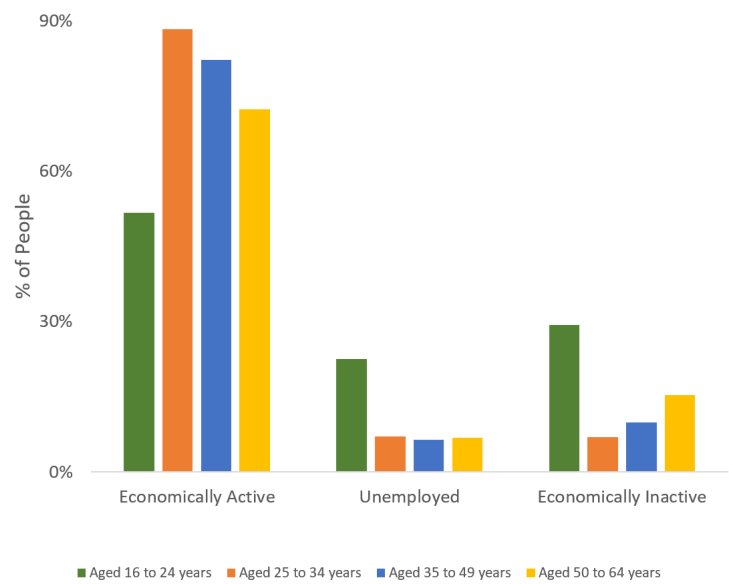
²¹ LBS, 2023. Joint Strategic Needs Assessment.

²² The age groups for different census datasets differ so are not directly comparable.

²³ Census 2021

²⁴ Southwark Economic Strategy 2023 to 2030 page 21

Unemployment is higher for 16 to 24 year olds



Sex

- 3.28 The 2021 Census data shows that the sex split of residents living in the Local Area shows a very slightly higher proportion of female residents at 53% and the proportion of male residents is 47%. Therefore disproportionate impacts on residents because of sex only are very unlikely.
- 3.29 Neighbourhood safety perception is generally lower for women²⁵ so differential impacts that increase (or decrease) crime (or perceived risk of crime) are possible.

Potential pathways and Intersectionalities

- 3.30 Socio-economic characteristics could exacerbate differential effects arising due to the sex of impacted people. These can relate to, for example, treatment in the employment market, access to employment opportunities and access to suitable housing.
- 3.31 The Tree Shepherd Survey has shown that there are both men and women who own businesses on site. Some businesses have women as their main clientele.

²⁵ Navarrete-Hernandez et al, 2023. Planning for fear of crime reduction: Assessing the impact of public space regeneration on safety perceptions in deprived neighbourhoods.

Gender Reassignment

- 3.32 A person has the protected characteristic of gender reassignment if the person is proposing to undergo, is undergoing, or has undergone a process (or part of a process) for the purpose of reassigning the person's sex by changing physiological or other attributes of sex (2010 Act, Section 7).
- 3.33 To be protected from gender reassignment discrimination, one does not need to have undergone any specific treatment or surgery to change from one's birth sex to one's preferred gender. This is because changing your physiological or other gender attributes is a personal process rather than a medical one. You can be at any stage in the transition process – from proposing to reassign your gender, to undergoing a process to reassigning your gender, or having completed it (as per the Equality and Human Rights Commission).
- 3.34 According to the 2021 Census data, residents in LBS whose gender identity was different from the sex registered at birth was 1%, very slightly higher than the average rate for London as a whole (0.5%). Disproportionate effects on residents because of gender identity are very unlikely in the context of this baseline.

Potential pathways and Intersectionalities

- 3.35 Socio-economic characteristics could exacerbate differential effects arising due to the gender reassignment of affected people. These can relate to employment opportunities and access to housing²⁶. People who have undergone or are undergoing a gender reassignment may experience greater risk or fear of crime or harassment.

²⁶ See Government Equalities Office, 2018, National LGBT Survey

Sexual Orientation

- 3.36 A person's sexual orientation includes their sexual behaviour, sexual attraction, and sexual identity. Sexual orientation is a protected characteristic to allow individuals to choose how to express their sexual orientation without discrimination. This includes discrimination in the provision of goods, facilities, and services on grounds of sexual orientation.
- 3.37 Discrimination based on sexual orientation is possible in various forms including discrimination arising from one's self-perceived sexual identity; one's perceived sexual orientation (discrimination by perception); or one's links to other individuals and their sexual orientation (discrimination by association).
- 3.38 According to the 2021 Census, the proportion of LBS residents who identify as gay, lesbian or bisexual is 7%. This is a higher proportion in comparison to London (4%). This data relies on accurate self reporting. Data is not available for the Local Area level and. There are no shops or services currently on-site that provide services specific to customers based on their sexual orientation. In the local context, and in the context of the type of development proposed disproportionate impacts as a result of sexual orientation are very unlikely.

Potential pathways and Intersectionalities

- 3.39 Neighbourhood safety perception can also be lower for some people because of their sexual identity (risk of harassment for example) so differential impacts that increase (or decrease) crime (or perceived risk of crime) are possible.
- 3.40 Socio-economic characteristics could exacerbate differential effects arising due to the gender reassignment of affected people. These could relate to, for example, employment opportunities and access to housing²⁷.

²⁷ See Government Equalities Office, 2018, National LGBT Survey

Marriage and Civil Partnership

- 3.41 A person has the protected characteristic of marriage and civil partnership if the person is married or is a civil partner.
- 3.42 According to the 2021 Census, 60% of residents in LBS are single (having never married or registered a civil partnership), in comparison to the average rate for London (46%) this is significantly higher. Conversely, the proportion of residents who are married in LBS is a lower rate of 27% in comparison to the rate for London as a whole (40%).
- 3.43 Ward-level data on legal partnership status from the 2021 Census is not available.
- 3.44 Given this baseline and the nature of the development and its impacts disproportionate or differential impacts on residents because of their marriage or civil partnership status are very unlikely.

Pregnancy and Maternity

- 3.45 A person (A) discriminates against a woman if A treats her unfavourably because of a pregnancy of hers. A person (A) discriminates against a woman if, in the period of 26 weeks beginning with the day on which she gives birth, A treats her unfavourably because she has given birth.
- 3.46 The ONS does not provide statistics on the number of people who are pregnant. Therefore, this baseline analysis presents live birth data as a proxy. The latest available data from 2021 indicates the general fertility rate (as the number of live births in a year per 1,000 women aged 15 to 44 years) is lower in LBS (41.8) in comparison to London as a whole (52.7). Data is not available at local level.
- 3.47 The fertility rate in LBS has been decreasing over the past decade, seen across all age groups. There has been a 35% decrease in the fertility rate between 2011 and 2022, a decrease from 5,000 to 3,250 live births²⁸.
- 3.48 Given this baseline disproportionate impacts on pregnant women are very unlikely.

Potential pathways and Intersectionalities

- 3.49 Noise impacts and air pollution deriving from construction can be risk factors for pregnancy, and this may intersect with socioeconomic status may exacerbate vulnerability²⁹. There are increased risks associated with pregnant women and exposure to air pollution³⁰.
- 3.50 Pregnant women may have decreased mobility³¹. Environmental impacts and changes in routes or accessibility levels (positive or negative) may have differential effects on pregnant women who have different access needs and mobility options.

²⁸ LBS, 2023. Southwark Joint Strategic Needs Assessment.

²⁹ Jigeer et al, 2022. Association of residential noise exposure with maternal anxiety and depression in late pregnancy.

³⁰ National Library of Medicine, 2019. Acute effects of air pollutants on spontaneous pregnancy loss: a case-crossover study.

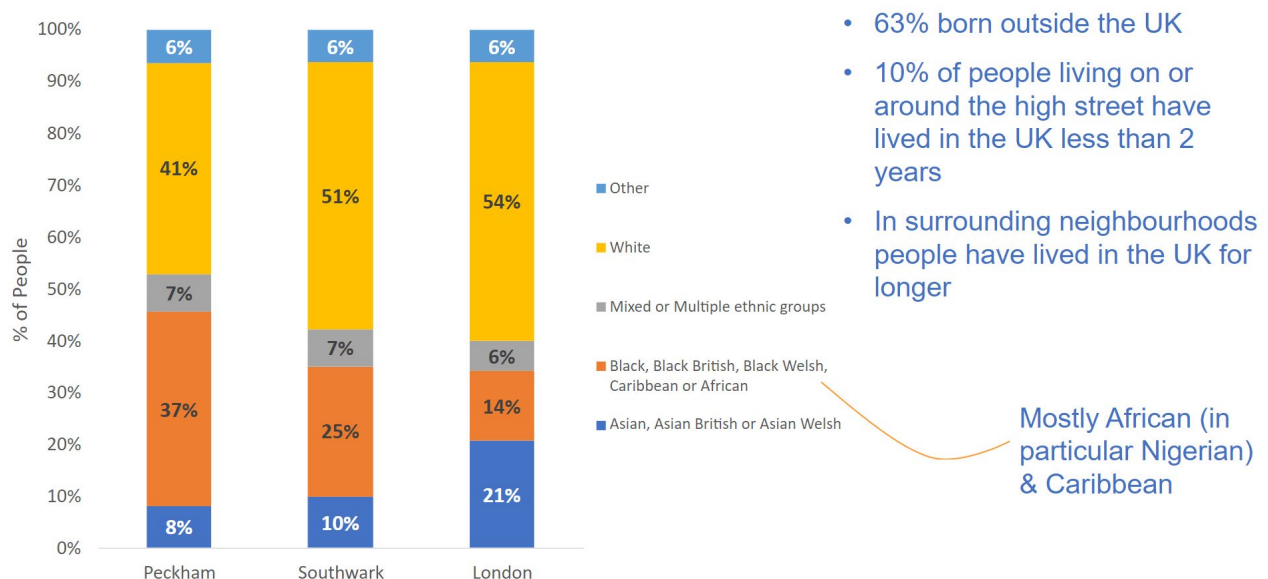
³¹ Obstetrics & Gynaecology, 2010. The Pregnancy Mobility Index: a mobility scale during and after pregnancy.

Race

3.51 A person's race can include a number of personal characteristics. As defined in the 2010 Act race includes colour, nationality and ethnic or national origins. Therefore, this baseline assessment has considered a range of data sources including ethnicity, place of birth and language spoken to provide a baseline analysis of the study area with respect to race.

Ethnicity

The ethnic makeup of Peckham is distinct from Southwark and London



3.52 37% of residents in Peckham self-identify as being of black ethnicity. Most of these residents identify themselves as African, particularly Nigerian, and Black Caribbean.

3.53 Because this profile is significantly different to the average for Southwark or London Differential impacts (positive and negative) are possible.

3.54 As set out in the Business Relocation Strategy some of the businesses on-site (and many of the businesses in the wider high street) that are owned by non-white business owners and/or provide goods or services that meet the specific needs of customers because of their ethnicity. Therefore disproportionate impacts are possible but will be managed through engagement and the implementation of that Strategy.

3.55 As of those surveyed to date, all the business owners of the independent businesses on site are non-white, from a variety of ethnic/racial backgrounds.

3.56 To the north of the site, there is a Gypsy and Traveller site: Springtide Close traveller site. The Southwark Travellers' Action Group reports that: "Although one-fifth of our respondents said their accommodation was overcrowded, this rose to almost half amongst those living on a Southwark Gypsy & Traveller site. This was consistent with results from our survey last year

where again the highest proportion of respondents saying their accommodation was overcrowded was amongst those living on local authority sites in Southwark (58%)³²

- 3.57 The Springtide Close site is in a residential setting and is 140 meters from the development site at its closest point. Along with the homes either side of it, there are no significant adverse environmental effects expected and this is why no further assessment is required. There are no likely significant effects of the development that would affect residents of this site differentially or disproportionately.

Place of Birth

- 3.58 Place of Birth is not a protected characteristic but it may provide relevant insight into race.
- 3.59 2021 Census data showed that in the Local Area 61% of the residents were born in the UK, 17% of residents were born in Continental Europe, 14% were born in Africa, 10% were born in the Americas and the Caribbean and 5% in the Middle East and Asia.

Language

- 3.60 Language is not a protected characteristic but it may provide relevant insight into race.
- 3.61 The 2021 Census asked questions about respondents' 'main language', or 'a person's first or preferred language'.
- 3.62 In LBS, the majority of its residents speak English as their main language (82%) which is higher than the average rate for London (78%).
- 3.63 Besides English, the other languages commonly spoken are Spanish, East Asian, African languages and other European languages (based in the EU):
- 4% of the population in LBS spoke Spanish, a higher rate in comparison to London (1%);
 - 4% of the residents in LBS spoke another European language (EU), a lower rate when compared to the average for London (6%);
 - The proportion of residents who spoke an East Asian language was 2%, a slightly higher rate than London (1%);
 - 2% of the residents in LBS spoke an African language in comparison to 1% of London as a whole.
- 3.64 This level of detail on languages is not available at a ward level but 79% of households in the Local Area have English as the main language. 9% of households have no adult for whom English is their main language.

³² <https://www.southwarktravellersaction.org.uk/what-is-happening-with-gypsy-traveller-accommodation-in-southwark>

- 3.65 Differential impacts are possible if residents struggle to access information about changes to their business or neighbourhood that affect them. To date, no survey respondent has made Tree Shepherd aware of their need for translation services.

Religion or Belief

- 3.66 According to the 2021 Census, the proportion of residents in the Local Area who identify themselves as belonging to a religion is 60%, which is higher than Southwark (56%) but lower than the average for London at 66%.
- 3.67 In the Local area, the proportion of the population who believe in Christianity is 47%, a higher rate than LBS (43%) and London as a whole (41%). 14% of residents identify as Muslim, a larger proportion in comparison to the whole borough (10%); slightly lower than London (15%).
- 3.68 1% are Buddhist which is in line with the rate for the Local Area (1%) and London (1%). 1% of the residents in LBS are Hindu, a slightly higher rate than in the Local Area (0.5%).
- 3.69 There are four churches within 400m of the site:
- Rye Lane Chapel
 - Peckham Methodist Church
 - St James The Great Roman Catholic Church
 - All Saints Church
- 3.70 They are not identified as sensitive receptors in the Noise and Vibration Assessment in Chapter 9 of the ES.
- 3.71 There are two mosques or Islamic Centres within 400m of the site:
- Peckham High St Islamic & Cultural Centre
 - BECA Masjid
- 3.72 Peckham High Street Islamic and Cultural Centre is at 118-120 Peckham High Street, which is within Zone B of the Noise and Vibration sensitive receptors identified in Chapter 9 of the ES. Users of this facility could therefore be disproportionately impacted by the impacts of the development. BECA Masjid is not a sensitive receptor and its visitors are very unlikely to be disproportionately impacted.

Potential pathways and Intersectionalities

- 3.73 Ethnic minorities are less likely to escape persistent poverty and this can relate to propensity to be unemployed³³. Statistics on unemployment by ethnicity show that unemployment is not proportionately distributed between ethnic groups in Southwark. For example, as of the 2011 Census, people of Black heritage (self-identifying as Black/African/Caribbean/Black British) were over-represented in unemployment in Southwark. 14% of residents aged 16+ in Southwark are of Black heritage but they make up 42% of unemployed residents.

³³ Weekes-Bernard, 2017. Poverty and ethnicity in the labour market. Joseph Rowntree Foundation.

- 3.74 The streetscape of Peckham is “dense and diverse” and has been identified in academic literature as “a space of economic opportunity for ethnically diverse proprietors”³⁴.
- 3.75 There are strong ethnic inequalities in the prevalence of severe mental illness patients in LBS. The proportion of severe mental illness patients being of Black or Black British ethnicity is 39%. Residents in the borough who are from a black ethnic background make up 25% of LBS’ general population.
- 3.76 In LBS, 25% of residents are of Black, Black British, Caribbean, or African backgrounds, and 28% of them experience food insecurity, compared to 9% of white residents³⁵.
- 3.77 Given the nature of the development and its impacts, if it has an adverse differential effect with respect to race, this impact will be to do with effects on business owners and their clientele. The number of businesses affected is small both in absolute numbers (5 independent businesses and 10 hand carts) and small in the context of the number of businesses on high street as a whole.

³⁴ Hall, 2015. Super-diverse street: a ‘trans-ethnography’ across migrant localities. Ethnic and Racial Studies.

³⁵ LBS, February 2024. Climate Resilience and Adaptation Strategy.

Disability

- 3.78 The 2021 Census asked residents to conduct a self-assessment of the general state of their health. A significant proportion of the residents of the Local Area reported 'very good' and 'good' health (85%). Only a small proportion of residents reported 'bad' or 'very bad' health (4%). The proportion reported for 'very good' and 'good' health is broadly in line with the rates reported across LBS and London, where rates were 86% and 85%, respectively.
- 3.79 According to the 2021 Census data, the proportion of residents in the Local area who reported a disability was 15%, a slightly higher rate than LBS (14%) and London as a whole (13%).

Potential pathways and Intersectionalities

- 3.80 As of the Census 2021, in Peckham and Rye Lane wards, 73% of working age residents with no limiting disability are economically active.
- 3.81 For those who have a very limiting disability, this rate falls to 15%. This is in line with the averages for Southwark and London.
- 3.82 People with long-term limiting health conditions and disabilities are more likely to be spend time at home during the day. Impairments in mobility can affect a person's ability to adapt to mobility challenges³⁶. Improved accessibility as part of a development can benefit those with disabilities³⁷. The provision of accessible housing for those with disabilities can provide a solid foundation for their economic security, health, well-being and independence³⁸.
- 3.83 There is intersectionality between age and disability, as set out in the 2019 SHMA, as 75% of current wheelchair users are aged 60 or over in England, including 20% who are 85 or over.
- 3.84 Socio-economic characteristics (in particular household income) can exacerbate differential effects arising due to disability. For example, low household income could exacerbate vulnerabilities or restrictions faced by disabled people and their ability to take part in public life. People with limiting disabilities are more likely to be economically inactive than the average for the population.

³⁶ Scientific Reports, 2020. Impact of road network structure on dementia-related missing incidents: a spatial buffer approach.

³⁷ Hanson, 2004. The inclusive city: delivering a more accessible urban environment through inclusive design.

³⁸ Plouin et al, 2021. A crisis on the horizon: Ensuring affordable, accessible housing for people with disabilities.

4 EQIA

This section considers the potential impacts (positive and negative) on groups with ‘protected characteristics,’ the equality information on which this analysis is based and any mitigating actions to be taken, including improvement actions to promote equality and tackle inequalities. An equality analysis also presents as an opportunity to improve development to meet diverse needs, promote equality, tackle inequalities and promote good community relations. It is not just about addressing negative impacts.

Age³⁹

Summary of baseline

- 4.1 The population of Peckham and Rye Lane has a higher proportion of people aged 20 to 35 than the London average, so disproportionate impacts on this population are possible.
- 4.2 Children and older people could be more vulnerable to environmental impacts and could benefit or be impacted by changes their neighbourhood more than working age people.

Potential impacts (positive and negative) of proposed scheme including the impact on current users

- 4.3 The Application includes an assessment of **noise, vibration and air quality** impacts during construction and operation. All air quality effects are negligible. Some construction noise effects have been identified on homes immediately around the site which may have a differential impact on children or those at home during the day. The residual effects are not significant overall, although Zone B (which includes some homes which could have children or older people living in them) will experience temporary, short term moderate adverse effects.
- 4.4 Construction impacts will be controlled through the **Construction Environmental Management Plan**. Berkeley Homes will:
 - **Adhere to Planning Conditions** required by Southwark, for example controlling construction times
 - **Establish a Construction Liaison Group**, to ensure local people can raise concerns about construction impacts
 - Provide a Best Practice **Construction Environmental Management Plan** which will control things like maximum noise levels.



³⁹ Where this is referred to, it refers to a person belonging to a particular age (e.g. 32 year olds) or range of ages (e.g. 18 - 30 year olds)

- 4.5 Berkeley Homes is proud to be registered with the Considerate Constructors Scheme making meaningful impact that supports raising standards in construction and working to build trust.
- 4.6 Allocation of **12% affordable housing (by habitable room)** on-site will benefit older people and children. The LBS housing register gives Band 1 priority in housing allocations for households that live in homes who are in need of at least two more bedrooms, which is most likely to mean a priority for households with children. A level of priority is also given for residents whose homes currently do not meet their needs because of medical or welfare need including infirmity due to age⁴⁰. Housing designed to be adaptable and accessible helps to reduce vulnerability and improve independence for older people (more detail on this is set out in the section on Disability).
- 4.7 The Proposed Development will provide 510-660 **FTE jobs** on-site (and the proposed amendments have not affected this number), the majority of which will be retail, restaurant and leisure based (likely to be a small increase on the current level of employment). Retail jobs will very likely go to local people as 57% of retail workers on site live within 5km of work⁴¹.
- 4.8 Berkeley Homes will engage with Southwark and local schools to create **an employment and training programme** through their Future Skills Programme in accordance with Southwark Policy which will have a disproportionate beneficial impact on local children and young people. Berkeley will implement an Employment and Training Strategy for both construction and operation will include:
- Paid internships providing paid experience
 - Work experience across our design team
 - London Neighbourhood Scholarship (3 year architecture degree)
 - Mentoring opportunities School engagement inspiring the next generation
 - Direct jobs across a range of skills
 - Construction, labour, skills and training opportunities for local communities
 - Education partnerships to enable young people to access higher skilled jobs
 - Local procurement supply chain opportunities
 - Town Centre partnerships to support local business, area promotion & management
- 4.9 They have already accelerated opportunities for local people during the pre-planning period by hosting careers fairs, delivering work experience and offering employment opportunities.
- 4.10 The **Design and Layout** of the development has considered concerns about mobility and safety, including:
- More site activity, including new through routes, deterring anti-social behaviour
 - Concierge and estate management presence

⁴⁰ As set out in the DRAFT Housing Allocations Scheme (2021). Available at:

<https://consultations.southwark.gov.uk/housing-community-services-department-community-engagement-team/housing-allocation/>

⁴¹ Census 2011

- CCTV & passive surveillance from homes and balconies
- Accessible and free routes and open spaces through the site, including better links to the bus station
- Designing Out Crime Officer engagement with the Met Police
- Seating areas and places to dwell throughout the public realm
- Activation of the ground floor with uses operating at a variety of times
- Play space at the heart of the site
- Planning for the role of local art and graffiti in engaging young people and reducing anti social behaviour.

4.11 These points constitute targeted mitigation specifically embedded in the design and management of the Proposed Development to respond to local concerns about crime.

4.12 The Proposed Development includes:

- 2,417m² of **play space** which is likely to have positive disproportionate and differential impact on children.
- 3,955 sqm of communal amenity space (in addition to private balconies/terraces) and 10,240 sqm of open space/public realm which could have a **positive differential impact on children and elderly residents.**

Mitigating actions and/or improvements to be taken

4.13 Construction impacts such as dust, noise and vibration will be mitigated through a range of inherent best practice measures which will be set out within a detailed **Construction Environmental Management Plan** to be agreed with Southwark prior to commencement of the construction works.

4.14 Embedded mitigation is based on the construction method and programme which is considered feasible at this stage of the design. Detailed measures will be developed and secured as part of the detailed CEMP when further details are known about the existing site, ground condition and proposed construction methods. The CEMP will also set out an appropriate noise and vibration monitoring regime during the works to ensure impacts are within expected levels and are adequately managed to minimise disturbance.

4.15 Berkeley Homes will establish a Construction Liaison Group, to ensure local people can raise concerns about construction impacts

Potential socio-economic impacts/ needs/issues arising from socio-economic disadvantage (positive and negative) including the impact on current users

4.16 The freely accessible public realm, leisure and retail offer, and playspace will be managed and operated to facilitate people from all age groups and incomes coming together.

4.17 School engagement, training and skills programmes have the potential to increase the long term career and income prospects for young people.

- 4.18 Affordable workspace (10% of the proposed E(g) space) will provide economic opportunities and “promote a strong local economy for all” as set out in Southwark’s Equality Impact Assessment of its own Local Plan (Feb 2022).
- 4.19 In general, provision of new housing including affordable housing, and employment opportunities/affordable workspace should be viewed positively in the context of intersectionality between socio-economics and protected characteristics. People experiencing both income and age related vulnerability (low income families with young children or older people) will be a high priority in the housing allocations process.
- 4.20 In general, provision of new housing including affordable housing, and employment opportunities should be viewed positively in the context of intersectionality between socio-economics and protected characteristics
- 4.21 As such, differential or disproportionate impacts (if any) would be positive.

Mitigating actions and/or improvements to be taken

- 4.22 None required.

Sex⁴²

Summary of baseline

- 4.23 Disproportionate impacts on residents because of sex are very unlikely.
- 4.24 Both men and women own businesses on-site. Some businesses particularly serve women.

Potential impacts (positive and negative) of proposed scheme including the impact on current users

- 4.25 Disproportionate effects on either men or women are not considered likely as a result of the planning decision or the Proposed Development.
- 4.26 A prerequisite to achieving a successful public realm is creating an inclusive environment where people feel comfortable and have reduced real or perceived threat of crime, and this has informed the design of the public spaces. This could be particularly relevant to women. Neighbourhood safety perception is generally lower for women⁴³ so differential impacts that increase (or decrease) crime (or perceived risk of crime) are possible.
- 4.27 More detail on the public realm and building safety measures proposed is set out in Paragraph 4.10.

Potential socio-economic impacts/ needs/issues arising from socio-economic disadvantage (positive and negative) including the impact on current users

- 4.28 Socio-economic characteristics could exacerbate differential effects arising due to the sex of impacted people. These can relate to, for example, access to employment opportunities and access to suitable housing.
- 4.29 In general, provision of new housing including affordable housing, and employment opportunities should be viewed positively in the context of intersectionality between socio-economics and protected characteristics.

Mitigating actions and/or improvements to be taken

- 4.30 None required.

⁴² Defined as a man or a woman.

⁴³ Navarrete-Hernandez et al, 2023. Planning for fear of crime reduction: Assessing the impact of public space regeneration on safety perceptions in deprived neighbourhoods.

Gender reassignment

Summary of Baseline

- 4.31 Based on the available statistics on gender reassignment in Southwark it is very unlikely that there would be disproportionate impacts on people with this protected characteristic.

Potential impacts (positive and negative) of proposed scheme including the impact on current users

The provision of well designed and well managed public realm should contribute positively to reduced crime and fear of crime, which could be relevant to people undergoing or having undergone gender reassignment.

- 4.32 Gender reassignment as a protected characteristic is not considered to be materially affected by other elements of the Proposed Development or the determination of the planning application.

Mitigating actions and/or improvements to be taken

- 4.33 None Required

Potential socio-economic impacts/ needs/issues arising from socio-economic disadvantage (positive and negative) including the impact on current users

- 4.34 In general, provision of new housing including affordable housing, and employment opportunities should be viewed positively in the context of intersectionality between socio-economics and protected characteristics but there are no matters considered particularly relevant to this planning application.

Mitigating actions and/or improvements to be taken

- 4.35 None Required

Sexual orientation⁴⁴

Summary of the baseline

- 4.36 According to the 2021 Census, the proportion of LBS residents who identify as gay, lesbian or bisexual is 7%. This is a higher proportion in comparison to London (4%). This data relies on accurate self reporting. Data is not available for the Local Area level.

Potential impacts (positive and negative) of proposed scheme including the impact on current users

- 4.37 A prerequisite to achieving a successful public realm is creating an inclusive environment where people feel comfortable and have reduced real or perceived threat of crime, and this has informed the design of the public spaces. More detail on the public realm and building safety measures proposed is set out in Paragraph 4.10.
- 4.38 No other effects of the Proposed Development are considered relevant.

Potential socio-economic impacts/ needs/issues arising from socio-economic disadvantage (positive and negative) including the impact on current users

- 4.39 Socio-economic characteristics could exacerbate differential effects arising due to the sexual orientation of impacted people. These can relate to, for example, access to employment opportunities and access to suitable housing.
- 4.40 In general, provision of new housing including affordable housing, and employment opportunities should be viewed positively in the context of intersectionality between socio-economics and protected characteristics

Mitigating actions and/or improvements to be taken

- 4.41 None Required.

⁴⁴ - Whether a person's sexual attraction is towards their own sex, the opposite sex or to both sexes

Marriage and Civil Partnership

4.42 Given this baseline and the nature of the development and its impacts disproportionate or differential impacts on residents because of their marriage or civil partnership status are very unlikely.

Mitigating actions and/or improvements to be taken

4.43 None Required.

Pregnancy and maternity⁴⁵

Summary of baseline

4.44 The baseline shows that LBS has a slightly lower fertility rate than the London average.

Potential impacts (positive and negative) of proposed scheme including the impact on current users

4.45 Changes in road layout from construction of the Development and the design of the buildings and public spaces may positively or negatively impact people with restricted mobility including pregnant women or parents with children. This could be a differential impact.

4.46 When completed, the Development will deliver significant improvements to connectivity, public realm design and will create an accessible space for all users. This has the potential to impact positively upon people with limited mobility. This could be a differential impact.

4.47 Impacts on road layout during construction could have an adverse effect on mobility but in the context this is likely to be limited will be managed with the CEMP.

Mitigating actions and/or improvements to be taken

4.48 The Construction Environmental Management Plan (CEMP) will provide mitigation actions to be taken to minimise the impact on current users. Please refer to CEMP for more details.

Potential socio-economic impacts/ needs/issues arising from socio-economic disadvantage (positive and negative) including the impact on current users

4.49 Socio-economic characteristics could exacerbate differential effects arising due to pregnancy or maternity of impacted people. These can relate to, for example, access to healthcare, employment opportunities and access to housing.

4.50 In general, provision of new housing including affordable housing, and employment opportunities should be viewed positively in the context of intersectionality between socio-economics and protected characteristics

Mitigating actions and/or improvements to be taken

4.51 None required.

⁴⁵ Pregnancy is the condition of being pregnant or expecting a baby. Maternity refers to the period after the birth and is linked to maternity leave in the employment context. In the non-work context, protection against maternity discrimination is for 26 weeks after giving birth, and this includes treating a woman unfavourably because she is breastfeeding.

Race⁴⁶

Summary of the baseline

- 4.52 As set out in Paragraph 3.51-3.55 of the Baseline and Pathways section of this report, Peckham and Rye Lane have a higher proportion of residents who identify as being of black ethnicities, particularly Nigerian and Caribbean, than the Southwark or London average. Race and ethnicity play an important role in the identities of the Peckham and Rye Lane communities and many shops and services in the wider Town Centre serve specific needs for the cultures and races represented.
- 4.53 As set out in the Business Relocation Strategy some of the businesses on-site (and many of the businesses in the wider high street) are owned by non-white business owners and a few of the shops provide goods or services that meet the specific needs of customers because of their ethnicity. The majority of the shops on-site are chains that do not provide specific services.
- 4.54 When surveyed, existing business owners said there were in favour of small affordable units for them to relocate to.

Potential impacts (positive and negative) of proposed scheme including the impact on current users

- 4.55 The number of independent shops on-site is very small (45 shops and 10 mall handcarts) in the context of the scale and number of businesses in the wider high street.
- 4.56 Some of the businesses on-site serve a specifically local catchment area, including providing specialist services by race or religion (PAK Butchers, Wing Tai Peckham, the Chinese Medicine Hand Cart). These businesses will be served notice under the terms of their lease. Those businesses that are independent (PAK Butchers and the mall handcarts) will be engaged through the Business Relocation Strategy and will, if they need it, be provided with the support to look for alternative premises that meet their needs.
- 4.57 Disproportionate impacts with respect to the relocation of businesses owned by non-white proprietors (and their customers) are possible but these will be small in the context of the high street as a whole and its diverse retail offer. These impacts will be managed through engagement and the implementation of the Business Relocation Strategy as required by Policy P33 of Southwark's policy.
- 4.58 The Business Relocation Strategy is a planning policy requirement. Such a strategy is required where shops are smaller than 80 sqm GIA or are independent. The Business Relocation Strategy does not identify Wing Tai Peckham as an independent business (because it has multiple outlets) and it is therefore not included in the strategy. The Business Relocation Strategy does identify PAK Butchers as a relevant business and this forms part of the scope of the strategy accordingly.

⁴⁶ - Refers to the protected characteristic of Race. It refers to a group of people defined by their race, colour, and nationality (including citizenship) ethnic or national origins. N.B. Gypsy, Roma and Traveller are recognised racial groups and their needs should be considered alongside all others

- 4.59 The fact that the businesses serve customers of a specific culture or ethnic group is not directly relevant to Policy P33, which relates to independent and small businesses, and is therefore not included in the Business Relocation Strategy, although Berkeley's overall approach to engagement with these businesses, including through the survey work with Tree Shepherd, includes consideration of the cultural and community value of these local shops.
- 4.60 The proposed development includes a minimum of 2,725.3 GIA sqm of workspace, 10% of which will be made available as affordable workspace. Small and flexible retail units will form part of the retail offer including 10% of new retail floorspace in small units of 80sqm or less. This is in response to requests made by local businesses through the pre-application consultation process and a desire to meet their needs.
- 4.61 As part of the process for gathering views on the proposals, the Applicant made translated versions of the surveys available if needed. To date, no survey respondent has requested a translation. However, the applicant's website is accessible to non-English speakers through an automatic translation program for those using their browsers in another language.
- 4.62 Effects from construction and operation of the Proposed Development are not likely to differentially affect people of a certain race or races.

Potential socio-economic impacts/ needs/issues arising from socio-economic disadvantage (positive and negative) including the impact on current users

- 4.63 Some of the existing businesses on-site are owned by non-white business proprietors and there will be short- or long-term impacts on these businesses from demolition and construction. This could increase the vulnerability of those business owners to short- or long-term unemployment. With the availability of alternative space both new (on-site) and elsewhere on the high street, the access to jobs both locally and within reasonable commuting distance and the measures proposed via the Business Relocation Strategy, this potential disproportionate impact is not likely to be significant or long term.
- 4.64 This profile indicates that some ethnicities could, because of their higher proportion of the population in the Local Area and in Southwark, and their differential representation among unemployed residents, be disproportionately positively affected by the Employment and Training Strategy (i.e. they could be more likely to access these benefits).
- 4.65 Socio-economic characteristics could exacerbate differential effects arising due to the race of impacted people. These can relate to, for example, access to information, employment opportunities and access to housing. LBS has also raised the links between race, ethnicity and language and climate change resilience. The proposed homes will be energy efficient with measures in place to reduce energy bills and control overheating. No adverse effects have been identified with respect to fuel poverty or overheating and as such no further assessment is required.
- 4.66 In general, provision of new housing including affordable housing, and employment opportunities should be viewed positively in the context of intersectionality between socio-economics and protected characteristics.

Mitigating actions and/or improvements to be taken

- 4.67 Implementation of the Business Relocation Strategy to reduce impacts on business owners.
- 4.68 Implementation of the Employment and Training Strategy which will be a positive enhancement with the potential to improve outcomes for young people and local unemployed people.

Religion and belief⁴⁷

Summary of baseline

- 4.69 The proportion of residents in the Local Area who identify themselves as belonging to a religion is 60%, which is higher than Southwark (56%) but lower than the average for London at 66%. Most of these residents are Christian.

Potential impacts (positive and negative) of proposed scheme including the impact on current users

- 4.70 The Peckham High St Islamic & Cultural Centre could be affected by construction noise. See **Table 9.23, 9.24 and 9.36 of the Volume 1 Chapter 9 of the ES for more detail**. A 'moderate adverse' (significant) effect is predicted (after mitigation) for Timeslice 3 (Site enabling works, demolition, and piling of Phase 2) but this is a temporary effect for Phase 2 Timeslice 3 only. 'Not significant' effects are predicted for all other stages/effects upon Receptor B.
- 4.71 According to the Centre's website, the Centre is open for all of the five daily prayers. During the daytime, the prayer halls can be used for reading the Qur'an and quiet contemplation. It can accommodate over 150 people, including space dedicated for women. During busy times, such as Friday prayer, Eid prayer and the Tarawih prayers in Ramadan, an additional 200 people can be accommodated outside the mosque in Bull Yard Close and also around the mosque buildings, with audio coming directly from the mosque⁴⁸.
- 4.72 Construction noise impacts could therefore disproportionately and adversely affect visitors to the Peckham High St Islamic & Cultural Centre, (when compared to effects on people of other religions or no religion) because of their highly likelihood of using the site during construction and the impact on their use of their prayer, religious services and contemplation.
- 4.73 Construction noise will be limited in accordance with the CEMP and conditions placed on the planning permission as detailed above in Paragraph 4.13.
- 4.74 There are four Christian churches within 400m of the Site but they are not identified as sensitive receptors in the Noise and Vibration Assessment in Chapter 9 of the ES and are not likely to be impacted.

Mitigating actions and/or improvements to be taken

- 4.75 Measures set out in a detailed CEMP will ensure best practices are maintained and impacts are minimised.
- 4.76 Further attempts to contact the users of the Peckham High St Islamic & Cultural Centre will be made as part of our ongoing community engagement throughout the project.

⁴⁷ - Religion has the meaning usually given to it but belief includes religious and philosophical beliefs including lack of belief (e.g. Atheism). Generally, a belief should affect your life choices or the way you live for it to be included in the definition

⁴⁸ <https://www.phsicc.org/mosque-services/>

Potential socio-economic impacts/ needs/issues arising from socio-economic disadvantage (positive and negative) including the impact on current users

- 4.77 Socio-economic characteristics could exacerbate differential effects arising due to the religion or belief of impacted people. These can relate to, for example, access to employment opportunities and access to suitable housing, but they are not considered directly relevant to the Proposed Development or the determination of the planning application.
- 4.78 In general, provision of new housing including affordable housing, and employment opportunities should be viewed positively in the context of intersectionality between socio-economics and protected characteristics

Mitigating actions and/or improvements to be taken

- 4.79 No further mitigation required.

Disability⁴⁹

Summary of the baseline

- 4.80 Peckham and Rye Lane have a slightly higher rate of disability than the Southwark and London averages.

Potential impacts (positive and negative) of proposed scheme including the impact on current users

- 4.81 **Exposure to construction impacts** such as noise and vibration may differentially affect people with a disability (for example, Autistic Spectrum Disorder) and those who spend more time at home because of their disability. As such, differential impacts (if any) from construction noise could be adverse but exposure will be controlled through the **Construction Environmental Management Plan** as detailed above. Further detail on the impacts of noise on homes is set out in **Volume 1 Chapter 9 of the ES**.
- 4.82 The proposed reconfiguration of the **supermarket car park** will reduce the total number of spaces available, but these spaces will still be available free of charge for visitors to the wider high street and will still include Blue Badge and parent and child spaces. Of the 140 parking spaces, 6% (8 bays) will be accessible bays and a further 6% (8 bays) will be enlarged parent and child bays, capable of becoming wheelchair accessible bays in the future to suit increasing demand.
- 4.83 **Homes have been designed to be accessible and adaptable** in line with national and regional regulations. Of the total homes provided, 90% have been designed to meet Building Regulation M4(2) and the remaining 10% to meet Building Regulation M4(3).

⁴⁹ - A person has a disability if s/he has a physical or mental impairment that has a substantial and long-term adverse effect on that person's ability to carry out normal day-to-day activities.

- 4.84 **Wheelchair user homes** will be distributed throughout the development, across type, size and level, as far as possible to ensure that:
- Wheelchair user units are not clustered together; and
 - Wheelchair users have as much choice about the location and level of their home as anybody else, as far as possible.
- 4.85 Further details on the accessible and adaptable units and the design of the public realm and buildings are provided in the **Access Statement**. This includes widths of access routes, slope gradient, design of non-residential uses,
- 4.86 Indoor and outdoor spaces have been designed to be accessible to all users, facilitating a welcoming, high quality environment, which, as identified in the **Health Impact Assessment**, generates health benefits for those with disabilities. Details of the types of initiatives in place are set out above and in the **Design and Access Statement**.
- 4.87 Suitably designed **set-down points for taxis and community transport vehicles** will be provided across the site, distributed to be within 50 m of entrances wherever possible.
- 4.88 As such, differential impacts (if any) from the design of housing and public realm/open space would be positive.

Mitigating actions and/or improvements to be taken

- 4.89 Measures agreed as part of the CEMP will ensure best practice measures that could help to minimise disturbance for people with disabilities.

Potential socio-economic impacts/ needs/issues arising from socio-economic disadvantage (positive and negative) including the impact on current users

- 4.90 There is a specific application process for social housing in Southwark for applicants with disabilities and who need wheelchair or accessibility requirements. Five of the social rented homes will be wheelchair user homes under M4 (2) and M4(3) as required under SP Policy P8.
- 4.91 Affordable workspace will provide economic opportunities and “promote a strong local economy for all” as set out in Southwark’s Equality Impact Assessment of its own Local Plan (Feb 2022).
- 4.92 As such, differential impacts (if any) from the design and delivery of housing, public realm/open space and affordable workspace would be positive.
- 4.93 Socio-economic characteristics could exacerbate differential effects arising due to the disability of impacted people. These can relate to, for example, access to information, employment opportunities and access to housing. These challenges may also be relevant to climate change resilience – through the cost burden of energy use and the vulnerability to temperature fluctuation. The proposed homes will be energy efficient with measures in place to reduce

energy bills and control overheating. No adverse effects have been identified with respect to fuel poverty or overheating and as such no further assessment is required.

- 4.94 In general, provision of new housing including affordable housing, and employment opportunities should be viewed positively in the context of intersectionality between socio-economics and protected characteristics

Mitigating actions and/or improvements to be taken

- 4.95 No further mitigation required.

Human Rights

- 4.96 There are 16 rights in the Human Rights Act. They are all taken from the European Convention on Human Rights. The rights are the right to life, Freedom from torture, inhuman and degrading treatment, Freedom from forced labour, Right to Liberty, Fair trial, Retrospective penalties, Privacy, Freedom of conscience, Freedom of expression, Freedom of assembly, Marriage and family, Freedom from discrimination and the First Protocol
- 4.97 It is expected that during construction and operation of the Proposed Development, the contractors, operators, employers, residents and employees will comply with the Human Rights Act. Further detail on this is not considered relevant to the determination of the planning application.

5 Conclusions

- 5.1 The Development has the potential to have a differential and disproportionate impact on people with certain characteristics such as Race by the loss of existing retail space and displacement of existing businesses. These effects are small in the context of the high street as a whole and its diverse and specialist retail offer. The effects, where they arise, can be mitigated by the Business Relocation Strategy.
- 5.2 The Development has the potential to have a differential impact on people with certain characteristics such as Age and Disability during construction because of differential experiences of noise and air pollution. This could be the case where a protected characteristic (such as age or disability) exacerbates vulnerability to noise. These effects will be temporary. Differential effects could be experienced in relation to temporary noise effects on the Peckham High Street Islamic and Cultural Centre during the construction phase. **See ES Volume 1, Chapter 9: Noise and Vibration.** This could affect the use of this facility for quiet contemplation or prayer during affected times.
- 5.3 The measures included in the CEMP will help to control the impacts of construction, and impacts associated with noise or air quality are the ES concludes that residual effects will not be significant. This will be supported by the Construction Liaison Group and the Considerate Contractors Scheme.
- 5.4 The Proposed Development will create an accessible and inclusive environment through appropriate design measures that will result in an overall positive impact, which may differentially and disproportionately benefit some people, particularly children, the elderly and those with life limiting or mobility affecting disability.
- 5.5 The implementation of an Employment and Training Strategy is likely to disproportionately benefit young people.
- 5.6 The Applicant has engaged with LBS and residents in the local community through the planning process to understand local concerns and opportunities. These conversations have shaped the Proposed Development in ways that may help to reduce inequality between people who have a particular protected characteristic and those who do not.

Summarise any benefits and mitigation required

The Proposed Development will have general benefits for LBS and the community:

- [867](#) residential homes that include private balconies that contribute towards the LBS housing targets
- Provision of affordable housing and wheelchair accessible/adaptable homes.
- New open space, playspace and public realm, design to be accessible
- Affordable workspaces that contribute to local employment opportunities

- Improved access including cycle and pedestrian routes through the site
- 11 residential and 8 retail accessible car parking spaces reserved for Blue Badge holders. A dedicated 'Community Plan' will be prepared and implemented by the Applicant – informed by engagement with local community groups – with the aim of delivering tangible local benefits well beyond

Mitigation required:

- Implementation of the Business Relocation Strategy to support existing businesses
- Implementation of the Employment and Training Strategy
- Implementation of the Construction Environmental Management Plan and Considerate Contractors Accreditation.
- Appropriate controls on noise and other construction impacts through appropriate conditions

Appendix 1: Baseline Summary Tables

Measure		Local Area	LBS	London
Population				
Population 2011 Census		15,600	288,000	8,170,000
Population 2021 Census		29,200	307,000	8,790,000
Population Growth (2011-2020)			19,300	625,000
Age				
Age Structure 2021 Census	0-15	18%	17%	19%
	16-74	79%	97%	97%
	75+	4%	3%	5%
Sex				
Male (2021 Census)		47%	52%	51%
Female (2021 Census)		53%	48%	49%
Marriage and Civil Partnership				
Marital and Civil Partnership Status	Single	-	60%	46%
	Married / Civil Partnership	-	27%	40%
	Divorced / Separated / Widowed	-	13%	14%
Sexual Orientation				
Gay, Lesbian or Bisexual		-	7%	4%
Race				
Ethnicity	White	40%	51%	54%
	Mixed/Multiple	7%	7%	6%
	Asian/Asian British	8%	10%	21%
	Black/Black British	38%	25%	14%
	Other	6%	6%	6%
Country of Birth	UK	61%	59%	59%
	Europe	17%	26%	28%
	Africa	14%	11%	7%
	Middle East and Asia	5%	7%	13%
	Americas and Caribbean	10%	8%	4%
	Antarctica and Oceania	1%	1%	1%

Main Language	English	-	82%	78%
	European L	-	4%	6%
	Arabic	-	1%	1%
	South Asian L	-	1%	6%
	East Asian L	-	2%	1%
	African L	-	2%	1%
	West/Central Asian L	-	1%	1%
	Other	-	0%	0%

Religion and Belief

Religion	Christian	47%	43%	41%
	Buddhist	1%	1%	1%
	Hindu	0%	1%	5%
	Jewish	0%	0%	2%
	Muslim (Islam)	11%	10%	15%
	Sikh	0%	0%	2%
	Other religion: Total	1%	1%	1%
	No Religion	33%	36%	27%

Health and Disability

Self-Assessed health	Very good health	54%	56%	54%
	Good health	30%	30%	32%
	Fair health	11%	10%	10%
	Bad health	3%	3%	3%
	Very bad health	1%	1%	1%
Long Term Health Problem or Disability	Day-to-day activities limited a lot	13%	6%	6%
	Day-to-day activities limited a little	16%	8%	7%

Note – Totals may not sum to 100% due to rounding