



Rainham and Beam Park Land Assembly

Equality Impact Assessment

July 2019

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Rainham and Beam Park Land Assembly

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Contents

1	Introduction	1
2	Rainham and Beam Park: redevelopment context	8
3	Analysis of existing evidence	17
4	Site profile and engagement	31
5	Impact assessment	43
6	Conclusions	61
7	Action plan	0
	Appendices	2
A.	Area demographic profile	3

1 Introduction

1.1 Overview

This report presents the findings of the Initial Equality Impact Assessment (EqIA) for the Rainham and Beam Park Land Assembly (the land assembly programme), which includes the Compulsory Purchase Order (CPO) and assembly of land to enable delivery of the Rainham and Beam Park Housing Zone (the Housing Zone), located in the London Borough of Havering.

The report sets out a summary of the background of the land assembly and regeneration programmes, the requirements of the Equality Act 2010 and the potential impacts of the land assembly programme on people with characteristics protected under the Act. The findings set out within this report build upon the EqIA undertaken by Mott MacDonald in September 2018, and complement the Equality and Health Impact Assessment (EqHIA) work undertaken by the London Borough of Havering in 2018.¹

The assessment is focussed on the actual and potential disproportionate impacts (both positive and negative) arising from the land assembly programme, likely to be experienced by people in light of their protected characteristics. The report sets out the mitigation measures put in place by Havering Council and provides recommendations on how any remaining impacts can be mitigated or managed.

1.2 The Equality Impact Assessment

This EqIA has been undertaken in order to fulfil Council's obligations under current UK equality legislation, and in particular the Equality Act 2010. The Act sets out a Public Sector Equality Duty (PSED), at section 149 and is set out in Figure 1 below.

Figure 1 Article 149 of the Equality Act 2010: The Public Sector Equality Duty

- (1) A public authority must, in the exercise of its functions, have due regard to the need to—**
 - (a) eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under this Act;**
 - (b) advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it;**
 - (c) foster good relations between persons who share a relevant protected characteristic and persons who do not share it.**
- (2) A person who is not a public authority but who exercises public functions must, in the exercise of those functions, have due regard to the matters mentioned in subsection (1).**
- (3) Having due regard to the need to advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it involves having due regard, in particular, to the need to—**

¹ London Borough of Havering (2018): 'Rainham and Beam Park Land Assembly Equality and Health Impact Assessment'

- (a) remove or minimise disadvantages suffered by persons who share a relevant protected characteristic that are connected to that characteristic;
- (b) take steps to meet the needs of persons who share a relevant protected characteristic that are different from the needs of persons who do not share it;
- (c) encourage persons who share a relevant protected characteristic to participate in public life or in any other activity in which participation by such persons is disproportionately low.

Source: Equality Act 2010

The PSED is intended to support good decision-making. It encourages public bodies such as the Council to understand how different people will be affected by their activities. The aim of this is to ensure that policies and services are appropriate, accessible and meet the needs of different people. The Council must demonstrate that it has shown due regard to the aims of the PSED throughout the decision-making process to deliver the redevelopment of the Housing Zone. The process used to do this must take account of the protected characteristics which are identified below in section 1.2.2.

1.2.1 Assessing equality impacts

While the PSED does not specify a particular process for considering the likely effects of policies, programmes and projects on different sections of society for public authorities to follow, this process is usually undertaken through some form of equality analysis, which can include EqlAs.

Undertaking an EqlA helps to demonstrate how a public body is complying with the PSED by:

- providing a written record of the equality considerations which have been taken into account;
- ensuring that decision-making includes a consideration of the actions that would help to avoid or mitigate any negative impacts on particular protected groups; and
- supporting evidence-based and more transparent decision-making.

By understanding the effect of their activities on different people, and how inclusive delivery can support and open opportunities, public bodies can be more efficient and effective. The EqlA process therefore helps public bodies to deliver the Government's overall objectives for public services.

1.2.2 Protected characteristics

An EqlA provides a systematic assessment of the likely or actual effects of policies or proposals on social groups with the following protected characteristics (as defined by the Equality Act):²

Protected characteristic	Equality and Human Rights Commission (EHRC) definition
Age	A person belonging to a particular age (for example 32-year olds) or range of ages (for example 18 to 30-year olds).
Disability	A person has a disability if she or he has a physical or mental impairment which has a substantial and long-term adverse effect on that person's ability to carry out normal day-to-day activities.

² Government Equalities Office/Home Office (2010): 'Equality Act 2010'. Available at: www.legislation.gov.uk

Protected characteristic	Equality and Human Rights Commission (EHRC) definition
Gender reassignment	The process of transitioning from one gender to another.
Marriage and civil partnership	Marriage is a union between a man and a woman or between a same-sex couple. Couples can also have their relationships legally recognised as 'civil partnerships'. Civil partners must not be treated less favourably than married couples (except where permitted by the Equality Act).
Pregnancy and maternity	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.
Race	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.
Religion and belief	Religion has the meaning usually given to it but belief includes religious and philosophical beliefs including lack of belief (such as Atheism). Generally, a belief should affect someone's life choices or the way they live for it to be included in the definition.
Sex	A man, woman or non-binary person.
Sexual orientation	Whether a person's sexual attraction is towards their own sex, the opposite sex or to both sexes.

An EqIA does this through the following approaches:

- Assessing whether one or more of these groups could experience disproportionate effects (over and above the effects likely to be experienced by the rest of the population) as a result of the proposed policy being implemented. An EqIA includes examining both potential positive and negative effects.
- Identifying opportunities to promote equality more effectively.
- Developing ways in which any disproportionate negative impacts could be removed or mitigated to prevent any unlawful discrimination and minimise inequality of outcomes.

1.3 The EqHIA

The EqHIA, prepared in July 2018, assessed impacts of the entire redevelopment. The key considerations highlighted within the EqHIA included:

- loss or displacement of local businesses;
- displaced long established businesses affecting community cohesion;
- loss or displacement of the existing jobs and employment opportunities throughout the period of works and beyond;
- decreased access to specialist support services throughout the period of works;
- general impact on health and wellbeing;
- general disruption during the duration of the land assembly programme;
- improved access to community space for local residents and visitors;
- positive changes to existing public realm;
- improvement on existing parking provision and use of space; and

- increase in social responsibility from local people who have engaged with the transformation programme.³

The Council believes that the benefits of land assembly will outweigh the adverse impacts identified. The overall regeneration is predicted to produce largely positive impacts with economic and social benefits for the immediate and wider area.⁴

This EqIA has been commissioned to assess the impacts of the land assembly programme. It will build on the EqHIA yet go into further detail on any potential disproportionate impacts that residents with protected characteristics are likely to experience during the land assembly process. The assessment also discusses what mitigation measures have been put in place and advises on where any remaining impacts may exist.

1.4 Approach

1.4.1 Overall approach to the EqIA

The approach to this EqIA employs the bespoke Mott MacDonald INCLUDE toolkit, which sets out the following steps:



1.4.2 Tasks undertaken

Within the steps above, the following tasks were undertaken to deliver the assessment:

Understanding the project

- **Discussion with Havering Council, development partners and advisors:** Numerous discussions were undertaken with the Council, their development partner and their advisors to gain an understanding of the area, the history of the land assembly programme to date, and plans for support for those who will be affected by the CPO.
- **Site visit:** A visit to the CPO site (the Site) was undertaken in October 2018. The visit included a guided viewing of the affected Site properties along New Road between Lower Mardyke Avenue and Cherry Tree Lane.

³ London Borough of Havering (2018) 'Equality and Health Impact Assessment – Rainham and Beam Park Land Assembly'

⁴ London Borough of Havering (2018) 'Equality and Health Impact Assessment – Rainham and Beam Park Land Assembly'

- **Review of land assembly programme:** A review of the documentation associated with the land assembly programme was undertaken, including the EqHIA undertaken by Havering Council.
- **Review of land assembly programme strategies:** Information on intended measures to support those affected by the CPO and to mitigate and manage effects of the Programme was reviewed, and recommendations for improvement were made prior to finalisation of the following documents:
 - Acquisitions Strategy
 - Commercial relocation strategy
 - Commercial relocation proforma
 - Residential relocation strategy
 - Private treaty implementation strategy

Evidence, distribution and proportionality

- **Desk-based evidence and literature review:** In order to better understand the potential impacts arising from the land assembly programme, and to help to identify possible mitigation measures and opportunities associated with the programme, relevant published literature from governmental, academic, third sector and other sources were reviewed. This allowed for the characterisation of potential risks and impacts typically associated with CPOs and regeneration projects, to understand whether they applied in this instance.
- **Desk-based demographic analysis of the area:** A social and demographic profile of the local area around the site was collated using publicly available data and compared with wider social and demographic data to further build a picture of the area in which the Site is located.

Engagement and analysis

- **Equality survey:** In December 2018, a survey was submitted to residents, businesses and property owners within the Site, to collect demographic information related to their protected characteristics and to gain a better understanding of their needs. The survey was provided in paper format with a freepost return, with the option to complete the survey online or over the phone. Language translation services were made available.
- **Survey door-knocking exercise:** The mail-out survey was followed up by a door-knocking exercise intended to gather responses from properties who had not responded to the mail-out survey. The fieldwork included two visits to the Site, one in January 2019 and one in March 2019. During each round of fieldwork, properties on the site were visited up to a maximum of five times to attempt to collect a response, including during the evenings and at weekends.
- **Interviews:** Follow-up interviews were conducted with a sample of people who opted-in to be contacted for interview through the survey. Community facilities within the site that would be directly affected by the land assembly programme were also contacted directly and asked to provide their input. The interviews were semi-structured and focussed on identifying further potential impacts of the land assembly programme and opportunities to mitigate and manage any potential adverse effects.
- **Analysis of results:** Following collection of all engagement data, reports were generated with aggregated survey data for the area and interview results were reviewed in order to identify common themes.

Impact assessment

- **Assessment of potential disproportionate effects:** Potential impacts were examined using the research undertaken in the stages above. Assessment of impacts was undertaken in light of the sensitivity of the affected parties to the land assembly programme, and distribution of people with protected characteristics in the area of the Site. Both adverse and beneficial impacts were identified in the context of the mitigation measures implemented or proposed by the Council.
- **Identification of further opportunities and mitigation measures:** Where potential impacts and disproportionate effects have been assessed, we have identified where possible and appropriate mitigations measures in extension to those proposed by the Council.

Drawing conclusions and action planning

- **Drawing conclusions:** Based on the impacts identified, a series of conclusions have been drawn which identify impacts, affected parties and opportunities to minimise or mitigate the impact.
- **Making recommendations:** A series of further recommendations were developed, to help manage the land assembly programme in a way that minimises the potential for adverse impacts where appropriate.
- **Developing an equality action plan:** An action plan has been developed which outlines the responsibilities to involved and affected parties following submission of this EqlA, including for the Council, Mott MacDonald and the LLP.

1.5 Methodology for identifying impacts

1.5.1 Assessing impacts

The assessment of impacts across the EqlA process is predominantly qualitative and describes, in as much detail as possible, the nature of the impact on:

- Commercial properties on the Site, including owners, employees and customer bases;
- Residents living on the Site;
- Community facilities on the Site and their service users;
- Owners of commercial and residential property on the Site; and
- The local community.

The assessment considers:

- whether the effect improves or worsens the lives of those affected by the programme;
- the relationship of the impact to the land assembly programme (e.g. direct relationship such as loss of property or indirect relationship such as loss of access to services);
- the length of time that people are affected for; the severity of the change;
- the number of people likely to be affected; and
- the resilience of those who are affected.

Beyond examining the effect itself, the EqlA looks at intervening external factors that can influence outcomes such as local policies and equality priorities.

Impacts are broadly categorised as 'differential' or 'disproportionate', as set out below.

1.5.2 Differential impacts

Differential impacts occur where people with protected characteristics are likely to be affected in a different way to other members of the general population. This may be because groups have specific needs or are more susceptible to the impact due to their protected characteristics. These impacts are not dependent on the number of people affected.

The “evidence, distribution and proportionality” and “stakeholder engagement and analysis” stages of INCLUDE are used to explore the potential impacts of the land assembly programme. The output of this work identifies the protected characteristic groups who may be most likely to experience impacts arising from the land assembly programme.

1.5.3 Disproportionate impacts

Disproportionate impacts occur where there is likely to be a comparatively greater effect on equality groups than on other members of the general population. Disproportionate effects may occur if the affected community comprises of a higher than average proportion of people with a particular protected characteristic, or because people from a particular protected characteristic group are the primary users of an affected resource.

Identifying disproportionate impacts involves determining the demographic composition of the area where impacts are expected to arise; this work identifies the numbers and proportions of people from protected characteristic groups within the area in which the Site is located. The demographic analysis in the “evidence, distribution and proportionality” and “stakeholder engagement and analysis” stages of INCLUDE is intended to understand the composition and characteristics of people living on the Site.

2 Rainham and Beam Park: redevelopment context

2.1 Overview

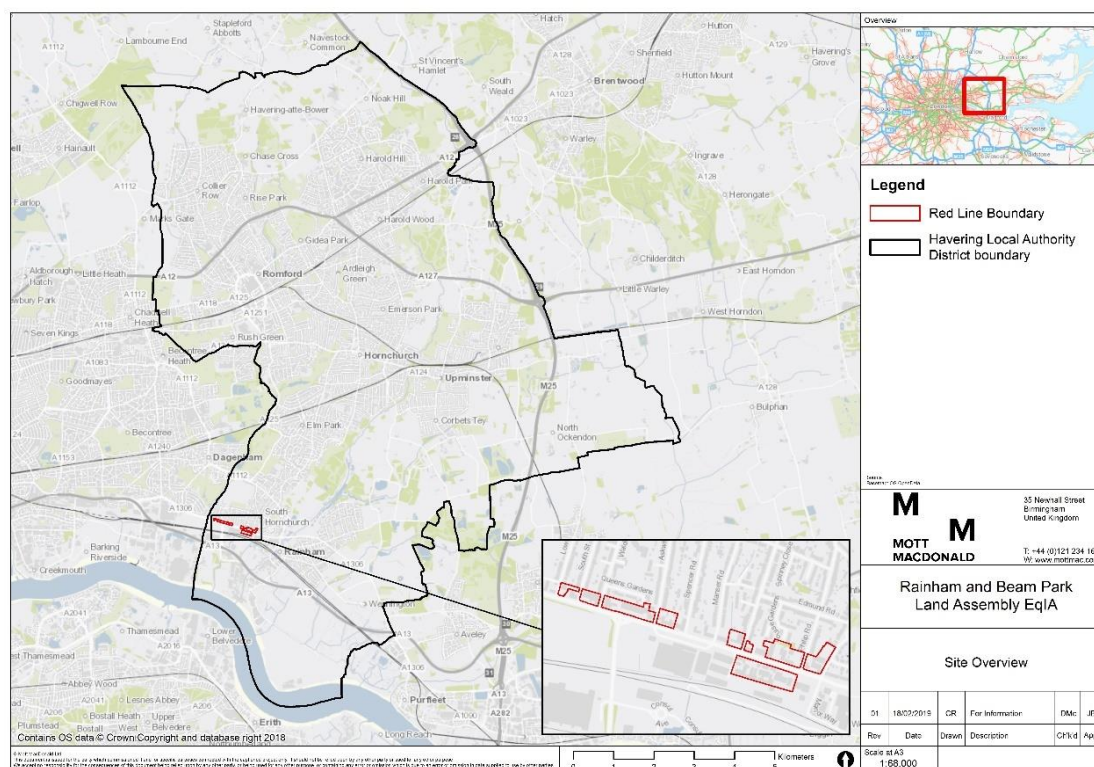
The Site, which includes the overall area where the Council is interested in acquiring property, comprises approximately 64,700 square metres and lies within the proposed Housing Zone. The Site is located on New Road in Rainham and is flanked by the A1306 which runs east to west connecting Rainham with Barking and Dagenham. To the south lies the high-speed railway line which connects Stratford International with Ebbsfleet International and the C2C railway line which connects London Fenchurch Street to Tilbury.⁵

The Site comprises nine target sites for acquisition, including commercial and residential properties, as well as community facilities. The sites are situated to the north and south of the A1306. The targeted sites are low density and mainly used for commercial and light industrial activity, which is considered to be relatively low in value. In addition, operations carried out by businesses overflow onto road frontages, which is considered to be an impact on the environmental quality of the area and creates a visually unattractive environment for local residents.⁶ A map of the Borough of Havering and the Site, defined by the Red Line Boundary, is shown in Figure 2 below.

⁵ The London Borough of Havering (2019) 'The London Borough of Havering Statement of Reasons'

⁶ The London Borough of Havering (2019) 'The London Borough of Havering Statement of Reasons'

Figure 2: Rainham and Beam Park Site



Source: Mott MacDonald 2019

2.2 Current situation of the CPO and redevelopment

2.2.1 The Housing Zone

In 2015, the Rainham and Beam Park area was designated as one of the Mayor of London's Housing Zones, intended to respond to local demand for affordable housing and bring investment into the area. The Rainham and Beam Park Housing Zone is intended as a vibrant new community in the area, which will deliver:

- 3,500 new homes; 35 per cent of which will be affordable housing (a mixture of London Affordable Rent and Shared Ownership);
- a new three form entry primary school;
- a 2km linear park along the A1306;
- a 1,500 square metre health facility and other community facilities;
- creation of Beam Park Station, a new station with Crossrail services linking the area to Central London, a surrounding plaza, bus interchange and local retail centre.

To deliver the Housing Zone, the Council selected Notting Hill Commercial Properties Ltd, a subsidiary of Notting Hill Genesis (NHG), as its development partner in December 2017, due to

the large scale of the development and the complexity of the regeneration environment.⁷ The joint venture Limited Liability Partnership, known as Rainham and Beam Park Regeneration LLP (LLP) was confirmed in March 2018.⁸

The LLP is to assemble a number of key sites along the A1306 corridor and to undertake the first phases of housing development in the Housing Zone.

It is likely that the Housing Zone will be delivered over eight phases and over a period of six years. This is in line with the timetable envisaged by the Housing Zone proposals and the Business Plan and Business Case.⁹

2.2.2 The Housing Zone

Plans for the Housing Zone include the nine sites, defined by the red line boundary shown in Figure 2, which are able to deliver over 800 new homes, of which a minimum 35% will be affordable.¹⁰ These sites are being assembled in order to ensure that the Rainham and Beam Park redevelopment is delivered through a comprehensive approach; intended to maximise beneficial outcomes of the redevelopment such as affordable housing, public realm enhancement and improved infrastructure.

Ardent Management Limited (Ardent) act as the Council's property advisors and have compiled property cost estimates for all the acquisition sites. 'Persona' Associates Limited (Persona) have been appointed to provide specialist advice to the Council including extensive land referencing. Persona undertook land referencing of the four community resources, 85 commercial premises and 32 residential properties which will be acquired as part of the CPO. The Council intend to make the CPO in February 2019.

All plots of land form part of each of the nine land assembly programme sites (note, they are not numbered sequentially). Once a site is comprehensively assembled, it will then be brought forward for development.

The location of the development sites within the CPO is shown in Figure 3, below.

⁷ The London Borough of Havering (2019) '*Rainham and Beam Park Statement of Reasons*'

⁸ Rainham and Beam Parkway Development Sites: <https://www.rainhamandbeampark.co.uk/>

⁹ The London Borough of Havering (2019) '*The London Borough of Havering Statement of Reasons*'

¹⁰ The London Borough of Havering (2019) '*The London Borough of Havering Statement of Reasons*'

Figure 3: Joint Venture Development Sites 1



Source: London Borough of Havering

2.3 Support for affected residential, commercial and community properties

2.3.1 Overall approach to acquisitions

All occupied commercial and residential properties in the nine sites for CPO are in private ownership. In order to undertake the land assembly programme, the LLP is seeking to negotiate acquisition of these sites through private treaty, however, the CPO process would be pursued should these negotiations fail.

The approach to acquisition of commercial and residential properties will follow the Government's Compulsory Purchase Order Guidance. The approach intends to support property owners and occupiers through:

- Making offers to eligible property owners and occupiers which reflect their entitlement to compulsory purchase compensation and the 'value for money' the acquisition may provide to the project as a whole;
- Engaging proactively and constructively with businesses and residents over relocation issues where relevant;
- Working with businesses and residents to mitigate the risk of loss, as far as it is reasonably able to do so; and
- Where disputes over compensation arise, giving consideration to settlement of those disputes through the early use of Alternative Dispute Resolution.

For both residents and businesses, relocation support and advice will be offered and details of Government and council support published to the Council's dedicated website: www.rainhamandbeampark.co.uk. In order to ensure disruption to occupiers is minimised, efforts will be made to enable residents and businesses to remain in occupation for as long as possible until vacant possession is required.

2.3.2 Support available to businesses

The land assembly programme is expected to result in the purchase of a number of freehold and leasehold business interests.

Eligible businesses would be entitled to compensation, as set out in the statutory compensation code. Some businesses will be eligible for extinguishment of right, where the business owner is aged over 60 and the rateable value is less than the statutory maximum.

Although there is no statutory obligation to relocate impacted businesses, support is being provided as it is unlikely that any new commercial space suitable for existing businesses will be available as part of the redevelopment. The Business Relocation Strategy (BRS)¹¹ intends to assist businesses in identifying relocation options in a way which minimises the impact and disruption arising from the need to relocate, aiming to retain businesses within the borough, where this is their preference.

Working with NHG, Ardent and the LLP, the Council will explore the feasibility of acquiring, or facilitating the acquisition of, land for new premises to supplement the BRS.

2.3.2.1 Business relocation approach

The approach to relocation intends to support businesses throughout the process, and includes the following measures:

- Site identification

Businesses will be kept fully advised of suitable alternative properties on the market and made aware of new properties that meet their needs as early as possible.

Continuous reviews of the Council's and neighbouring boroughs vacant site databases will be undertaken to identify possible sites for relocation.

- Business needs assessment

In order to understand the specific circumstances and relocation requirements of businesses, a business needs assessment will be undertaken with businesses that are willing to engage in the process. The assessment will be undertaken through meetings and interviews, where requirements are agreed through a relocation pro-forma which will seek to understand:

- Customer base and location
- Current and proposed tenure type
- Preferred tenure (freehold/ leasehold)
- Size
- Access requirements
- Employment contribution to local economy

¹¹ Notting Hill Genesis (2019) 'Business Relocation Strategy'

- Transportation requirements
- Current site use and intensification
- Individual business and investment plans
- Planning class use requirements
- Preferred location
- Specialist requirements bespoke to a particular business
- Specialist employee needs (location, car parking, pregnancy/maternity, accessibility, etc.).

The pro-forma will be used to develop and maintain a Bespoke Relocation Plan for each of the Businesses, the aim of which is to ensure specific needs are taken into account, rather than using a generic approach. Ongoing engagement will be undertaken to ensure information is kept up to date.

- **Relocation**

Where possible, business relocations will be staggered to manage the relocation over as long a period as possible, accounting for the time period of 7 years for the regeneration programme. Where businesses occupy land which is not immediately needed for redevelopment, the LLP will work to agree terms of their continued occupation, establishing certainty around timing of their relocation through advising them of the earliest date of when the acquisition may take place. However, should businesses wish to relocate ahead of this date, efforts will be made to facilitate this.

2.3.2.2 Implementation of the BRS

Implementation of the BRS will be undertaken through a proactive and constructive approach with businesses over relocation issues, aiming to minimise adverse impacts and provide support where available. This will include comprehensive and ongoing assessment of needs, requirements and alternative sites. The Council and their development partners aim to work effectively as possible with all parties involved in the process, ensuring information and record keeping is accurate, up-to-date and reliable.

In addition to support in the relocation process, business analysis support will also be offered when requested to identify future growth potential and business direction. This will include:

- Access to a business support provider commissioned by the Council and who will provide an initial diagnostic assessment to understand the needs of the business and what support they may require, and a mixture of one on one meetings and workshops.
- Further support for businesses if they want to diversify, grow or become more sustainable in their current productivity.

Additional financial support may be offered to businesses in advance of taking possession to facilitate the relocation. This may include:

- Payment of reasonable interim professional fees to assist with site searches.
- Early acquisition and leaseback of a business' existing site to allow a new property to be acquired and prepared for use while the business continues to operate at its current premises.
- The agreement of an option to provide the certainty of an agreed purchase price for an existing property once alternative premises have been identified and need to be acquired.

Clarification of the LLP's position with respect to compensation payments will be provided through an analysis of the claim within fifteen working days of adequate information being submitted to support it.

2.3.2.3 Other assistance and support

Should any disproportionate impacts be identified through the EqlA, including significant impacts on owners, employees and any service users, recommendations to address these concerns will be set out in the action plan (see Chapter 7). The action plan will supplement support offered through the statutory compensation code and the BRS.

2.3.3 Support available to community resources

Where community resources have been identified, bespoke support is being offered. Depending on the resource, support will be offered through engagement with the Council. The Council will engage and consult on a case-by-case basis, in order to address any specific needs and equality concerns.

There has been one community resource identified which is operating as a social club and is used as a gathering place for local community members. In this case of this resource, the LLP is currently engaging with them to explore relocation options in the local area, and possibly within the regeneration site. The LLP will collaborate on an ongoing basis with the community resource to search for alternative sites, and a full feasibility study for any sites deemed operationally suitable will be undertaken, to appraise the financial, operational and planning implications.

2.3.4 Support available to residents

Of the 32 residential properties that have been identified as requiring acquisition, 31 are privately rented through Assured Shorthold Tenancies (ASTs), with one owner-occupied property. As such, the Residential Relocation Strategy (RRS)¹² focusses on support for private tenants. A bespoke relocation strategy will be developed for the owner-occupied property.

Tenants do not have security of tenure and therefore there are no statutory rehousing obligations placed upon the Council, NHG, or the LLP. However, opportunities for assistance have been developed through the RRS.

2.3.4.1 Residential relocation approach

The LLP has developed a process to provide information on housing options, financial compensation and practical support than can be offered through the RRS. The Council and Ardent will aim to visit all affected private tenants to offer assistance in finding suitable and affordable alternative accommodation, and a bespoke rehousing plan will be agreed with all private tenants to include the following assistance and support:

- An analysis of rehousing requirements in respect of tenure, size, location and budget.
- An assessment of any special needs and/or requirements particularly for older residents, families with children, Black Asian and Minority Ethnic (BAME) residents, disabled residents and any other residents requiring extra assistance through the process.
- Ardent will put forward details of local lettings agents operating in and outside the Borough and potentially suitable properties on the open market, having regard to resident requirements and needs— depending on timing and need, this may include allowing

¹² Notting Hill Genesis and the London Borough of Havering (2019) 'Residential Relocation Strategy'

nominations to affordable rented properties being developed as part of the regeneration proposals.

- Re-housing advice from the Council's Housing Advice and Housing Options Team including eligibility to entitlement to housing benefits, through a housing needs assessment interview.

Should vulnerable residents and/or residents with special needs be identified, options for these residents would be dealt with on a case-by-case basis. The Council will carry out a formal Housing Needs Assessment to determine eligibility for Council/Social Housing and where eligibility is confirmed, support would be provided to source suitable and affordable rented accommodation.

The LLP will also provide advice and information on new types of affordable homes and low-cost home ownership options and the location of these homes that will be delivered as part of this scheme. Low-cost ownership options will include a mixture between London Affordable Rent and Shared Ownership, which will include staircasing options. NHG will seek nominations from the Council's waiting list for these properties, the first of which are due to be delivered late 2021/ early 2022.

Eligibility will be based on housing need, income/savings and local residents will be prioritised over other purchasers. Affordability is assessed by the allocation policy agreed with the Council and an independent financial advisor.¹³

2.3.4.2 Financial assistance and compensation

Home loss and disturbance payments would be available to qualifying occupants, even where the offers are subject to vacant possession.

Home loss payments

A home loss payment is a sum in recognition of the inconvenience of having to move out of an existing home, and is a statutory compensation measure for qualifying residents.¹⁴ Home loss payments made to those whose homes are not acquired through CPO are made at the discretion of the Council, as they have no statutory duty to make the compensation in cases of private treaty. However, in order to provide support to those whose homes are acquired under agreement, the Council will offer a home loss payment in these cases as well.

A qualifying resident is entitled to receive the minimum Home Loss payment which is currently £6,300.

Disturbance payments

Disturbance compensation is paid where qualifying residents are required to leave their home, to compensate for reasonable financial costs associated with moving to a new home. The aim of the compensation is to prevent a resident from encountering a situation where they are in a worse financial position as a result of the land assembly programme.

Disturbance compensation may be paid for:

¹³ Rainham and Beam Park Limited Liability Partnership (2019) 'Rainham and Beam Park FAQs' Available at: <https://www.rainhamandbeampark.co.uk/frequently-asked-questions>

¹⁴ Notting Hill Genesis and London Borough of Havering (2019) 'Residential Relocation Strategy'

- Expenses related to arranging furniture removal, or the Council would arrange removals and pay for these directly;
- Re-direction of mail for each authorised surname living at the address (for one year only);
- Alterations to furnishings, e.g. uplifting, refitting and alteration of carpets and curtains;
- Disconnection and re-connection of services e.g. broadband, phone line and domestic appliances;
- Special adaptations previously assessed as required in the new property;
- Refitting of special locks and alarms;
- Costs of new school uniforms if being rehoused in a different area and children need to change schools;
- Contributions will be made to replacement carpets, curtains white goods or furniture (reasonable costs allowed if residents can demonstrate existing furnishings, white goods or furniture will not fit in their new home and cannot be modified); and
- Agents and legal fees arising from the grant of a tenancy for a replacement property.

The above list is not exhaustive and additional reasonable costs incurred by residents may be compensated.

2.3.4.3 Other assistance and support

Should any disproportionate effects on people with protected characteristics be identified through the EqlA, including significant impacts on residents and their households, recommendations to address these concerns will be set out in the action plan (see Chapter 7). The action plan will supplement support offered through the statutory compensation code and the RRS.

3 Analysis of existing evidence

3.1 Overview

This chapter sets out the findings of the desk-based review process, providing a literature review of the potential impacts of the land assembly programme on people with protected characteristics. Section 3.2 provides an overview of the potential risks associated with business closure and relocation, segmented into key thematic areas. Section 3.3 discusses the potential risks and impacts associated with residential resettlement and loss of community resources.

3.2 Potential risks and impacts for businesses

3.2.1 Barriers to re-employment

CPO of businesses may result in relocation or closure. These changes may create redundancies or result in current staff being unable to access future employment at a different location.

Older people, disabled people, women and BAME people

Research suggests that those who are older when they are made redundant experience additional barriers to returning to employment, potentially facing challenges in securing interviews for new positions.¹⁵ According to research by Age UK, once unemployed, only 23% of people aged 50 years or above secure a new job within three months (compared to 35% of 35-49-year olds).¹⁶ Research by Anglia Ruskin University found that older white British men were 22% less likely to be invited for interview when compared to their 28-year-old counterparts, and that that ageism increases for older male BAME applicants and female applicants.¹⁷ These groups may therefore experience disproportionate negative impacts as a result of the loss of existing businesses and associated employment.

Many of the CPO sites are small businesses of one to two owners and one to six employees. Older people may be disproportionately impacted by CPO of small businesses, where self-employment is common. Research shows that part-time self-employment is highest among those over the age of 55, and that older people are the fastest growing age group of self-employed people, with those aged over 70 showing the greatest increase of those becoming self-employed out of the total UK workforce between 2001 and 2015.¹⁸

According to research from the Equality and Human Rights Commission, disabled people are more likely to experience barriers to employment than non-disabled people. More than a third of

¹⁵ Leeds University Business School (2004): 'The Economic and Social Impact of Redundancies from Corus and Allied Steel and Wire in Wales'

¹⁶ Age UK (2013): 'Older Workers at High Redundancy Risk' available at: <https://www.ageuk.org.uk/latest-press/archive/older-workers-at-high-redundancy-risk/>

¹⁷ The Prince's Responsible Business Network (2017). 'Factsheet: Why employers need to tackle ageism in redundancy and recruitment processes.' Available at: https://age.bitc.org.uk/sites/default/files/business_in_the_community_factsheet_-_tackling_age_bias_in_processes.pdf

¹⁸ Institute of Directors (2017) 'The Age of the Older Entrepreneur'. Available at: <https://www.iod.com/Portals/0/PDFs/Campaigns%20and%20Reports/Start%20ups/Older-Entrepreneur-Report-IoD.pdf>

disabled people in employment (36 per cent) say that they are limited in the amount or type of work that they do compared with less than a fifth (19 per cent) of non-disabled people. This increases to (66 per cent) for unemployed disabled people who say they are limited in the amount or type of work they could do, compared to 31 per cent of unemployed non-disabled people.¹⁹ This means that disabled people could be disproportionately impacted by loss of employment, particularly if their current working conditions would be difficult to find or replicate elsewhere.

People from a BAME background may be disproportionately impacted by loss of employment, as they are more likely to experience unemployment and face barriers to employment and social mobility. Research has shown that while educational attainment among people of minority ethnic backgrounds has improved, this has not been reflected in social mobility and job opportunities.²⁰ People from a BAME background are also more likely to be unemployed. In 2017, just under 4% of White people were unemployed, compared with 8% from all non-White ethnic groups combined. Pakistani and Bangladeshi ethnic groups had the highest rate of unemployment, at 10%.²¹

3.2.2 Impact of redundancy on health and wellbeing

Older people

Involuntary job loss due to the CPO may have disproportionate health impacts for older workers. Older workers are at an increased risk of cardiovascular disease due to increased stress resulting from contributing factors such as a lower likelihood of re-employment (detailed further in section 4.2.1), a substantial loss of income and the severance of work-based social interactions.²²

Children

Involuntary redundancy may also disproportionately impact the wellbeing of children. Research has shown that redundancy can create an increased risk of family tension and disruption, and that job loss can have detrimental effects on children including lowered self-esteem and socio-psychological well-being.²³ This is, in turn, is connected to effects on children's education attainment, which is discussed further in section 4.2.3.

3.2.3 Impact on children's education and friendship networks

Children and children with disabilities

Associated impacts of CPO may include redundancy or relocation of businesses, which can have a subsequent effect for business owners, employees and their families.

¹⁹ Equality and Human Rights Commission (2013). *Barriers to unemployment and unfair treatment at work: a quantitative analysis of disabled people's experiences*. Available at: <https://www.equalityhumanrights.com/sites/default/files/research-report-88-barriers-to-employment-and-unfair-treatment-at-work-disabled-peoples-experiences.pdf>

²⁰ Brown, L., Heath, A., Li, Y., & Nazroo, J. (2013). *Addressing ethnic inequalities in social mobility: research findings from the CoDE and Cumberland Lodge policy workshop*. Available at: <http://hummedia.manchester.ac.uk/institutes/code/briefings/policy/code-social-mobility-briefing-Jun2014.pdf>

²¹ Annual population survey (2018). *'Ethnicity facts and figures: Unemployment'*

²² Gallo, W. T., Bradley, E. H., Falba, T. A., Dubin, J. A., Cramer, L. D., Bogardus Jr, S. T., & Kasl, S. V. (2004). *'Involuntary job loss as a risk factor for subsequent myocardial infarction and stroke: findings from the Health and Retirement Survey'*. American journal of industrial medicine, 45(5), 408-416. Available at: <https://www.ncbi.nlm.nih.gov/pmc/articles/PMC1351254/pdf/nihms-6175.pdf>

²³ Brand, J. E. (2015). *'The far-reaching impact of job loss and unemployment'*. Annual review of sociology, 41, 359-375. Available at: <https://www.ncbi.nlm.nih.gov/pmc/articles/PMC4553243/>

Impacts resulting from residential relocation is discussed in detail in section 4.3, which outlines impacts on residential properties.

Relocation may result in a need to change schools, which can have a range of effects on children at different stages. For school age children it may impact their education, and for older children relocation may impact on social networks, as friends are important at such an age.²⁴ Relocation can also impact on educational attainment and wellbeing of children with disabilities such as autism spectrum disorder.²⁵

Involuntary job loss can also impact children's education and life outcomes. Studies have shown that effects of parental redundancy on children including higher likelihood of grade repetition, dropout, suspension or expulsion from school, lower educational attainment and lower income of children in adulthood.²⁶

3.2.4 Loss of existing affordable industrial and commercial premises

CPO of businesses may result in relocation or closure and therefore the need to access finance to secure new industrial or commercial premises. Research indicates that businesses owned by some ethnic groups are more likely to be denied a loan outright in comparison to White-owned businesses. Black African owned businesses are four times more likely to be denied a loan outright, Black Caribbean are three and a half times more likely, Bangladeshi are two and a half times more likely) and Pakistani are one and a half times more likely. This indicates that BAME owned businesses may experience difficulties in securing financial support. This could be detrimental when a loss of affordable commercial premises' is apparent.²⁷

3.2.5 Reduced job satisfaction

CPO of businesses may result in the relocation of businesses. This may increase commuting distances for owners and employees. An increased commuting distance may increase the associated time and cost of commuting. Evidence has shown that an increase in commuting time can impact on job satisfaction, and that for women, longer commutes have more of an impact on job satisfaction than men.²⁸ The increase in effect may be related to greater household and family responsibilities which can place more responsibilities and time pressure on women.

3.3 Potential risks and impacts associated with CPO – residences and community resources

3.3.1 Social infrastructure and access to community resources

The resettlement of residents and demolition of housing and community resources can lead to the risk of loss of social infrastructure and access to these resources. It can potentially increase residents' distances from facilities or places of social connection located on or in close proximity

²⁴ JRF (2003) 'The effects on families of job relocations' Available at: <https://www.jrf.org.uk/report/effects-families-job-relocations>

²⁵ University of Manchester (undated) 'The impact of primary-secondary school transition for children with autism spectrum conditions: a longitudinal, mixed-methods study'. Available at: <http://documents.manchester.ac.uk/display.aspx?DocID=20008%20>

²⁶ Brand, J. E. (2015). 'The far-reaching impact of job loss and unemployment'. Annual review of sociology, 41, 359-375. Available at: <https://www.ncbi.nlm.nih.gov/pmc/articles/PMC4553243/>

²⁷ Enterprise Research Centre (2013): 'Diversity and SMEs'. Available at: https://www.enterpriseresearch.ac.uk/wp-content/uploads/2013/12/ERC-White-Paper-No_3-Diversity-final.pdf

²⁸ Economic and Social Research Council (2017) 'Understanding the Impact of Commuting on Peoples' Lives'. Available at: <https://www.understandingsociety.ac.uk/research/publications/524659>

to the Site. This can impact on all parts of the community, but can have a disproportionately negative effect on the following groups:

Children

The instability caused by involuntary relocation has the potential to be particularly disruptive to children. Such disruption can be attributed to stress and anxiety relating to changing schools and the need to adapt to new routines, staff, facilities and peers. It is generally accepted that children develop better in stable environments with a degree of routine; sudden and dramatic disruptions can be both stressful and affect feelings of security.²⁹

Evidence outlined by the Centre for Social Justice has indicated that where residential moves are accompanied by school moves for older children, the impact can be severe. It suggests that school moves can disrupt learning and are associated with a weaker educational performance within secondary school, particularly for children from disadvantaged backgrounds.³⁰

Children with autism spectrum conditions may also find new routines, expectations, and social relationships of a new school environment to be especially challenging, which can have further negative effects on educational attainment and wellbeing.³¹

Relocation can often mean a longer journey travelling to school, which can result in negative impacts on health and well-being due to increased time spent inactive. Research has found that the travel distance to school influences the transportation mode choice of children, and longer distances can result in a change from active transportation such as cycling or walking, to sedentary transportation, such as vehicular transport.³²

Children from low-income families may be particularly impacted by relocation due to loss of local informal child care support. A study from the Joseph Rowntree Foundation showed that informal childcare support from grandparents was one important factor in enabling parents to work, generating income and preventing families from going without daily necessities.³³

Children can also experience adverse impacts due to loss of community resources. The loss of food banks may have a disproportionate impact on children, who are more likely to rely on its services. Research from the Trussell Trust has shown that families with dependent children are particularly likely to fall into needing assistance from the foodbank. Out of those who receive assistance from foodbanks run by the Trussell trust, 7 out of ten families have dependent children.³⁴

²⁹ Sandstrom, H and Huerta, S (2013) 'The Negative Effects of Instability on Child Development' Available at: <https://www.urban.org/sites/default/files/publication/32706/412899-The-Negative-Effects-of-Instability-on-Child-Development-A-Research-Synthesis.PDF>

³⁰ The Centre for Social Justice (2016) 'Home Improvements, a social justice approach to housing policy'. Available at: <https://www.centreforsocialjustice.org.uk/core/wp-content/uploads/2016/08/Home-Improvements-full-report.pdf>

³¹ University of Manchester (undated) 'The impact of primary-secondary school transition for children with autism spectrum conditions: a longitudinal, mixed-methods study'. Available at: <http://documents.manchester.ac.uk/display.aspx?DocID=20008%20>

³² Yeung, J., Wearing, S., & Hills, A. P. (2008). *Child transport practices and perceived barriers in active commuting to school. Transportation Research Part A: Policy and Practice*, 42(6), 895-900.

³³ Joseph Rowntree Foundation (2016) 'Falling short: the experience of families living below the minimum income standard'. Available at: <https://www.jrf.org.uk/report/falling-short-experiences-families-below-minimum-income-standard>

³⁴ The Trussell Trust (2018): 'Is Universal credit really Universal?' Available from: <https://s3-eu-west-1.amazonaws.com/trusselltrust-documents/Trussell-Trust-Left-Behind-2018.pdf>

Older people

The loss of long-standing community links risks creating feelings of isolation, particularly amongst older people. Age UK research indicates that physical isolation, a lack of social resources and a removal of familiarity can all contribute to feelings of isolation and loneliness amongst older people.³⁵ The link between older people and the likelihood of experiencing feelings of isolation and loneliness indicates that this group may be disproportionately negatively impacted by relocation.

As demolition proceeds, local amenities and services (such as shops, community centres and health facilities) may decide to close. Some community resources may be included in the demolition process. The loss of these resources can have a disproportionately negative effect on older people remaining in the neighbouring areas, who may find it more challenging to travel to new services outside of their neighbourhood.³⁶ Furthermore, for local businesses, the loss of their traditional customer base following the relocation of residents can force closures, further reducing the choice of services available to people in the community.

Disabled people

The loss of community links may also have a disproportionate impact on disabled people. Findings from the Jo Cox Commission on loneliness found that over half of disabled people say they are lonely, with around one in four feeling lonely every day.³⁷ The report also states that forming and maintaining social connections can be a challenge for people with a range of disabilities, including those with sensory impairments, learning disabilities, autism, physical and mobility impairments, mental health conditions, dementia, head and brain injury, neurological conditions, cancer and HIV. As disabled people can experience more barriers to forming social connections the loss of existing local social connections through residential displacement or loss of social resources could lead to disabled people experiencing further loneliness and isolation.

Some disabled people may also be adversely affected due to changes to their environment and routines caused by relocation. Research shows that to an autistic person, set routines, times and particular routes can help to bring order to their daily lives, which can often be chaotic.³⁸ Similarly, for those suffering from dementia or Alzheimer's learning about and interpreting new environments can be difficult, and relocation can create feelings of dissonance, confusion and discomfort.³⁹

People from BAME and/or minority faith groups

BAME and minority faith communities are also likely to experience adverse impacts as a result of relocation. It has been identified that these groups may be more reliant on social networks, faith and cultural facilities. They are likely to have concerns over loss of social networks and

³⁵ Age UK (2015) 'Evidence Review: Loneliness in Later Life'. Available at: https://www.ageuk.org.uk/globalassets/age-scotland/documents/reports-and-publications/reports-and-briefings/health--wellbeing/rb_june15_loneliness_in_later_life_evidence_review.pdf.

³⁶ A. Power (2008) 'Does demolition or refurbishment of old and inefficient homes help to increase our environmental, social and economic viability'. Available at: <https://www.sciencedirect.com/science/article/pii/S0301421508004709>

³⁷ Sense for the Jo Cox Commission on loneliness (2017) 'Someone cares if I'm not there'. Available at: <https://www.sense.org.uk/support-us/campaign/loneliness/>

³⁸ National Autistic Society (2016) 'Obsessions, repetitive behaviour and routines'. Factsheet. Available at: <https://www.autism.org.uk/about/behaviour/obsessions-repetitive-routines.aspx>

³⁹ Son, G. R., Therrien, B., & Whall, A. (2002). 'Implicit memory and familiarity among elders with dementia'. *Journal of Nursing Scholarship*, 34(3), 263-267. Available at: <https://lemonsandcrane.co.uk/resources/Journal%20of%20Nursing%20Scholarship%20-%20Implicit%20Memory%20and%20Familiarity%20Among%20Elders%20with%20Dementia.pdf>

facilities, as well as fears of isolation, harassment or language barriers in new locations.⁴⁰ BAME communities also tend to experience greater difficulty in accessing health care when compared to other sections of the population, and rehousing may exacerbate the issue.⁴¹

Pregnancy and maternity

Relocation can result in adverse health effects on those who are pregnant. Throughout pregnancy, evidence suggests that receiving care from the same midwife is preferential. A 2015 survey carried out by the Care Quality Commission assessed the impact that having the same midwife had on pregnant women. The results showed that women who had the same midwife throughout pregnancy had more positive midwifery experiences than those who did not. Conversely, the most negative experiences occurred with those who wanted to see the same midwife but were unable to.⁴² Should relocation result in the need to make changes to preestablished antenatal services and relationships, this could negatively impact pregnant individuals.

3.3.2 Access to finance

The need for residents to resettle can lead to an increase in their financial outgoings due to costs associated with moving and obtaining new housing. Access to the required finance to obtain new housing may be most limited for those at risk of financial exclusion, who experience difficulty trying to access appropriate and mainstream financial services, such as bank accounts, loans and mortgages.

In the UK, certain groups are particularly vulnerable to financial exclusion. These include young people not in employment, people from BAME groups, disabled people, women and older people.⁴³ For example, according to evidence presented to the House of Commons Communities and Local Government Committee, low income BAME households often have limited experience of institutional loan finance.⁴⁴ They may also be less able to access commercial loans due to poor credit-ratings or their location in 'high risk' postcodes.

Additionally, research suggests that older people (particularly those who have paid off a previous mortgage or those with no recent experience of moving home) are more reluctant to move.⁴⁵ Older people often lack the same financial means and income flexibility that afford people from younger age groups and those in full time employment the widest range of home ownership options.

Relocation may also require older people who have savings and investments to use them in order to secure a new home, affecting their financial independence and stability.

⁴⁰ Joseph Rowntree Foundation (2007) 'Demolition, Relocation and affordable rehousing: Lessons from the housing market renewal pathfinders'. Available at: <https://www.jrf.org.uk/report/addressing-housing-affordability-clearance-and-relocation-issues-housing-market-renewal>

⁴¹ BME Health Forum (2010) 'Good Access in Practice: Promoting community development in the delivery of healthcare'. Available at: http://bmehf.org.uk/files/9013/6536/5135/Good_Access_in_Practice_final.pdf

⁴² Care Quality Commission (2015): '2015 survey of women's experiences of maternity care'. Available at: https://www.cqc.org.uk/sites/default/files/20151215b_mat15_statistical_release.pdf

⁴³ Joseph Rowntree Foundation (2008): 'Financial inclusion in the UK: Review of policy and practice'. Available at: <https://www.jrf.org.uk/sites/default/files/jrf/migrated/files/2234.pdf>

⁴⁴ House of Commons Communities and Local Government Committee (2011) 'Regeneration Sixth Report of Session 2010–12'. Available at: <https://publications.parliament.uk/pa/cm201012/cmselect/cmcomloc/1014/1014.pdf>

⁴⁵ Joseph Rowntree Foundation (2007) 'Demolition, Relocation and affordable rehousing: Lessons from the housing market renewal pathfinders'. Available at: <https://www.jrf.org.uk/report/addressing-housing-affordability-clearance-and-relocation-issues-housing-market-renewal>

3.3.3 Appropriate, accessible and affordable housing

As the redevelopment will involve the resettlement of many residents, issues may arise regarding sourcing suitable housing that meets the needs of the following groups:

BAME

Research by the Runnymede Trust highlighted that people from all BAME groups are more likely to live in overcrowded housing when compared to the White British population. For example, around 40% of Black African and 36% of Bangladeshi people in the UK live in overcrowded housing.⁴⁶

BAME households may also be impacted by the availability of affordable housing when relocating to new areas. It was reported in 2017 that rents are less affordable for most BAME groups when compared to White British households.⁴⁷ Two-fifths of people from a BAME background live in low-income households⁴⁸. Additionally, evidence from the Runnymede Trust suggests that BAME communities are more likely to experience homelessness than their white counterparts.⁴⁹ Therefore, it is possible that BAME households could experience difficulties in finding suitable housing that accommodates their needs.

Children

Families with children may also find it difficult to find housing that can accommodate their needs. A 2016 report highlighted that 3.6 million children in England are thought to be affected by poor housing, and a higher proportion of children live in overcrowded conditions than any other age group.⁵⁰ Children who live in overcrowded accommodation have an increased risk of developing respiratory conditions, infections and psychological problems.⁵¹ It can also increase their risk of injury, for example, bed sharing, which is more likely to occur in overcrowded houses, has been identified as a factor contributing to Sudden Infant Death Syndrome (SIDS). Sleep disturbance is also more common amongst children in overcrowded households. Overall, overcrowded conditions present a potential source of stress and can negatively impact a child's emotional and physical health in the long term.⁵²

Disabled people

Disabled people (particularly those with mobility impairments) often experience difficulties trying to find a suitable, accessible home. A report by Leonard Cheshire Disability highlights that only 4% of those with mobility impairments who have looked for accessible homes said they were easy to find. In addition, they also found that some disabled people have also experienced

⁴⁶ Runnymede Trust (2016) 'Ethnic Inequalities in London: Capital For All'. Available at:

<https://www.runnymedetrust.org/uploads/images/London%20Inequality%20report%20v3.pdf>

⁴⁷ Shelter (2017) 'BAME homelessness matters and is disproportionately rising – time for the government to act'. Available at:

<http://blog.shelter.org.uk/2017/10/bame-homelessness-matters-and-is-disproportionately-rising-time-for-the-government-to-act/>

⁴⁸ The Poverty Site (2017). See: <http://www.poverty.org.uk/06/index.html>

⁴⁹ Runnymede Trust (2014) 'Black and Asian Britons more likely to be homeless or live in overcrowded houses'.

<https://www.runnymedetrust.org/news/558/272/Black-and-Asian-Britons-more-likely-to-be-homeless-or-live-in-overcrowded-homes.html>

⁵⁰ National Children's Bureau (2016): 'Housing and the health of young children: Policy and evidence briefing for the VCSE sector'. Available at:

<https://www.ncb.org.uk/sites/default/files/field/attachment/Housing%20and%20the%20Health%20of%20Young%20Children.pdf>

⁵¹ House of Commons Communities and Local Government Committee (2011) 'Regeneration Sixth Report of Session 2010–12'.

Available at: <https://publications.parliament.uk/pa/cm201012/cmselect/cmcomloc/1014/1014.pdf>

⁵² National Children's Bureau (2016): 'Housing and the health of young children: Policy and evidence briefing for the VCSE sector'. Available at:

<https://www.ncb.org.uk/sites/default/files/field/attachment/Housing%20and%20the%20Health%20of%20Young%20Children.pdf>

difficulties in terms of local authorities being reluctant to fund adaptations that would allow them to live independently.⁵³

A report published by the Equality and Human Rights Commission has further highlighted some of the existing issues in terms of housing for disabled people. The report states that across all housing tenures, there is a severe shortage of accessible housing. For example, one in three disabled people living in private rented properties live in unsuitable accommodation. This figure is one in five for disabled people living in social housing, and one in seven for disabled people who own their own home. Overall, in England, only 7% of homes offer the basic four accessibility features to make a home fully accessible (level access to the entrance, a flush threshold, sufficiently wide doorways and circulation space, and a toilet at entrance level).⁵⁴

3.3.4 Health impacts

Older people and disabled people

For older people and disabled people, the loss of community connections due to relocation may lead to feelings of isolation and loneliness, which are in turn linked to negative health outcomes such as poorer mental health, a higher likelihood of developing certain health conditions (e.g. obesity and alcoholism) and a greater risk of hospitalisation.⁵⁵

Older people and disabled people are also likely to be disproportionately affected by changes in air quality that may occur throughout the demolition and construction stages of a scheme. Older people with respiratory conditions such as asthma are likely to be more susceptible to the effects of air pollution when compared to other groups. This is particularly the case if they have underlying COPD (Chronic Obstructive Pulmonary Disease).⁵⁶ Disabled people with heart or lung conditions are also at an increased risk of becoming ill and needing treatment as a result of air pollution.⁵⁷

Noise pollution may arise as a result of demolition and construction. Research has linked noise pollution to several adverse outcomes for older people, including cardiovascular diseases, sleep disturbance, tinnitus, and stress.⁵⁸

Expectant mothers and children

There are associated health impacts related to the demolition of housing and the displacement from housing. For example, it has been found that the birth weight of babies can be affected by demolition and displacement. This is due to the potential for expectant mothers to experience an increase in stress and loss of social support when displacement occurs.⁵⁹ As the redevelopment involves both demolition and relocation, it is possible that this adverse impact may arise.

⁵³ Leonard Cheshire Disability (2014): 'The hidden housing crisis' Available at: <https://www.leonardcheshire.org/sites/default/files/Hidden%20Housing%20Crisis%20July%202014.pdf>

⁵⁴ DCLG (2015). 'English Housing Survey: Adaptations and Accessibility Report' Available at: https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/539541/Adaptations_and_Accessibility_Report.pdf

⁵⁵ IoTUK (2017) 'Social Isolation and Loneliness in the UK'. Available at: <https://iotuk.org.uk/social-isolation-and-loneliness-report/>

⁵⁶ Asthma UK (2017). 'Pollution'. Available at <https://www.asthma.org.uk/advice/triggers/pollution/>

⁵⁷ Department for Environmental Food and Rural Affairs (2013): 'Guide to UK Air Pollution Information Resources'. Available at:

⁵⁸ World Health Organisation (2011): 'Burden of disease from environmental noise Quantification of healthy life years lost in Europe'. Available at: http://www.who.int/quantifying_ehimpacts/publications/e94888.pdf?ua=1

⁵⁹ Kramer, M., et al. (2012): 'Housing Transitions and Low Birth Weight Among Low-Income Women: Longitudinal Study of the Perinatal Consequences of Changing Public Housing Policy'. Available at: <https://www.ncbi.nlm.nih.gov/pubmed/23078464>

Children are likely to be disproportionately affected by changes in noise pollution and air quality that may occur throughout the demolition and construction stages of a scheme. Noise associated with demolition and construction can also impact the health of vulnerable people remaining in the nearby community. Research shows that noise can negatively affect children's cognitive learning and memory.⁶⁰

Exposure to air pollution during infancy can result in neurodevelopment and long-term cognitive health problems.⁶¹ In addition, research from Asthma UK highlights that air pollution is more detrimental to children when compared to other age groups with the condition. This is due to children have faster breathing rates and lungs that are still developing.⁶²

Lastly, antenatal exposure to air pollution may alter the lung development of a baby whilst in the womb. If a baby is exposed to significant levels of air pollution, this can increase the risk of premature birth and low birth weight.⁶³

3.3.5 Safety and security

Disrepair and decay that can result from disinvestment in the maintenance of homes proposed for demolition can lead to increased vandalism, arson, break-ins and other damage to neighboring homes.⁶⁴

This potential increase in crime can impact a number of vulnerable groups remaining in the community during demolition who are more likely to be a victim or witness of crime. An Ipsos MORI survey on public views of policing in England and Wales in 2016 determined that groups who were more likely to have had contact with their local police as a victim or witness include those from BAME backgrounds, younger people aged 16-34, disabled people, and lesbian, gay, bisexual and transgender (LGBT) people.⁶⁵

3.4 Wider impacts of regeneration

3.4.1 Community resource provision

As described in section 3.3.1, community resources provide important places of social connection and promote wellbeing for children, older people and people from a BAME background. Regeneration of areas can include the creation of new community resources and social infrastructure improving social cohesion and community relations. This can impact on all parts of the community, but can have a disproportionate effect on the above groups

3.4.2 Improved housing provision

Regeneration can lead to the relocation of residents. Whilst negative impacts can arise as a result of relocation (see section 3.3), positive impacts may also arise. This is particularly likely to be the case should residents move to an area with more green space, and better air quality.

⁶⁰ Gupta, A. et al (2018): 'Noise Pollution and Impact on Children Health'. Available at: <https://link.springer.com/article/10.1007/s12098-017-2579-7>

⁶¹ Royal College of Physicians (2016) 'Every breath we take: the lifelong impact of air pollution'. Available at: <https://www.rcplondon.ac.uk/projects/outputs/every-breath-we-take-lifelong-impact-air-pollution>

⁶² Asthma UK (2017). 'Pollution'. Available at <https://www.asthma.org.uk/advice/triggers/pollution/>

⁶³ British Lung Foundation (2016): 'How air pollution affects your children's lungs'. Available at: <https://www.blf.org.uk/support-for-you/signs-of-breathing-problems-in-children/air-pollution>

⁶⁴ Power, A. (2010): 'Housing and sustainability: demolition or refurbishment?' Available at https://uk-air.defra.gov.uk/assets/documents/reports/cat14/1406191156_060618_Guide_to_UK_Air_Pollution_Information_Resources-issue_2-FINAL.pdf <https://www.icevirtuallibrary.com/doi/abs/10.1680/udap.2010.163.4.205>

⁶⁵ Ipsos MORI (2016): 'Public views of policing in England and Wales'. Available at: <https://www.ipsos.com/sites/default/files/migrations/en-uk/files/Assets/Docs/Publications/sri-public-views-of-policing-in-england-and-wales.pdf>

Groups that are susceptible to air pollution (see section 3.3.4), and may therefore benefit from relocation, include children, older people, disabled people and those who are pregnant.

Section 3.3.3 outlines the importance of appropriate, accessible and affordable housing for particular protected characteristic groups, including children, disabled people, and people from a BAME background. The regeneration of the area will improve the housing provision in the local areas increasing capacity and quality. This can impact on all parts of the community, but can have a disproportionate effect on the above groups.

Children

The improved quality of housing due to regeneration can also result in better insulated, energy efficient homes for residents. This can be of particular importance to children as fuel poverty, resulting in cold housing can be detrimental to their physical and mental health. Research shows that children living in cold homes are over twice as likely to suffer from respiratory conditions when compared to children living in warm homes. Ultimately, cold housing can negatively affect a child's emotional wellbeing, resilience and educational attainment.⁶⁶

Older people

Similarly, older people are also considered vulnerable to the negative effects of cold housing. On average, older people spend 80% of their time at home, making them more susceptible to the health risks related to cold and damp conditions. A cold environment can give rise to minor illnesses such as colds and flu, contribute towards excess winter deaths, be harmful towards mental health and exacerbate existing conditions such as arthritis and rheumatism. Overall, cold housing can increase the risk of mortality and negatively impact both the physical and mental health of this group.⁶⁷

People from a BAME background

In 2016, 17% of BAME households in England were living in fuel poverty compared to 10% of White households (including White ethnic minorities).⁶⁸ According to the Race Equality Foundation, fuel poverty is said to be worse in London where basic housing costs are expensive even before the cost of heating a home is taken into consideration.⁶⁹

Disability charity Scope have highlighted that those with a long-term impairment or condition often consume more energy when compared to others. The charity's research shows that over a third of disabled people think that their impairment or condition has an impact on the amount of energy they consume and pay for. For example, those with reduced mobility may be required to use the heating more to stay warm. Overall, households with a disabled person make up 38% of all households in England that are considered to be fuel poor.⁷⁰

⁶⁶ Marmot Review Team (2011) 'The Health Impacts of Cold Homes and Fuel Poverty'. London: Department of Epidemiology and Public Health, University College London.

⁶⁷ The Housing and Ageing Alliance (2013) 'Policy Paper: Health, Housing and Ageing', Available at https://www.housinglin.org.uk/assets/Resources/Housing/HAA/HAAIAllianceTopic_Statements_Health.pdf

⁶⁸ Department for Business, Energy and Industrial Strategy (2018): 'Fuel Poverty'. Available at:

⁶⁹ Race Equality Foundation (2014): 'The Housing Conditions of Minority Ethnic Households in England'. Available at: https://raceequalityfoundation.org.uk/wp-content/uploads/2018/02/housing_briefing_24-final.pdf

⁷⁰ Scope (2018): 'Out in the cold'. Available at: <https://www.barrowcadbury.org.uk/wp-content/uploads/2018/03/Out-in-the-cold-Scope-report.pdf>

3.4.3 Urban green space

Disabled people

Research into the health benefits of urban green space has found that it can positively impact both physical and mental health. With physical health, a UK study found that those who live within 500 meters of accessible green space are 24% more likely to take part in 30 minutes of physical activity daily. In terms of mental health, green space can provide areas that encourage social interaction and integration and can indirectly benefit the wellbeing of users.⁷¹

BAME

Research has found that in urban areas BAME groups tend to have less access to local green space, and the space they can access is often of poor quality. For example, in the UK, wards that have a BAME population of less than 2% have six times as much green space as wards where the BAME population is over 40%.⁷² The provision of green space is therefore likely to benefit this group.

Children

Children are likely to benefit from urban green space. Research carried out by UCL highlighted that urban green space can have a positive role in a child's cognitive functioning. The study found that children who lived in areas with more green space outperformed those from areas with less green space.⁷³ Exposure to green space is also important for a child's wellbeing and healthy development. However, children living in London can experience barriers in access to green space compared to the rest of the UK. This is due to the high population densities, deficiencies in green space and poor access to private gardens that are characteristic of London.⁷⁴

The presence of urban green space also presents an opportunity to incorporate play space into regeneration schemes. Research by Play England has highlighted the benefits of play to children, and how play is central to a child's physical, psychological and social wellbeing. Play space can enable children to form friendships, interact with others and feel part of a group, something that is important to levels of self-esteem. Play space can also encourage children to have familiarity with an area and identify as part of a community. Lastly, ensuring that outdoor play space is fun and enjoyable for children is a key motivator for physical activity and exercise.⁷⁵

Older people

Urban green space may also benefit older people. Evidence suggests that inner-city green space can promote social cohesion and instil a sense of community. Social contact is especially

⁷¹ Houses of Parliament, Parliamentary Office of Science & Technology (2016): 'Green Space and Health'. Available at: <https://www.ethnicity-facts-figures.service.gov.uk/housing/housing-conditions/fuel-poverty/latest>
<http://researchbriefings.files.parliament.uk/documents/POST-PN-0538/POST-PN-0538.pdf>

⁷² Commission for Architecture and the Built Environment (2010): 'Community green: Using local spaces to tackle inequality and improve health'. Available at: <https://www.designcouncil.org.uk/sites/default/files/asset/document/community-green-full-report.pdf>

⁷³ UCL (2018): 'Greener neighbourhoods may be good for children's brains'. Available at: <https://www.ucl.ac.uk/ioe/news/2018/sep/greener-neighbourhoods-may-be-good-childrens-brains>

⁷⁴ London Sustainable Development Commission (2011): 'Sowing the seeds: Reconnecting London's children with nature'. Available at: https://www.london.gov.uk/sites/default/files/lcdc_-_sowing_the_seeds_-_full_report_2011.pdf

⁷⁵ Play England (2012): 'A literature review on the effects of a lack of play on children's lives'. Available at: <http://www.playengland.net/wp-content/uploads/2015/09/a-world-without-play-literature-review-2012.pdf>

important for the health and wellbeing of older people as social isolation has been linked to poor health and increased mortality rates.⁷⁶

However, in order to ensure the best outcomes, the design and maintenance of green space is important. Well designed and maintained spaces that have attractive green areas and planted vegetation are perceived as safer and more 'walkable'. If green space is not maintained and becomes littered and derelict, the appeal of the green space decreases and anti-social behaviour can occur.⁷⁷ Evidence shows that safety of urban green space is particularly important to women and BAME individuals. These groups may perceive themselves as vulnerable when visiting urban green spaces due to previous experiences of victimisation or harassment. Such experiences can result in these groups feeling fearful of urban green space.⁷⁸

Overall, the provision and maintenance of green spaces in urban areas can make an important contribution to the health and wellbeing of several groups, specifically BAME, children and older people. However, such space must be appropriately managed and maintained to ensure positive outcomes, and so that users (particularly women and BAME individuals) feel safe.

3.4.4 Improved transport links

Improving transport links is likely to benefit older people as research shows they are likely to make fewer car driving trips in older age. However, older people are often prevented from travelling via public transport due to various barriers. With rail travel, one of the main barriers to travel is difficulty travelling to and from the train station. Making it easier for older people to use this mode of transport, for example by implementing a bus interchange at a train station, could therefore make rail travel a viable option.⁷⁹ The ability to access and use public transport is also important for older people in terms of health and quality of life. Convenient and accessible public transport systems have been shown facilitate social and civic participation across Greater London, such as volunteering, meeting friends and pursuing hobbies.⁸⁰

Research by TFL shows that people with a long-term health problem or disability, both with and without disabilities which affects their mobility, are the demographic least likely to travel in London by foot⁸¹. The dependence that many individuals with a long-term health problem or disability have on public transport highlights a differential need for improved travel links in London. Currently, 45% of disabled people in London find travelling by public transport stressful as the station environment can often present challenges⁸². Overcrowding at peak times can be difficult for those with a mobility impairment as fast and dense crowds of people make the stations and platforms difficult to navigate.

Increased accessibility of public transport may facilitate social participation for local disabled people. Research by the Jo Cox commission⁸³ shows that loneliness affects 53% of disabled

⁷⁶ World Health Organisation (2016): 'Urban green spaces and health, a review of evidence'. Available at: http://www.euro.who.int/_data/assets/pdf_file/0005/321971/Urban-green-spaces-and-health-review-evidence.pdf?ua=1

⁷⁷ Houses of Parliament, Parliamentary Office of Science & Technology (2016): 'Green Space and Health'. Available at: <http://researchbriefings.files.parliament.uk/documents/POST-PN-0538/POST-PN-0538.pdf>

⁷⁸ World Health Organisation (2016): 'Urban green spaces and health, a review of evidence'. Available at: http://www.euro.who.int/_data/assets/pdf_file/0005/321971/Urban-green-spaces-and-health-review-evidence.pdf?ua=1

⁷⁹ Age Action Alliance (2014): 'Overcoming the barriers to access for older people'. Available at: <http://ageactionalliance.org/wordpress/wp-content/uploads/2014/11/Overcoming-the-barriers-to-access-Nov-14.pdf>

⁸⁰ Kings College London (2015): 'An age friendly city – how far has London come?'. Available at: https://www.london.gov.uk/sites/default/files/an_age_friendly_city_report.pdf

⁸¹ TFL (2017): 'Travel in London: Report 11'. Available at: <http://content.tfl.gov.uk/travel-in-london-report-11.pdf>

⁸² TFL (2017): 'Travel in London: Report 11'. Available at: <http://content.tfl.gov.uk/travel-in-london-report-11.pdf>

⁸³ Jo Cox Commission (2017): 'Combating loneliness one conversation at a time'. Available at: https://www.ageuk.org.uk/globalassets/age-uk/documents/reports-and-publications/reports-and-briefings/active-communities/rb_dec17_jocox_commission_finalreport.pdf

people, higher than any other demographic. This highlights the disproportionate benefits of improved transport links on this demographic.

3.5 Summary

The below table summarises the existing evidence of risks and associated groups who may be disproportionately affected.

Table 1: Existing evidence summary

Impacts	Affected groups	
Businesses	Barriers to reemployment	<ul style="list-style-type: none"> • BAME people • Older people • Women
	Impact of redundancy on health and well-being	<ul style="list-style-type: none"> • Children • Older people
	Impact on children's education and friendships network	<ul style="list-style-type: none"> • Children • Children with disabilities
	Loss of existing affordable industrial and commercial premises	<ul style="list-style-type: none"> • BAME people
	Reduced job satisfaction	<ul style="list-style-type: none"> • Women
Residences and community resources	Social infrastructure and access to community resources	<ul style="list-style-type: none"> • BAME people • Children • Older people • Disabled people • Pregnant women • People with a minority faith
	Access to finance	<ul style="list-style-type: none"> • BAME people • Disabled people • Older people • Women

Impacts	Affected groups
	<ul style="list-style-type: none"> • Young people
	<ul style="list-style-type: none"> • Appropriate, accessible and affordable housing • BAME people • Children • Disabled people
	<ul style="list-style-type: none"> • Health impacts • Children and babies • Older people
	<ul style="list-style-type: none"> • Safety and security • BAME people • Disabled people • LGBT people • Younger people
Wider impacts	<ul style="list-style-type: none"> • Community resource provision • BAME people • Children • Older people
	<ul style="list-style-type: none"> • Improved housing provision • BAME people • Children • Older people • Pregnant women • Disabled people
	<ul style="list-style-type: none"> • Urban green space • BAME people • Children • Disabled people • Older people
	<ul style="list-style-type: none"> • Improved transport links • Disabled people • Older people

Source: Mott MacDonald 2019

4 Site profile and engagement

4.1 Profile of the site

A socio-demographic profile of the occupied Site properties has been collated to inform the assessment. The data is not intended to be a full profile of the area, but instead focusses on the commercial and residential properties and community resources directly affected by the CPO, and which are the focus of this EqlA. An overview of commercial and residential properties and community resources is provided in section 4.2. Section 4.3 provides a socio-demographic profile of the Site which has been collated through engagement activities. It should be noted that this Site profile does not capture the demographics of all occupiers and owners of property within the Site, although attempts were made to capture data from all of those who are directly affected by the CPO.

Wider demographic data for the Site sourced from publicly available data has been compared to the Borough of Havering, London and England and collected within Appendix A to provide broader context.

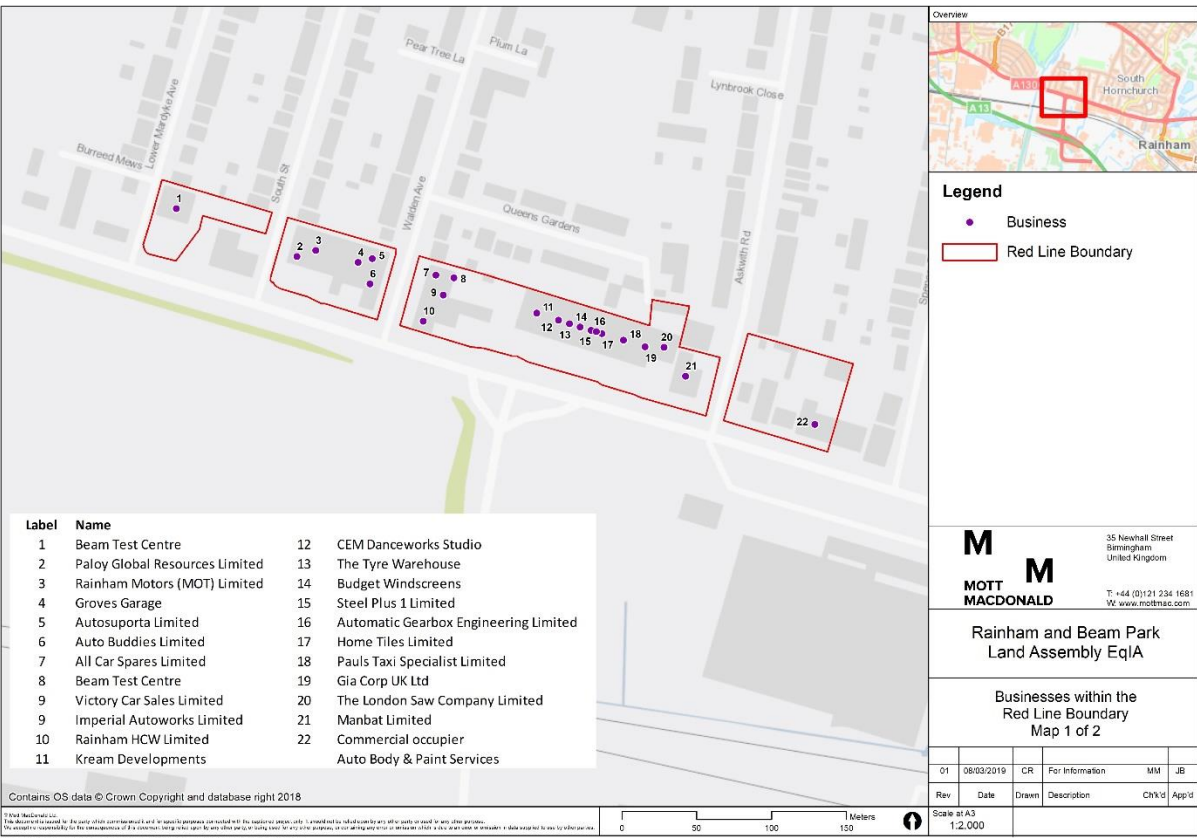
4.2 Site overview

4.2.1 Overview of commercial premises within the Site

There are 81 commercial properties (some within different units at the same address) which have been identified within the Site. According to the equality survey results discussed later in this chapter, the businesses are generally small in size, and are mostly owned by one to two people, with one to six employees. The businesses are mainly comprised of light industrial, office and commercial premises and many are in automotive sales or repair.

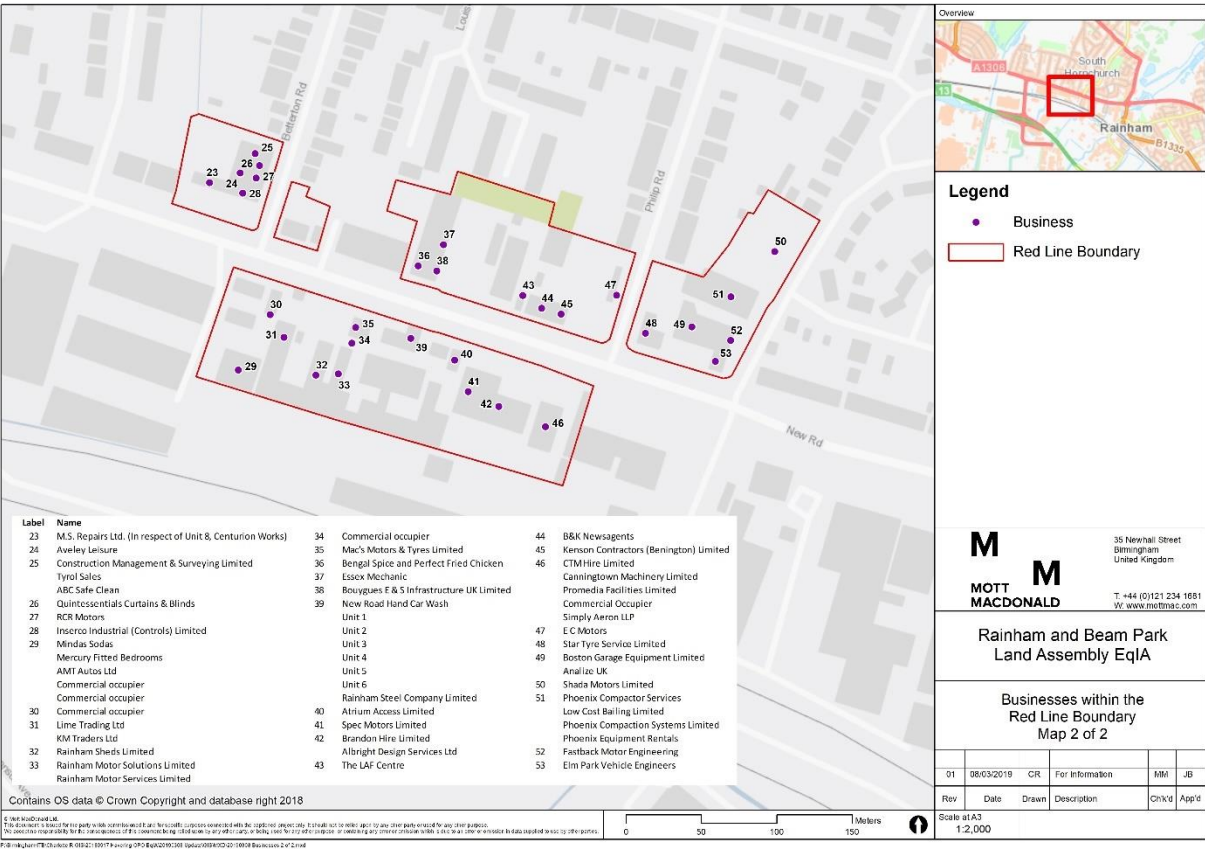
Figures 4 and 5, below, show the locations of commercial properties and businesses within the Site.

Figure 4: Commercial properties within the site (1)



Source: Persona (2019) Section 16 land referencing

Figure 5: Commercial properties within the Site (2)



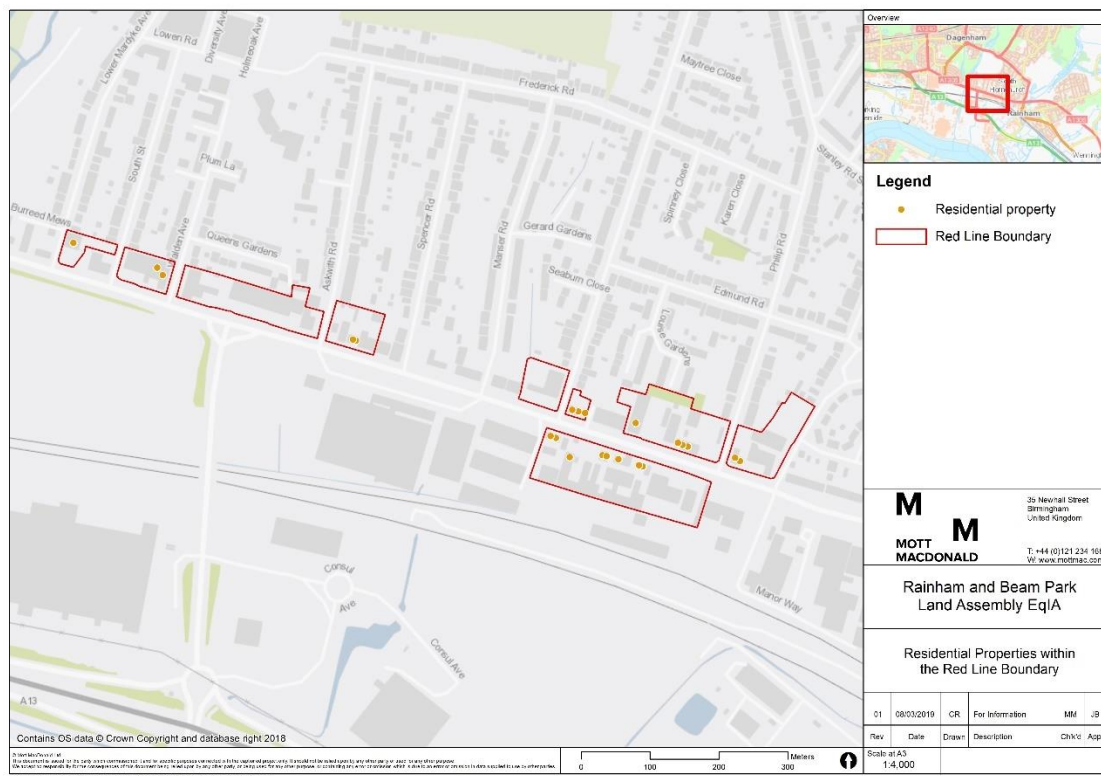
Source: Persona (2019) Section 16 land referencing

4.2.2 Overview of residential properties within the Site

There are 32 residential premises which have been identified within the Site. All residential properties are in private freehold ownership. They are mostly privately tenanted through Assured Shorthold Tenancies (ASTs), with one owner-occupied property.

Figure 6, below, outlines the location of residential properties within the Site.

Figure 6: Residential properties



Source: Persona (2019) Section 16 land referencing

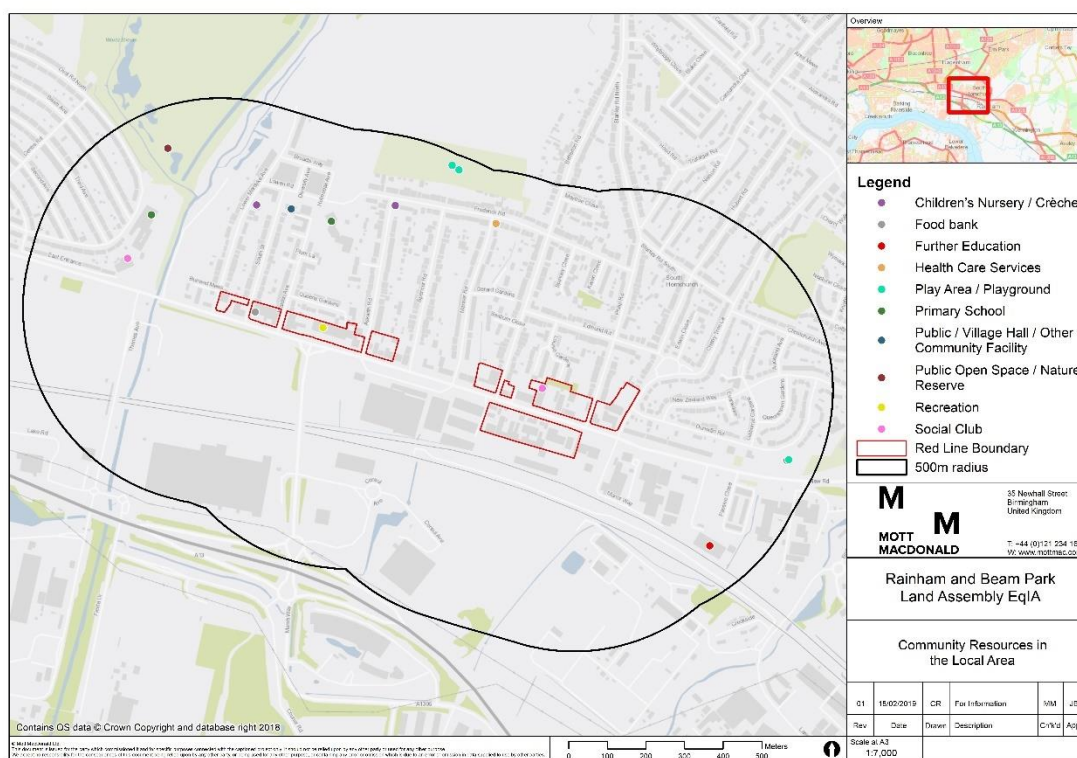
4.2.3 Overview of community resources

Within the Site itself, there is a food bank with a faith group operating within the premises. The faith group is currently operating without permission. Both of these community resources are under the same management. The Silver Hall Social Club is also located within the Site (included in Figure 7 below as a social club) and is a club that operates on a membership basis. It is not publicly accessible, but it provides a space for social connection and for operations open to non-members, and therefore has been categorised as a community resource. Similarly, Danceworks Studio (included in Figure 7 below as a recreational facility) is a commercial operation but provides a space for youth activities for the local community, and so has been categorised as a community resource.

Within 500m of the Site there are the following community facilities: one recreational / social club, two primary schools, two children's nurseries, one area of public open space, three play areas, and one health care service. These are shown on Figure 7 below.

Figure 7 below shows a map of community resources.

Figure 7 Community resources



Source: Mott MacDonald

4.3 Socio-demographic profile of the site

4.3.1 Equality survey methodology

The approach used for the equality survey was driven by the need to give those living and working on the site a number of opportunities to engage. The survey used a variety of approaches to attempt to develop a profile of the site, by capturing protected characteristic information from those living and working there. This included a mail-out survey, with an option to complete online and with translation assistance, face to face engagement at a local event, and a series of visits to each property.

In December 2018, a mail-out equality survey was sent to all commercial and residential properties within the Site, including owners and occupiers of these properties. The objective of the survey was to gather additional information on respondents' protected characteristics, and the protected characteristics of others living in their household or working at their business. Questions were also asked to gauge respondents' awareness of the redevelopment process and how it might affect them, their level of concern around the redevelopment process and its impact on them, and their satisfaction with the level of communication they have had with Council about the process.

The survey provided respondents with the options of completing the paper survey and returning it with an enclosed freepost envelope, completing the survey online using a unique link, or

completing it at the regeneration update event on January 15th, 2019 with the assistance of Mott MacDonald staff.

In January 2019, a follow-up door knocking exercise was conducted with residential and commercial properties who had not responded to the initial mail-out survey, using identical questions to the initial survey, to attempt to capture a more comprehensive picture of the people living on the Site and their protected characteristics. Each property which had not engaged with the survey was visited up to five times, including during the evening and at weekends to capture those who may have not been available during normal working hours. This exercise was repeated a second time in March 2019, with additional visits to properties that had not yet completed the survey. A log of dates and times for completion of surveys is available below.

Table 2 Door knocking time log⁸⁴

Format	Date started	Time started	Completion date	Time ended	Duration	Property Type
Mobile: Tablet	16/01/2019	11:04:25	16/01/2019	11:10:44	6.32	Business
Mobile: Tablet	16/01/2019	13:24:58	16/01/2019	13:30:29	5.52	Business
Mobile: Tablet	16/01/2019	13:46:33	16/01/2019	14:02:22	15.82	Business
Mobile: Tablet	17/01/2019	11:11:47	17/01/2019	11:46:39	34.87	Business
Mobile: Tablet	17/01/2019	14:07:35	17/01/2019	14:16:49	9.23	Business
Mobile: Tablet	19/01/2019	11:10:50	19/01/2019	11:15:41	4.85	Residential
Mobile: Tablet	18/01/2019	16:44:51	18/01/2019	16:52:10	7.32	Residential
Mobile: Tablet	17/01/2019	10:27:00	17/01/2019	10:35:12	8.2	Business
Mobile: Tablet	17/01/2019	09:52:23	17/01/2019	10:02:59	10.6	Business
Mobile: Tablet	17/01/2019	10:40:29	17/01/2019	10:57:37	17.13	Business
Mobile: Tablet	17/01/2019	12:00:44	17/01/2019	12:07:27	6.72	Business
Mobile: Tablet	19/01/2019	15:53:57	19/01/2019	16:00:53	6.93	Residential
Mobile: Tablet	17/01/2019	15:19:10	17/01/2019	15:27:01	7.85	Business
Mobile: Tablet	18/01/2019	19:55:12	18/01/2019	20:16:41	21.48	Residential
Mobile: Tablet	17/01/2019	15:00:31	17/01/2019	15:06:09	5.63	Business
Mobile: Tablet	18/01/2019	14:20:15	18/01/2019	14:26:39	6.4	Business
Mobile: Tablet	18/01/2019	15:09:22	18/01/2019	15:15:00	5.63	Business
Mobile: Tablet	18/01/2019	15:39:54	18/01/2019	16:01:13	21.32	Business

⁸⁴ Table correct as of 19th March 2019

Format	Date started	Time started	Completion date	Time ended	Duration	Property Type
Mobile: Tablet	18/01/2019	13:50:06	18/01/2019	13:56:19	6.22	Business
Mobile: Tablet	19/01/2019	09:52:27	19/01/2019	10:00:30	8.05	Business
Mobile: Tablet	18/01/2019	12:29:29	18/01/2019	12:41:45	12.27	Business
Mobile: Tablet	20/01/2019	10:49:51	20/01/2019	10:55:24	5.55	Residential
Mobile: Tablet	18/01/2019	13:11:56	18/01/2019	13:20:07	8.18	Business
Mobile: Tablet	18/01/2019	14:35:15	18/01/2019	14:43:57	8.7	Business
Mobile: Tablet	18/01/2019	16:13:23	18/01/2019	16:24:34	11.18	Business
Mobile: Tablet	08/03/2019	13:09:37	08/03/2019	13:16:11	6.57	Business
Mobile: Tablet	08/03/2019	16:43:54	08/03/2019	16:53:32	9.63	Business
Mobile: Tablet	08/03/2019	18:50:41	08/03/2019	18:55:56	5.25	Business
Mobile: Tablet	08/03/2019	17:49:52	08/03/2019	17:59:58	10.1	Business
Mobile: Tablet	08/03/2019	14:42:29	08/03/2019	15:08:58	26.48	Business
Mobile: Tablet	09/03/2019	10:23:15	09/03/2019	10:35:16	12.02	Business
Mobile: Tablet	09/03/2019	11:31:31	09/03/2019	11:46:07	14.6	Business
Mobile: Tablet	09/03/2019	10:00:20	09/03/2019	10:15:24	15.07	Business
Paper survey/online	–	–	–	–	–	Business
Paper survey/online	–	–	–	–	–	Business
Paper survey/online	–	–	–	–	–	Business
Paper survey/online	–	–	–	–	–	Business
Paper survey/online	–	–	–	–	–	Business
Paper survey/online	–	–	–	–	–	Business
Paper survey/online	–	–	–	–	–	Business
Paper survey/online	–	–	–	–	–	Business
Paper survey/online	–	–	–	–	–	Business
Paper survey/online	–	–	–	–	–	Residential
Paper survey/online	–	–	–	–	–	Residential
Paper survey/online	–	–	–	–	–	Residential
Paper survey/online	–	–	–	–	–	Residential
Paper survey/online	–	–	–	–	–	Property owner

The following table outlines a log of surveys sent, received and the response rate for each stakeholder group. It was determined that a one-on-one interview with the food bank (and the faith group operating within the food bank facility) would be a more appropriate way to gather information for this community resource.

Table 3 Equality survey log

Stakeholder type	Surveys sent	Responses received	Response rate
Commercial	81	39	59%
Residential	32	9	28%
Community resource	3	0	0%
Property owner	39	1	3%

Source: Mott MacDonald 2019⁸⁵

4.3.2 Equality survey overview

The following provides a summary of the equality survey results for each protected characteristic group.

Due to the limited number of businesses and residential properties, results will be reported as raw numbers, with n= 1. Only one property owner responded to the property owner survey. As their information could not be aggregated with other respondents, to protect their anonymity we will not be reporting on their results.

4.3.2.1 Need for support

Participants were asked three questions at the beginning of the survey to gauge their need for support in relation to the redevelopment process.

Participants were asked about their level of awareness in relation to the Rainham and Beam Park redevelopment process. Of those who completed the survey, most commercial properties (34) and residential properties (9) reported that they are aware of the process and how it will affect them. The majority of businesses (18) said that they were fully aware of the process, however, the majority of residential properties (7) said that they were only somewhat aware about the process and did not understand it in detail.

Regardless of awareness, most participants who responded to the survey highlighted that they were concerned around the redevelopment process and the impact it may have on them, 30 commercial properties and 7 residential properties stated they are concerned. When asked to consider the level of communication they had received from the Council the majority (21) of commercial properties and about half of residential properties (4) participating in the survey, feel dissatisfied with the level of communication. Around a third of both groups (13 commercial properties and 2 residential properties) stated they feel satisfied with the level of communication.

4.3.3 Demographic details of commercial properties

A total of 39 commercial properties took part in the survey. Those who completed the commercial property survey were asked to outline the demographic details of the commercial

⁸⁵ Correct as of 19th March 2019

business owners. They were also asked to outline the demographic details of the employees working on the property. The results have been outlined below.

4.3.3.1 Age

Of the commercial properties who completed the survey, the majority of reported owners are aged 35 to 44, however there were older owners over the age of 65 identified as being present on the Site. While the majority of commercial properties who took part in the survey employ staff covering a broad range of ages, 12 businesses employ staff between the ages of 16 and 24 and five companies employ staff over the age of 65.

4.3.3.2 Disability

Of the commercial properties who responded to the survey, the majority of owners did not report having a long-term disability or illness - only one owner reported having a long-term illness or disability. Three commercial properties reported employing staff members with a long-term illness or disability.

4.3.3.3 Gender reassignment

None of the businesses that took part in the survey identified any of their employees or staff as being trans. A small proportion of businesses (3) did not know or preferred not to disclose such information about the owners or employees of the business.

4.3.3.4 Marriage and civil partnerships

The majority of businesses that took part in the survey are owned by at least one married person (30), four businesses are reported as being owned by at least one separated owner. The majority of businesses that took part in the survey also employ staff that are married (27 businesses), five businesses employ at least one member of staff that is separated, but some businesses didn't know or preferred not to say their employees' marital status.

4.3.3.5 Pregnancy and maternity

No business reported any of their owner(s) or employees as being or recently having been pregnant.

4.3.3.6 Race and ethnicity

In about half of the businesses (18), at least one of the owners is of English /White background, the next most common background for owners was Pakistani (6 businesses). This is similarly reflected in the employees' background, where the majority of businesses employ at least one employee of British/White background (16), followed by at least one employee being of Pakistani background (8 businesses).

4.3.3.7 Religion and belief

In ten of the businesses that took part in the survey at least one of the owners is reported as being Christian, similarly, ten businesses that took part reported at least one of the owners as being Muslim. Ten of the businesses who took part in the survey report employing staff that they identified as being Christian, and ten businesses also reported employing staff that they identified as being Muslim. 11 businesses also report that they did not know or did not want to say the religion of at least one of their staff.

4.3.3.8 Sex

Of the commercial properties who completed the survey, the majority of businesses have at least one male owner (37 properties) and only one has a female owner. 13 businesses are owned by more than one person. The majority of commercial properties who took part in the survey employ male staff (34 properties), and less than half (14) also employ female staff, while four commercial properties preferred not to disclose this information.

4.3.3.9 Sexual orientation

In the majority of businesses that took part in the survey (30), at least one owner is reported as being heterosexual or straight, six businesses preferred not to answer this question in relation to their owner(s). In the majority of businesses (23), at least one employee is reported as being heterosexual or straight, 13 businesses preferred not to answer this question in relation to their employees. No business reported any of their owner(s) or employees as being lesbian, gay or bisexual.

4.3.4 Demographic details of residents

A total of nine households took part in the survey. Those who completed the residential property survey were asked to outline the demographic details of their household. The results have been outlined below.

4.3.4.1 Age

Residents that live in the properties that took part in the survey are from a range of ages, with over half of residential properties having at least one resident that is aged under 16 (5 properties), followed by age 35 – 44 (4 properties). There were no older residents over the age of 65 identified through the survey, however, young people between the ages of 16-24 were identified on the Site.

4.3.4.2 Disability

Of the residential properties that took part in the survey, three reported 1-2 people in their household as having a long-term illness or disability.

4.3.4.3 Gender reassignment

Of the residential properties that took part in the survey, eight reported no members of the household as being trans, while one did not answer the survey question.

4.3.4.4 Marriage and civil partnerships

Of the residential properties that took part in the survey, six reported as having at least one member of the household which is separated, while four reported as having at least one member of the household which is married. One property did not answer the question.

4.3.4.5 Pregnancy and maternity

Of the residential properties that took part in the survey, one reported a resident who has been pregnant in the last year. There have been no expectant mothers identified on the Site.

4.3.4.6 Race and ethnicity

Of the residential properties that took part in the survey, six report having at least one member of the household of English/White background, followed by 'other white background' (2). Residents of a BAME background were identified as being present on the Site.

4.3.4.7 Religion and belief

Of the residential properties that took part in the survey, over half (6) report having at least one member of the household identified as being Christian, followed by Atheist (2).

4.3.4.8 Sexual orientation

Of the residential properties that took part in the survey, eight reported as having at least one member of the household which identifies as heterosexual or straight, one reported as having at least one member of the household which identifies as other.

4.3.4.9 Sex

Eight properties indicated they had at least one female resident. Seven of the properties that took part in the survey indicated they have at least one male resident.

4.3.5 Follow-up interviews

Following the first round of door-knocking in January 2019, all residents, businesses and property owners who opted-in for contact for a follow-up interview through the survey were contacted with an invitation to participate in a 10-15 minute interview. Community resources within the Site were also invited to participate in an interview. The interview followed a semi-structured format, using a topic guide with questions to guide conversation. Input from stakeholder interviews has been used to provide evidence in to the analysis of existing evidence in Chapter 3, and to inform the impact assessment in Chapter 5.

The following table outlines a log of engagement with various stakeholder groups who were contacted for an interview. Of 15 commercial properties who opted in to be contacted by Mott MacDonald for an interview, all were contacted. A response was received from three businesses who expressed interest, and three interviews were conducted. Of the seven residential properties who opted in to be contacted by Mott MacDonald for an interview, all were contacted. A response was received from four residents, and three interviews were conducted, as one resident did not undertake their scheduled interview and did not receive any further contact after two follow-up calls. Of the four identified community resources, all were contacted for interview. A response was received from three community resources and an interview has been undertaken for all three community resources. There were no property owners who opted in for an interview.

Table 4 Stakeholder engagement log

Stakeholder type	Opted in for contact	Contacted	Responses received	Interviews conducted
Commercial	15	15	3	3
Residential	9	9	4	3 – Resident did not answer at scheduled interview time, 2 follow-up calls were made
Community resource	4	4	3	3

Stakeholder type	Opted in for contact	Contacted	Responses received	Interviews conducted
Property owner	0	0	0	0

Source: Mott MacDonald (2019) ⁸⁶

The interview focussed on gathering additional input from stakeholders on what impacts, both positive and negative, the land assembly programme may have on themselves, the people who work or live with them, the customers or community they serve (for businesses and community resources) and the wider community. Respondents were asked to consider protected characteristic groups in their answers.

Respondents were also asked about measures which could be taken by the Council to improve support and mitigate any negative impacts.

4.3.6 Use of the Site profile in the EqIA

The demographic information about the Site gained through the engagement outlined above and through publicly available data is considered to be sufficient enough to give a picture of the Site and to make judgements based on this information.

It should be noted that in considering impacts, potential impacts have not been ruled out if a protected characteristic group has not been identified on the Site. Rather, the information gathered has been used to identify where there may be disproportionate effects on groups.

Work to continue to identify characteristics of those on the site and their potential needs based on these characteristics will be carried forward through the action plan.

⁸⁶ Correct as of 19th March 2019

5 Impact assessment

5.1 Potential impacts of the land assembly programme

This chapter summarises the potential impacts of the land assembly programme on those living, operating or using resources on the Site, specifically in relation to their protected characteristics. It explores the impacts on people with protected characteristics, supported by the demographic profile of residents developed from the results of the equality survey and publicly available data. It also considers at a high level the potential wider impacts on the local community, and across the London Borough of Havering. Rehousing assistance and compensation measures, and other actions that have been put forward by the LLP to mitigate potential impacts, have been considered to determine whether they will minimise or mitigate potential impacts.

The need of existing residents and businesses to relocate is the main consequence arising from the land assembly programme. All residential property and businesses will have to be vacated to enable the site to be demolished and redeveloped. Those that will be relocating may include vulnerable people who may differentially or disproportionately experience impacts resulting from demolition of housing or businesses and displacement from their community.

More widely, the regeneration will result in the provision of new housing stock (including affordable housing) within the London Borough of Havering. Given its demographic profile, the regeneration of the Site may disproportionately affect people with protected characteristics. These impacts are set out in more detail below.

5.1.1 Impacts on commercial properties

5.1.1.1 Barriers to re-employment

Potential impact

An important adverse effect of the CPO will be the relocation or potential closure of local businesses. These changes may create redundancies or result in current staff being unable to access future employment. The review of existing evidence and stakeholder engagement has shown this to disproportionately impact:

- **Older people:** The majority of businesses affected by the CPO are small businesses, which the evidence review has shown are more likely to be owned by older people. However, of those who responded to the equality survey, the majority employed staff under 65 and only five companies employ staff over the age of 65. The majority of reported owners were under the age of 65, although older owners over the age of 65 were identified on the Site
- **Disabled people:** Three of the businesses within the Site reported employing people with a long term health problem or disability. Publicly available data shows that the percentage of people whose day to day activities are limited a lot and a little in the Site, Havering, London and England are all broadly aligned.
- **Women:** Female owners and employees have been identified on the Site. Of the commercial properties who completed the survey, the majority of businesses have at least one male owner (37 properties) and only one has a female owner. The majority of commercial properties who took part in the survey employ male staff (34 properties), and less than half (14) also employ female staff.

- **People from BAME backgrounds:** There are owners and employees from BAME backgrounds who work at businesses on the Site. The majority of businesses who responded are owned by people from an English/White background. The next most common background for owners was Pakistani (6 businesses). This is similarly reflected in employees' background, where over half of businesses employ at least one employee of British/White background (16), followed by at least one employee being of Pakistani background (8 businesses).
- **Children:** There is no information available on children of employees or owners. Publicly available data (see appendix B) has identified that the Site has a higher proportion of children.

Mitigation and enhancement measures

Although there is no statutory obligation to relocate impacted businesses, in order to prevent businesses from facing closure, and their staff facing redundancy, the LLP has developed the BRS, which outlines support offered for relocating businesses.

All businesses will be entitled to compensation, as set out in the statutory compensation code.

The BRS includes the following measures:

- **Site identification:** Businesses will be kept aware of alternative properties in the area, should they wish to remain, and outside of the area.
- **Business needs assessment:** A needs assessment will be undertaken, with requirements agreed through a relocation pro-forma.
- **Bespoke relocation plan:** The pro-forma will be used to create a Bespoke Relocation Plan for each business to take account of specific needs, which will be kept up to date through ongoing engagement.
- **Relocation:** Where possible, business relocations will be staggered to manage the relocation over as long a period as possible. Where businesses occupy land which is not immediately needed for redevelopment, the LLP will work to agree terms of their continued occupation, establishing certainty around timing of their relocation.

In addition to support in the relocation process, business analysis support will also be offered to identify future growth potential and business direction. Additional financial support may also be offered to businesses in advance of taking possession, to facilitate the relocation.

Impact assessment and recommendations

This impact is considered to be managed overall, through the mitigation measures set out in the BRS, however additional evidence gathered has determined that there are extra steps which could be taken to further mitigate adverse impacts.

The equality survey results demonstrated that businesses feel that communication from the Council could be improved. This was also substantiated through interviews with business owners, who suggested that more face to face engagement, as well as greater availability and clarity of information on the support available would be appreciated.

Interviews with local businesses also highlighted the concern that business owners felt about the potential loss of their livelihoods, including the loss of their local, longstanding customer base and the ramifications of business closure for themselves, their employees and their families. One business owner, over 65 years of age expressed that they would not want to start a new business elsewhere as they are approaching retirement and the risk would be too high.

To manage these residual impacts, is recommended that the LLP:

- work proactively through face to face engagement with business owners and employees—particularly those whose protected characteristics may make them more vulnerable to loss of business and/or employment;
- in addition to business owners, provide information and support to potentially vulnerable employees who may be facing redundancy. This includes provision of information about the land assembly programme and how it may affect them, as well information and support in finding interim or alternative employment opportunities.

5.1.1.2 Impact of redundancy on health and wellbeing

Involuntary job loss due to relocation and closure of businesses may have disproportionate health impacts for particular protected characteristic groups. The evidence review and stakeholder engagement has shown this to disproportionately impact:

- Older people: The majority of owners identified through the survey were under the age of 65. Older owners and employees over the age of 65 were identified as being present on the Site.
- Children: There is no information available on children of employees or owners. Publicly available data (see appendix B) has identified that the Site has a higher proportion of children.

Mitigation and enhancement measures

The LLP has set out a number of measures to prevent the closure of businesses and support relocation of businesses through the BRS (as summarised in section 5.1.1.1), which intends to maintain businesses in the Borough where possible and where it is desired by the business owner.

Businesses will also be compensated through statutory measures. Additional financial support may be made available in order to facilitate the relocation after taking possession.

Additional business analysis support may also be offered to help businesses to adapt to new scenarios.

Impact assessment and recommendations

This impact is considered to be managed overall, through the mitigation measures set out in the BRS, however additional evidence gathered has determined that there are extra steps which could be taken to further mitigate adverse impacts.

Conversations with local businesses determined that improvements could be made to communication and information around relocation options, and that older people and families that will be affected may need extra support in the process. Interviewees also express the toll the process is taking on their mental health and stress it is putting on their family life.

To manage these residual impacts, it is recommended that the LLP:

- work proactively through face to face engagement with vulnerable business owners and employees;
- encourage businesses that are relocating to plan for transitioning between sites, in order to minimise time that the business would be un-operational;
- continue to provide ongoing support to businesses in the relocation process, including information and advice on finding employment and on seeking mental health and well-being support.

5.1.1.3 Impact on children's education and friendship networks

Potential impact

Associated impacts with the CPO may include redundancy or relocation of businesses, which can have a subsequent effect for business owners, employees and their families. Relocation and involuntary job loss has been shown to have adverse effects on the following protected characteristic groups:

- Children: There is no information available on children of employees or owners. Publicly available data (see appendix B) has identified that the Site has a higher proportion of children.
- Disabled people: There is no information available about disabled children of employees or owners. Publicly available data shows that the percentage of people whose day to day activities are limited a lot and a little in the Site, Havering, London and England are all broadly aligned.

Mitigation and enhancement measures

The LLP has set out a number of measures to prevent the closure of businesses and support relocation of businesses through the BRS (as summarised in section 5.1.1.1), which intends to maintain businesses in the Borough where possible and where it is desired by the business owner.

Impact assessment and recommendations

This impact is considered to be managed overall through the mitigation measures set out in the BRS, however additional evidence gathered has determined that there are extra steps which could be taken to further mitigate adverse impacts.

Evidence gathered from interviews has shown that local businesses and residents are concerned that relocation would force children to move schools, which could impact on their wellbeing. Engagement with residents uncovered concern about the impact a school move would have on children with a disability in the area.

Conversations with local businesses determined that improvements could be made to communication and information around relocation options, and that families that will be affected may need extra support in the process.

To manage these residual impacts, it is recommended that the LLP:

- work proactively through face to face engagement with vulnerable business owners and employees;
- encourage businesses that are relocating to plan for transitioning between sites, in order to minimise time that the business would be un-operational;
- continue to provide ongoing support to businesses in the relocation process, including information and advice on finding employment and on seeking mental health and well-being support.

5.1.1.4 Loss of existing affordable industrial and commercial premises

Potential impact

Research indicates that some groups may find it more difficult to secure financial support for their business, which may in turn affect their ability to secure affordable commercial premises.

The evidence review and stakeholder engagement has shown this to disproportionately impact the following groups:

- People from a BAME background: There are owners and employees from BAME backgrounds who work at businesses on the Site. The majority of BAME owners and employees identified are from a Pakistani background.

Mitigation and enhancement measures

As described, all businesses will be entitled to compensation as a result of the acquisition of their property through the land assembly programme. The LLP has set out a number of measures to support relocation of businesses through a BRS (as summarised in section 5.1.1.1), which includes support in locating affordable alternative premises that suit requirements for rent payments.

A business relocation pro-forma will be completed for all businesses undergoing relocation. Pro-formas have been submitted to businesses and the process of collecting information is ongoing.

Impact assessment and recommendations

This impact is considered to be managed overall through the mitigation measures set out in the BRS, however additional evidence gathered has determined that there are extra steps which could be taken to further help to mitigate adverse impacts.

Interviewees expressed their concern that appropriate relocation premises would not be found for them, particularly premises that suited their financial requirements in terms of affordability. These conversations also determined that improvements could be made to communication and information around relocation.

To manage these residual impacts, it is recommended that the LLP:

- work proactively through face to face engagement with vulnerable business owners and employees; and
- seek input from those completing the relocation proforma on how they think the property search could be improved, potentially including financial requirements in the case of any vulnerable business owners.

5.1.1.5 Increased commuting distance

Potential impact

CPO of businesses may result in relocation. It is unlikely that there will be enough available space in the local area to accommodate all businesses who may choose to relocate. This may increase commuting distance and the associated time and cost of commuting., disproportionately affecting the following protected characteristic groups:

- Women: The majority of owners and employees on the Site are men, however female owners and employees have been identified through the equality survey as being present within the Site.

Mitigation and enhancement measures

As described, the BRS (as summarised in section 5.1.1.1) sets out the relocation strategy, which includes measures to try to maintain businesses within the local area.

Impact assessment and recommendations

This impact is considered to be generally managed through the above mitigation measures set out in the BRS, however additional evidence gathered has determined that there are extra steps which could be taken to further mitigate adverse impacts.

As mentioned, interviewees felt that communication around the relocation process could be improved.

To manage these residual impacts, it is recommended that the LLP:

- work proactively through face to face engagement with vulnerable business owners and employees

5.1.2 Impacts on residential properties and community resources

5.1.2.1 Social infrastructure and access to services

Potential impact

The land assembly programme will result in the relocation of residents. Community resources will be relocated, however may be forced to stop operating if no premises are found. This may potentially move residents and community resources further away from the identified places of social connection located within or in close proximity to the Site.

The Site is located within 500m of a local recreational / social club, two primary schools, two children's nurseries, a food bank, an area of public open space, three play areas, and a health care facility. Community resources within the Site that will be acquired through the land assembly programme include a food bank, the premises for which are used unofficially by a local faith group, a dance studio, and the Silver Hall Social Club.

- **Food bank**

The food bank is accessed by a number of vulnerable people in the area. It runs a More Than Food Program, which includes additional support alongside emergency food, to address underlying issues through preventative and restorative measures. The food bank runs a number of projects and initiatives including budgeting and money management, clothing bank, basic skills, advocacy, befriending network, coffee mornings, free hot meals and others.

The food bank provides recovery services for those who have come away from negative lifestyle habits or challenging situations, and has become a place where those who are often isolated can secure support. It also provides community events, such as their annual Christmas party, which provide a space for social connection.

The majority of those who use the food bank, according to those who oversees it, are single mothers and single adult males who are affected by low employment, income, and benefit changes. The individual highlighted that many children in Rainham schools are being supported. The loss of the food bank could have an adverse effect on these groups and low-income families with children in the area, as they are more likely to use this resource. There were no other food banks identified in the area.

- **Faith group**

There is also a faith group operating unofficially within the food bank premises that is overseen by the same individual as the food bank. This group could be required to relocate at any time, regardless of whether the land assembly programme and CPO proceed, however the impact on congregants should be considered. The Redeemed Christian Church of God is a minority faith group.

During engagement, the organiser noted that the majority of church congregants come from the food bank, so in this way, the two resources are interlinked. It was stated that the church focusses on the emotional and pastoral care of the congregants, many of whom have come from difficult situations and who rely on the church for aspects of their wellbeing. For example, the church has organised a youth and young adult conference, providing attendees with pastoral advice and guidance.

- **Social club**

A private social club will also be acquired through the process. It provides a space for community connection and other events that can be accessed by members and non-members. The social club holds pub games, family-friendly events, and live entertainment.

Many different age groups use the club, including those vulnerable groups such as older people and children. The social club hosts a life members club for those over 65 which meets regularly and provides Judo classes for children.

There is another social club within 500 metres of the Site, however it is unknown whether this club provides similar services.

- **Dance studio**

The Dancework Studio is also located on the Site and will be acquired through the process. The studio's public website (www.danceworkstudiothehomeofdiversity.co.uk) suggests that it provides classes to children. There were no other dance studios identified in the area.

The loss of social connections, for example by the loss of community resources, a school move or loss of childcare support, may result in disproportionate adverse effects on the following groups represented on the Site and in the surrounding area:

- **Children:** Residents that live in the properties that took part in the survey are from a range of ages, with half of residential properties having at least one resident that is aged under 16 (5 properties). Publicly available data has determined that the Site has a higher than average proportion of children (23%) when compared to London, Havering and England (20%, 20% and 23%, respectively). Children may be particularly affected by the loss or relocation of the Danceworks studio and food bank.
- **Older people:** There were no older residents over the age of 65 who were identified through the survey as being present on the Site. Publicly available data shows that the proportion of older people on the Site (14%) is broadly line with that of London (12%) but lower than Havering and England (18%). Older people may be particularly affected by the loss or relocation of the social club.
- **People from BAME backgrounds:** Residents from a BAME background have been identified as being present on the Site. Publicly available data shows that the percentage of people living on the Site who were from a non-White British background (28%) is higher than those in Havering (17%) and England (20%) yet lower than those in London (55%).
- **Disabled people:** Disabled people on the Site may be impacted. Of the residential properties that took part in the survey, three reported 1-2 people in their household as having a long-term illness or disability. Publicly available data shows that the percentage of people whose day to day activities are limited a lot and a little in the Site, Havering, London and England are all broadly aligned.
- **Pregnancy and maternity:** Health impacts may also be experienced by expectant mothers. There were no expectant mothers identified within the Site, and there is no publicly available information on expectant mothers in the area.

- Religious and faith groups: There are residents belonging to religious and/or faith groups within the Site. Of the residential properties that took part in the survey, over half (6) report having at least one member of the household identified as being Christian, followed by Atheist (2). The Site has a higher than average Christian population (62%) compared to London (48%) and England (59%), yet it is lower than in Havering (66%). Religious and faith groups may be particularly affected by the loss or relocation of the church.

Mitigation and enhancement measures for community resources

To mitigate these impacts, the LLP has set out measures to relocate community resources through the BRS in the local area.

Where community resources have been identified, bespoke support for relocation is being offered. This support will be offered through engagement with the Council, supported by NHG and Ardent. NHG will engage and consult on a case-by-case basis in order to address any specific needs and equality concerns.

NHG is currently engaging with the food bank, the faith group and the Silver Hall Social Club to explore relocation options in the local area.

In the case of the Silver Hall Social Club, relocation negotiations have proceeded further. NHG and the LLP are working with the resource to relocate them in the local area, and possibly within the regeneration site. NHG/ the LLP will collaborate on an ongoing basis with the community resource to search for alternative sites, and a full feasibility study for any sites deemed operationally suitable will be undertaken, to appraise the financial, operational and planning implications.

Impact assessment and recommendations

Community resources

This impact is considered to be managed overall through the above mitigation measures set out for community resources in the BRS, as long as resources are maintained in the local area.

Stakeholder engagement with the food bank, faith group and social club highlighted that it is important that they remain in the local area for the benefit of those that use their services.

This engagement highlighted that continuity in the relocation process of resources such as the food bank is important – the relocation process should be done in such a way that minimises disruption as much as possible for the vulnerable people using the resources. It was also expressed that moving into a location with room to expand and improve services, based on emerging challenges, would be beneficial.

Through conversation with the social club, faith group and food bank, information and communication were highlighted as key areas for improvement in support. All resources want to provide assurances to their user base around where and when they will be relocating.

To manage these residual impacts, it is recommended that the LLP:

- continue to work proactively through face to face engagement with community resources—particularly those who serve protected characteristic groups;
- maintain access to community resources throughout the land assembly process for as long as possible.

Mitigation and enhancement measures for residents

The LLP has developed the RRS as a process to provide information on housing options, financial compensation and practical support for residents.

This includes visits to affected households, to offer assistance in finding suitable and affordable accommodation. A bespoke rehousing plan will be created for all tenants which will include:

- An analysis of rehousing requirements in respect of tenure, size, location and budget.
- An assessment of any special needs and/or requirements particularly for older residents, families with children, BAME residents, disabled residents and any other residents requiring extra assistance through the process.
- Ardent will put forward details of local lettings agents operating in and outside the Borough and potentially suitable properties on the open market, having regard to resident requirements and needs— depending on timing and need, this may include allowing nominations to affordable rented properties being developed as part of the regeneration proposals.
- Re-housing advice from the Council's Housing Advice and Housing Options Team including eligibility to entitlement to housing benefits, through a housing needs assessment interview.

Should vulnerable residents and/or residents with special needs be identified, options for these residents would be dealt with on a case-by-case basis. The Council will carry out a formal Housing Needs Assessment to determine eligibility for Council/Social Housing and where eligibility is confirmed, support would be provided to source suitable and affordable rented accommodation.

The LLP will also provide advice and information on new types of affordable homes and low-cost home ownership options and the location of these homes, within the Borough or elsewhere. Low-cost ownership options will include a mixture of London Affordable Rent⁸⁷ and Shared Ownership, which will include staircasing options. ⁸⁸ NHG will seek nominations from the Council's waiting list of people to move for these properties, the first of which are due to be delivered late 2021/ early 2022.

Eligibility will be based on housing need, income/savings and local residents will be prioritised over other purchasers. Affordability is assessed by the allocation policy agreed with the Council and an independent financial advisor.⁸⁹

Residents

This impact is considered to be managed overall through the mitigation measures set out for residents in the RRS.

As outlined in the business impacts above, interviewees stated during engagement that residential relocation may cause children to be adversely affected due to the need to change schools, and that children with disabilities could be severely affected.

Residents also said that they would appreciate more face to face engagement with the Council, including additional information and clarity around the rehousing process. Some residents feel that they are ready to move, but the process of claiming compensation is overly complicated and is preventing them from relocating. Other residents wish to stay in the area through accessing Council housing or affordable housing that will be built as part of the new

⁸⁷ Greater London Authority (2016) 'Homes for Londoners'. Available at: <https://www.london.gov.uk/sites/default/files/homesforlondoners-affordablehomesprogrammeandfundingguidance.pdf>

⁸⁸ Greater London Authority (2019) 'Buying an affordable home'. Available at <https://www.london.gov.uk/what-we-do/housing-and-land/homes-londoners/buying-affordable-home#acc-i-51719>

⁸⁹ ⁸⁹ Rainham and Beam Park Limited Liability Partnership (2019) 'Rainham and Beam Park FAQs' Available at: <https://www.rainhamandbeampark.co.uk/frequently-asked-questions>

development, however they feel that information on how to apply for social and affordable housing and details on what the affordable housing offer will comprise could be improved.

To manage these residual impacts, it is recommended that the LLP:

- work proactively and constructively through face to face engagement with residents, keeping up-to date records of changing needs and circumstances– particularly those who are most affected by relocation;
- provide direct assistance and more detailed guides to rehousing options to residents, including processes for accessing Council housing and affordable housing being built as part of the redevelopment;
- where possible, for families with school-aged children, assistance should be provided to secure new housing close to the Site area, so the distance does not necessitate an involuntary school change; and
- provide information to those that relocate, in appropriate languages and formats to suit different needs, about how and where to access facilities and community resources of a similar nature in their area.

5.1.2.2 Access to finance

Potential impact

As discussed in Chapter 4, the following groups represented within the Site are disproportionately likely to experience difficulty accessing the required finance associated with resettlement, including dealing with the cost of moving and costs associated with obtaining new housing. As most of the residents are private tenants, they will mainly be impacted by the cost of moving, rather than costs associated with home ownership. The following groups may be affected:

- Young people: The equality survey identified that young people are present on the Site. Publicly available data shows that the proportion of young people aged 16-24 on the Site is relatively consistent with Havering, London and England (12% compared to 10%, 11% and 11%, respectively).
- People from a BAME background: The equality survey also identified people from a BAME background on the Site. Publicly available data shows that there is a higher proportion of people from a BAME background living on the Site (28%) when compared to Havering (17%) and England (20%).
- Disabled people: Disabled people on the Site may be impacted. Of the residential properties that took part in the survey, three reported 1-2 people in their household as having a long-term illness or disability. Publicly available data shows that the percentage of people whose day to day activities are limited a lot and a little in the Site, Havering, London and England are all broadly aligned.
- Women: The majority of households who responded to the survey had at least one female resident. According to publicly available data, the ratio of men and women on the Site is broadly in line with the national average.
- Older people: There were no older residents over the age of 65 who were identified through the survey as being present on the Site. Publicly available data shows that the proportion of older people on the Site (14%) is broadly in line with that of London (12%) but lower than Havering and England (18%).

Mitigation and enhancement measures

The LLP has developed strategies to ensure that residents are able to access finance in order to relieve some of the financial burden associated with relocation. These include the following compensation measures:

- **Home loss payments**, a sum in recognition of the inconvenience of having to move out of an existing property, which is set at a minimum of £6,300.
- **Disturbance payments** for reasonable expenses arising as a direct consequence of the LLP purchase of a property. These payments may include costs such as costs of removal, special adaptations, costs of new school uniforms, and agent and legal fees arising from the grant of a tenancy.

Affordable housing options are also available based on need, as set out through the RRS, which include Council housing, Affordable London Rent and Shared Ownership options.

Impact assessment and recommendations

This impact is considered to be managed overall through the mitigation measures set out for residents in the RRS.

As described, residents have expressed that information and communication regarding rehousing options and routes to becoming rehoused could be improved. Residents feel that the processes for claiming compensation, particularly the payment of agent and legal fees, could be simplified.

To manage these residual impacts, it is recommended that the LLP:

- work more proactively and constructively through face to face engagement with residents, keeping up-to date records of changing needs and circumstances– particularly those who are most affected by financial exclusion; and
- provide direct assistance and more detailed guides to rehousing options to residents, including processes for accessing Council housing and affordable housing being built as part of the redevelopment;

5.1.2.3 Appropriate, accessible and affordable housing

Potential impact

Adverse impacts may fall disproportionately on people from BAME communities and children who currently reside within the Site, if rehousing is not adequate for their needs.

As identified in Chapter 4, securing appropriately adapted and accessible housing for disabled people can be challenging, and this group may also be disproportionately affected. This group may also be affected by the possible loss of accessible car parking space resulting from the land assembly programme.

As the redevelopment of the Site will involve rehousing residents, the following groups represented within the Site may have difficulty finding suitable housing that meets their needs:

- **People from a BAME background:** The equality survey identified people from a BAME background as being present on the Site. Publicly available data shows that there is a higher proportion of people from a BAME background living on the Site (28%) when compared to Havering (17%) and England (20%).
- **Children:** Evidence has determined that there may be higher proportions of children living within the Site. Half of residential properties have at least one resident that is aged under 16 (5 properties). Publicly available data has determined that the Site has a higher than average

proportion of children (23%) when compared to London, Havering and England (20%, 20% and 23%, respectively).

- Disabled people: Of the residential properties that took part in the survey, three reported 1-2 people in their household as having a long-term illness or disability. Publicly available data shows that the percentage of people whose day to day activities are limited a lot and a little in the Site, Havering, London and England are all broadly aligned.

Mitigation and enhancement measures

As set out above (as summarised in section 5.1.2.1 and 5.1.2.2), the LLP has developed an RRS to ensure that there is support available for finding appropriate housing. In addition to helping residents find an appropriate location, the agents will assist in finding housing that meets residents needs in terms of location, size and budget.

In addition, should vulnerable residents be identified, options for these residents will be dealt with on a case by case basis. Where eligibility for Council or social housing is confirmed through a Housing Needs Assessment, support will be provided to source suitable and affordable rented accommodation. Affordable housing, including housing for families, will be provided as part of the new development.

Qualifying residents will also be able to access disturbance compensation which can cover the cost of special adaptations.

Impact assessment and recommendations

This impact is considered to be managed overall through the mitigation measures set out for residents in the RRS.

Residents have expressed that information and communication regarding rehousing options and routes to becoming rehoused could be improved. Residents feel that they have been proactive in seeking options for accessing affordable and Council housing, but conversations have not progressed to a point where they are satisfied that they know what will happen to them going forward.

To manage these residual impacts, it is recommended that the LLP:

- work proactively and constructively through face to face engagement with residents, keeping up-to date records of changing needs and circumstances – particularly those who are most affected by a loss of affordable, accessible and appropriate housing; and
- provide direct assistance and more detailed guides to rehousing options to residents, including processes for accessing Council housing and affordable housing being built as part of the redevelopment;

5.1.2.4 Personal security for residents within the Site

Potential impact

The land assembly programme may lead to properties being vacated at different times. As a result, residents and people in the local area are likely to experience impacts on their quality of life, with increased personal security risks resulting from the number of vacant properties, increases in areas of dereliction, and dead spaces.

Research suggests that the following groups remaining on the Site or in the local area may experience personal security concerns:

- Young people: The equality survey identified that young people are present on the Site. Publicly available data shows that the proportion of young people aged 16-24 on the Site is

relatively consistent with Havering, London and England (12% compared to 10%, 11% and 11%, respectively).

- People from a BAME background: The equality survey also identified people from a BAME background on the Site. Publicly available data shows that there is a higher proportion of people from a BAME background living on the Site (28%) when compared to Havering (17%) and England (20%).
- Disabled people: Disabled people on the Site may be impacted. Of the residential properties that took part in the survey, three reported 1-2 people in their household as having a long-term illness or disability. Publicly available data shows that the percentage of people whose day to day activities are limited a lot and a little in the Site, Havering, London and England are all broadly aligned.
- Older people: There were no older residents over the age of 65 who were identified through the survey as being present on the Site. Publicly available data shows that the proportion of older people on the Site (14%) is broadly line with that of London (12%) but lower than Havering and England (18%).
- LGBT people: There were no LGBT residents identified on the Site, and there is no data available on this protected characteristic for the study area.

Mitigation and enhancement measures

Impacts on personal security will be managed through the RRS (as summarised in section 5.1.2.1 and 5.1.2.2), which sets out a plan for acquisition of properties, which aims to maintain tenants in occupation for as long as possible. The land assembly will also be phased, meaning parts of the Site will remain occupied for a longer period.

Impact assessment and recommendations

This impact is considered to be managed overall through the mitigation measures set out for residents in the RRS.

To manage these residual impacts, it is recommended that the LLP:

- consider the use of Property Guardians, people who will reside in and oversee the property for a short term, to secure the vacant Site properties; and
- continue to monitor the security of the Site and consider additional security where concerns are flagged. However, any enhanced security measures should only be implemented as a last resort, if deemed necessary, and in conjunction with remaining residents, as it risks adding to a sense of vulnerability, isolation, and loss of sense of community for residents.

5.1.2.5 Health impacts

Potential impact

Evidence has suggested health impacts related to housing demolition and housing displacement can arise for particular groups that are represented within the Site and local area, including:

- Older people: There were no older residents over the age of 65 who were identified through the survey as being present on the Site. Publicly available data shows that the proportion of older people on the Site (14%) is broadly line with that of London (12%) but lower than Havering and England (18%).
- Children: Evidence has determined that there may be higher proportions of children living within the Site. Half of residential properties have at least one resident that is aged under 16 (5 properties). Publicly available data has determined that the Site has a

higher than average proportion of children (23%) when compared to London, Havering and England (20%, 20% and 23%, respectively).

- Pregnancy and maternity: Health impacts may also be experienced by expectant mothers. There were no expectant mothers identified within the Site, and there is no publicly available information on expectant mothers in the area.

Mitigation and enhancement measures

In order to manage health impacts related to stress due to relocating, the LLP will be providing rehousing support, details of which have been outlined in earlier mitigation measures (as summarised in section 5.1.2.1 and 5.1.2.2).

There are no mitigation measures in place at this time that manage health impacts related to noise, however, these are typically managed through the creation of a Construction Environmental Management Plan (CEMP), which would likely be created at a later stage in the land assembly planning process (but prior to commencement of any works).

Impact assessment and recommendations

This impact is considered to be managed overall through the mitigation measures set out for residents in the RRS.

To manage these residual impacts, it is recommended that the LLP:

- identify and work with vulnerable people whose protected characteristics may make them more vulnerable to adverse health impacts; and
- develop a CEMP as part of the land assembly programme.

5.1.3 Impacts on property owners

There were no significant impacts on property owners with protected characteristics identified through the literature review or engagement.

The LLP is supporting property owners through their approach to acquisition, which includes:

- making offers to eligible property owners which reflect their entitlement to compulsory purchase compensation and the 'value for money' the acquisition may provide to the project as a whole; and
- where disputes over compensation arise, giving consideration to settlement of those disputes through the early use of Alternative Dispute Resolution.

It is recommended that the LLP continue to engage with property owners through the approach set out in the acquisition strategy.

5.1.4 Wider impacts of regeneration

The regeneration of the area presents an opportunity to address a variety of issues. The area between Rainham and Beam Park contains low-density housing within a dilapidated industrial area. Leaving the areas to develop naturally is unlikely to address this issue, as this may result in piecemeal developments, which would not realise the potential positive impacts for the community. In addition, the current area does not encourage public realm activity as it is mostly focussed on automobile access and business, which reduces the number of people on the streets. This can lead to underutilised and dead spaces, reducing personal security and increasing the risk of crime in the area.

As noted previously, the regenerated Housing Zone has the potential to provide improved living conditions, housing quality, and new community facilities. The proposed Housing Zone will include:

- 3,500 new homes; 35 per cent of which will be affordable housing (a mixture of London Affordable Rent and Shared Ownership);
- a new three form entry primary school;
- a 2km linear park along the A1306;
- a 1,500 square metre health facility and other community facilities;
- creation of Beam Park Station, a new station with Crossrail services linking the area to Central London, a surrounding plaza, bus interchange and local retail centre.

5.1.5 Community resource provision

Community resources provide important places of social connection and promote wellbeing for certain groups. Should they remain in the Housing Zone, the following protected characteristic groups within the Site may be positively impacted:

- Older people: There were no older residents over the age of 65 who were identified through the survey as being present on the Site. Publicly available data shows that the proportion of older people on the Site (14%) is broadly line with that of London (12%) but lower than Havering and England (18%).
- Children: Evidence has determined that there may be higher proportions of children living within the Site. Half of residential properties have at least one resident that is aged under 16 (5 properties). Publicly available data has determined that the Site has a higher than average proportion of children (23%) when compared to London, Havering and England (20%, 20% and 23%, respectively).
- People from a BAME background: The equality survey also identified people from a BAME background on the Site. Publicly available data shows that there is a higher proportion of people from a BAME background living on the Site (28%) when compared to Havering (17%) and England (20%).

People from these groups in the wider area may also benefit from increased community resource provision.

Mitigations and enhancements

The regenerated Site will provide a new three form entry primary school, a 1,500 square metre health facility and other community facilities.

Impact assessment

Stakeholders who were interviewed said that they hoped that they hoped that additional facilities including schools and health facilities will be part of the regenerated area.

This impact is considered to be a positive benefit for those living in the local area and in London more widely.

To enhance positive impacts, it is recommended that the LLP:

- Promote awareness of the community resources that will be provided as part of the regeneration of the area.

5.1.6 Improved housing provision

Potential impact

A number of protected characteristic groups have difficulty finding suitable housing that meets their needs. Improved housing provision has the potential to positively impact:

- **Children:** Evidence has determined that there may be higher proportions of children living within the Site. Half of residential properties have at least one resident that is aged under 16 (5 properties). Publicly available data has determined that the Site has a higher than average proportion of children (23%) when compared to London, Havering and England (20%, 20% and 23%, respectively).
- **Older people:** There were no older residents over the age of 65 who were identified through the survey as being present on the Site. Publicly available data shows that the proportion of older people on the Site (14%) is broadly line with that of London (12%) but lower than Havering and England (18%).
- **People from a BAME background:** The equality survey also identified people from a BAME background on the Site. Publicly available data shows that there is a higher proportion of people from a BAME background living on the Site (28%) when compared to Havering (17%) and England (20%).
- **Pregnancy and maternity:** There were no expectant mothers identified within the Site, and there is no publicly available information on expectant mothers in the area.
- **Disabled people:** Disabled people on the Site may be impacted. Of the residential properties that took part in the survey, three reported 1-2 people in their household as having a long-term illness or disability. Publicly available data shows that the percentage of people whose day to day activities are limited a lot and a little in the Site, Havering, London and England are all broadly aligned.

People from these groups in the wider area may also benefit from improved housing provision.

Mitigations and enhancements

The regenerated Site will provide 3,500 new homes, 35 per cent of which will be affordable housing. This will include a mix of London Affordable Rent and Shared Ownership options which will be prioritised for those on the Site but will also be available to those in the local area.

Impact assessment

Those who were interviewed said that they could see why the regeneration was happening, and that additional affordable housing will benefit the local community, but were hopeful that housing for families with children and adaptable housing would be provided.

This impact is considered to be a positive benefit for those living in the local area and in London more widely.

To enhance positive impacts, it is recommended that the LLP:

- Consider the provision of additional family housing and adaptable housing.

5.1.7 Urban green space

Potential impact

Increased urban green space can provide mental health benefits and improve social connection for the following protected characteristic groups:

- **Children:** Evidence has determined that there may be higher proportions of children living within the Site. Half of residential properties have at least one resident that is aged under 16 (5 properties). Publicly available data has determined that the Site has a higher than average

proportion of children (23%) when compared to London, Havering and England (20%, 20% and 23%, respectively).

- People from a BAME background: The equality survey also identified people from a BAME background on the Site. Publicly available data shows that there is a higher proportion of people from a BAME background living on the Site (28%) when compared to Havering (17%) and England (20%).
- Older people: There were no older residents over the age of 65 who were identified through the survey as being present on the Site. Publicly available data shows that the proportion of older people on the Site (14%) is broadly line with that of London (12%) but lower than Havering and England (18%).

People from these groups in the wider area may also benefit from urban green space.

Mitigations and enhancements

As part of the regeneration process, there will be positive changes to the existing public realm, including a 2km long linear park.

Impact assessment

Stakeholders who were interviewed said that they hoped more green space would be provided as part of the regenerated area, as they believed it would benefit children who will be living in nee Housing Zone.

This impact is considered to be a positive benefit for those living in the local area and in London more widely.

To enhance positive impacts, it is recommended that the LLP:

- Consider the provision of additional green space.

5.1.8 Improved transport links

Potential impact

The improvement of transport links can make travel easier for protected characteristic groups that often struggle with access issues, including:

- Older people: There were no older residents over the age of 65 who were identified through the survey as being present on the Site. Publicly available data shows that the proportion of older people on the Site (14%) is broadly line with that of London (12%) but lower than Havering and England (18%).
- Disabled people: Disabled people on the Site may be impacted. Of the residential properties that took part in the survey, three reported 1-2 people in their household as having a long-term illness or disability. Publicly available data shows that the percentage of people whose day to day activities are limited a lot and a little in the Site, Havering, London and England are all broadly aligned.

People from these groups in the wider area may also benefit from increased community resource provision.

Mitigations and enhancements

The regeneration will bring about improved transport links. Beam Park Station will be developed to include a connection to Crossrail, a bus interchange and pedestrian and cycle access.

Impact assessment

Interviews established that stakeholders felt that it is important that travel infrastructure is able to support the number of new people in the area, and suggested that interventions such as additional bus routes could help address this.

To enhance positive impacts, it is recommended that the LLP:

- Ensure the provision of transport infrastructure will support the additional people that will be living in the Housing Zone.

6 Conclusions

6.1 Summary conclusions

The regenerated Housing Zone has the potential to provide improved living conditions, housing quality, and new community facilities. The proposed Housing Zone will include a number of developments that are likely to transform the area.

There is, therefore, a compelling case in the public interest for the land assembly and regeneration. This must be weighed against the acknowledged potential disbenefits set out above. In this case, the LLP has sought to mitigate these through a range of reasonable and proportionate measures focused on rehousing assistance and compensation options in order to realise the benefits associated with the redevelopment.

Table 7 below summaries the potential impacts on the different groups of residents and the proposed mitigations. Recommendations have also been outlined, which will be carried out through the action plan outlined in Chapter 7.

Table 7: Summary of potential impacts, mitigations and recommendations

Potential impacts	Group(s) affected	Mitigation and enhancement measures	Recommendations
Barriers to reemployment	<ul style="list-style-type: none"> Children Older people Disabled people Women People from BAME backgrounds 	<ul style="list-style-type: none"> Statutory compensation measures Face to face meetings with businesses will be arranged and undertaken. Potential relocation premises will be identified for affected businesses Ongoing business support, including business analysis, will be provided through engagement. 	<ul style="list-style-type: none"> Work proactively through face to face engagement with vulnerable business owners and employees Provide information and support to any vulnerable employees who may be facing loss of employment.
Impact of redundancy on health and wellbeing	<ul style="list-style-type: none"> Children Older people 	<ul style="list-style-type: none"> Statutory compensation measures. Relocation support through the BRS. Other business support through the BRS. 	<ul style="list-style-type: none"> Work proactively through face to face engagement with vulnerable business owners and employees. Encourage businesses that are relocating to plan for transitioning between sites, in order to minimise time that the business would be un-operational. Continue to provide ongoing support to businesses in the relocation process, including information and advice on finding employment and on seeking mental health and well-being support.
Impact on children's education and friendship networks	<ul style="list-style-type: none"> Children Disabled people 	<ul style="list-style-type: none"> Statutory compensation measures. Relocation support through the BRS. 	<ul style="list-style-type: none"> Work proactively through face to face engagement with vulnerable business owners and employees. Encourage businesses that are relocating to plan for transitioning

Potential impacts	Group(s) affected	Mitigation and enhancement measures	Recommendations
		<ul style="list-style-type: none"> Other business support through the BRS. 	<p>between sites, in order to minimise time that the business would be un-operational.</p> <ul style="list-style-type: none"> Continue to provide ongoing support to businesses in the relocation process, including information and advice on finding employment and on seeking mental health and well-being support.
Loss of existing affordable industrial and commercial premises	<ul style="list-style-type: none"> BAME people 	<ul style="list-style-type: none"> Statutory compensation measures. Relocation support through the BRS. Other business support through the BRS. 	<ul style="list-style-type: none"> Work proactively through face to face engagement with vulnerable business owners and employees Seek input from those completing the relocation proforma on how they think the property search could be improved, potentially including financial requirements in the case of any vulnerable business owners.
Increased commuting distance	<ul style="list-style-type: none"> Women 	<ul style="list-style-type: none"> Relocation support through the BRS. 	<ul style="list-style-type: none"> Work proactively through face to face engagement with vulnerable business owners and employees.
Potential loss of access to key social infrastructure and services.	<ul style="list-style-type: none"> Children Older people Disabled people Pregnant women BAME people Religious and minority faith groups 	<ul style="list-style-type: none"> Rehousing support through the RRS Relocation support for community resources through the RRS 	<ul style="list-style-type: none"> Work proactively through face to face engagement with community resources and residents– particularly those whose serve protected characteristic groups; Maintain access to community resources throughout the land assembly process for as long as possible Provide more detailed guides to rehousing options to residents, including processes for accessing Council housing and affordable housing being built as part of the redevelopment; Where possible, for families with school-aged children, assistance should be provided to secure new housing close to the Site area, so the distance does not necessitate an involuntary school change; and Provide information to those that relocate, in appropriate languages and formats to suit different needs, about how and where to access facilities and community resources of a similar nature in their area.

Potential impacts	Group(s) affected	Mitigation and enhancement measures	Recommendations
Access to finance	<ul style="list-style-type: none"> Young people BAME people Disabled people Women Older people 	<ul style="list-style-type: none"> Statutory compensation measures Affordable housing options 	<ul style="list-style-type: none"> Work proactively through face to face engagement with vulnerable residents Provide more detailed guides to rehousing options to residents, including processes for accessing Council housing and affordable housing being built as part of the redevelopment.
Appropriate, accessible and affordable housing.	<ul style="list-style-type: none"> BAME people Children Disabled people 	<ul style="list-style-type: none"> Statutory compensation measures Affordable housing options Rehousing support through the RRS 	<ul style="list-style-type: none"> Work proactively through face to face engagement with vulnerable residents. Provide more detailed guides to affordable rehousing options to residents.
Personal security for residents within the Site.	<ul style="list-style-type: none"> Young people BAME people Disabled people LGBT people 	<ul style="list-style-type: none"> Management measures in the RRS 	<ul style="list-style-type: none"> Consider the use of Guardians to secure vacant Site properties. Continue to monitor the security of the Site and consider additional security where concerns are flagged.
Health impacts	<ul style="list-style-type: none"> Older people Disabled people Pregnant women Children 	<ul style="list-style-type: none"> Rehousing support through the RRS 	<ul style="list-style-type: none"> identify and work with vulnerable people whose protected characteristics may make them more vulnerable to adverse health impacts; and Develop a CEMP as part of the land assembly programme.
Community resource provision	<ul style="list-style-type: none"> Children Older people BAME people 	<ul style="list-style-type: none"> The regenerated Site will provide new community resources. 	<ul style="list-style-type: none"> Improve awareness around the new resources that are being provided.
Improved housing provision	<ul style="list-style-type: none"> Children BAME people Pregnant women Older people Disabled people 	<ul style="list-style-type: none"> The regenerated Site will provide 3,500 new homes, 35 per cent of which will be affordable housing. 	<ul style="list-style-type: none"> Consider the provision of additional family housing and adaptable housing.
Urban green space	<ul style="list-style-type: none"> Children Older people BAME people 	<ul style="list-style-type: none"> As part of the regeneration process, there will be a 2km park created. 	<ul style="list-style-type: none"> Consider the provision of additional green space.
Improved transport links	<ul style="list-style-type: none"> Older people Disabled people 	<ul style="list-style-type: none"> The regeneration will bring about improved transport links. Beam Park Station will be developed to include a connection to Crossrail, a bus interchange and pedestrian and cycle access. 	<ul style="list-style-type: none"> Ensure the provision of transport infrastructure will support the additional people that will be living in the Housing Zone.

7 Action plan

7.1 Action plan

The following action plan seeks to establish activities and responsibilities following the CPO to continue to identify and address equality issues where they arise.

Action	Responsibility	Implementation and timing
Supply the London Borough of Havering (LBH) with a list and contact details of those who opted in to be contacted by the LBH. Potential equality concerns will be flagged.	Mott MacDonald	Implementation of this action will take place at the same time as submission of the Final EqIA report.
Follow up with those who opted in for contact. Listen to their concerns and find out how support can be improved.	London Borough of Havering Note: Interviews have determined that It is important that residents and businesses are able to speak directly to someone involved in the process from the London Borough of Havering.	Following receipt of the list of those who wish to be contacted, LBH to reach out to those affected with an offer of a face to face meeting where LBH will present the existing support being offered (through verbal description and hard paper copy). LBH to provide opportunities for affected residents and businesses to ask questions about the existing support and enable an opportunity to suggest ways that existing support can be improved. LBH to be mindful of flagged equality concerns in each conversation. LBH will determine whether suggestions are reasonable and will update the BRS and RRS as appropriate.

Action	Responsibility	Implementation and timing
<p>Create a communications and engagement plan which focusses on outreach through face to face engagement, including:</p> <ul style="list-style-type: none"> • Visits to homes and businesses; • Information sessions on specific topics or themes; • A review and update of information available on the dedicated website; and • Additional regeneration update events. 	The LLP	<p>Immediately following submission of the EqIA, the LLP is to prepare a communications and engagement plan. The creation of the plan should be initiated by a meeting between the parties.</p> <p>Following this meeting, a schedule is to be prepared by the LLP with planned timelines for visits to homes and businesses, updates in the website, information sessions and additional events.</p> <p>A responsible party is to be assigned to each task.</p>
Determine what extra support could be provided to vulnerable residents, owners and employees. Consideration should be given to all recommendations detailed in the summary table in Chapter 6.	London Borough of Havering	LBH will determine whether suggestions are reasonable and will update the BRS and RRS as appropriate.
Follow up-up on equality concerns identified through outreach and maintain up-to-date records of changing needs.	London Borough of Havering	<p>Immediately following updates to the BRS and RRS, LBH to notify residents and businesses of any changes made to the BRS and RRS and to encourage further contact around changing needs.</p> <p>LBH to maintain contact with residents and businesses throughout to monitor changing circumstances.</p>
Determine whether any residents qualify for a Housing Needs Assessment.	London Borough of Havering	Immediately following updates to the BRS and RRS LBH to use equality data and ongoing engagement to make offers to residents to undertake a Housing Needs Assessment.

Appendices

A.	Area demographic profile	3
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A. Area demographic profile

A.1 Overview

The area profile below provides a wider contextual demographic characterisation of the area in which the Site falls. The data includes the current social and economic context of the area and relevant comparators, namely the Borough of Havering, London, and England.

The demographic data has been sourced from publicly available data and only applies to the resident population⁹⁰.

A.2 Demographic data

A.2.1 Age

The tables below show the population for key age groups within the Site and Havering, compared to London and England. The associated figures depict the population density and proportion of each age group within the Site

Children under 16 years

Table A1 shows that the population under the age of 16 on the Site is higher in comparison to Havering, London and England (23% compared to 20%, 20% and 19% respectively). The population of older people over the age of 65 on the Site, at 14%, is lower than Havering and England (both at 18%), but higher than London (12%).

Table A1: Children (under 16 years)

Location	Total population, 2016	Children (under 16 years)	%
Site	402	93	23%
Havering	252,783	49,599	20%
London	8,787,892	1,795,641	20%
England	55,268,067	10,529,100	19%

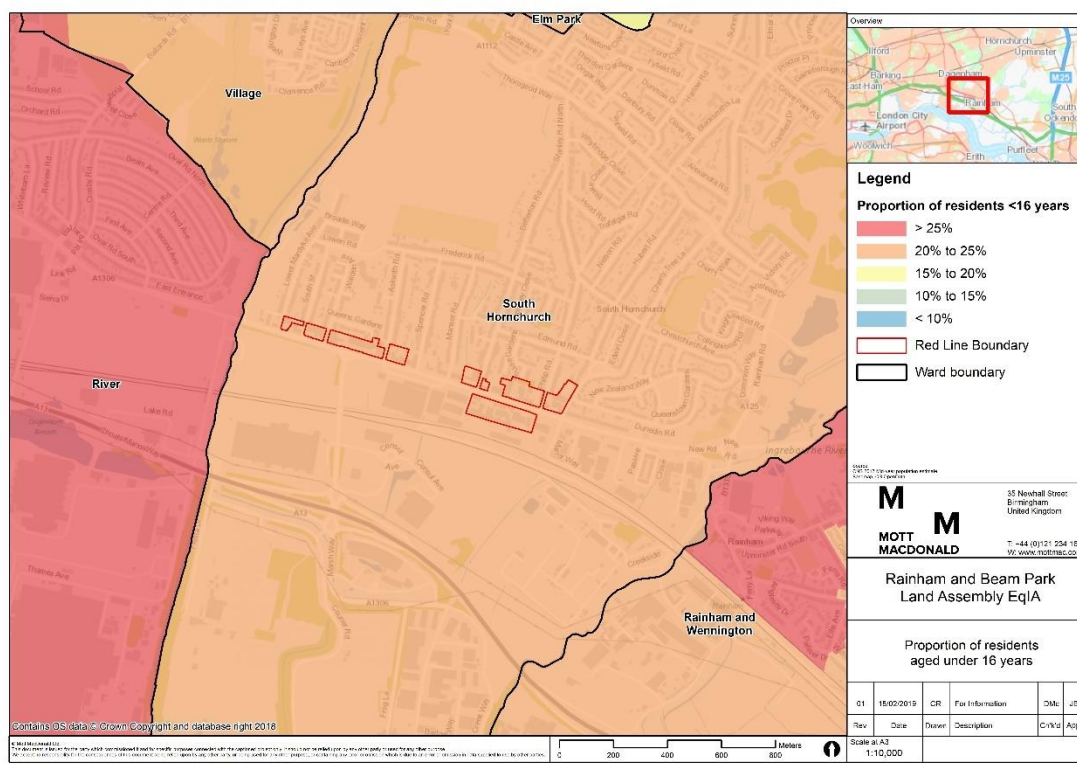
Source: Office for National Statistics (2016) Mid-Year Population Estimates

The following figure, shows the proportion of children living within the site ranges from 20% to 25% of the total population. The Site has a lower proportion of under 16s then the ward of River, directly to the west of South Hornchurch. The proportion of children is however, consistent with the rest of the surrounding areas.

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⁹⁰ In order to calculate statistics for the Site, codepoint data was used, which includes a point representing each postcode area. Lower Super Output (LSOA) data is shared between the codepoints that fall within each LSOA, and is summed up for where the codepoints fall within the Site.

Figure A1 – Proportion of residents under the age of 16



Source: ONS

Young people (16-24 years)

The proportion of young people aged 16-24 on the Site is relatively consistent with Havering, London and England (12% compared to 10%, 11% and 11%, respectively).

Table A2: Young people (16-24 years)

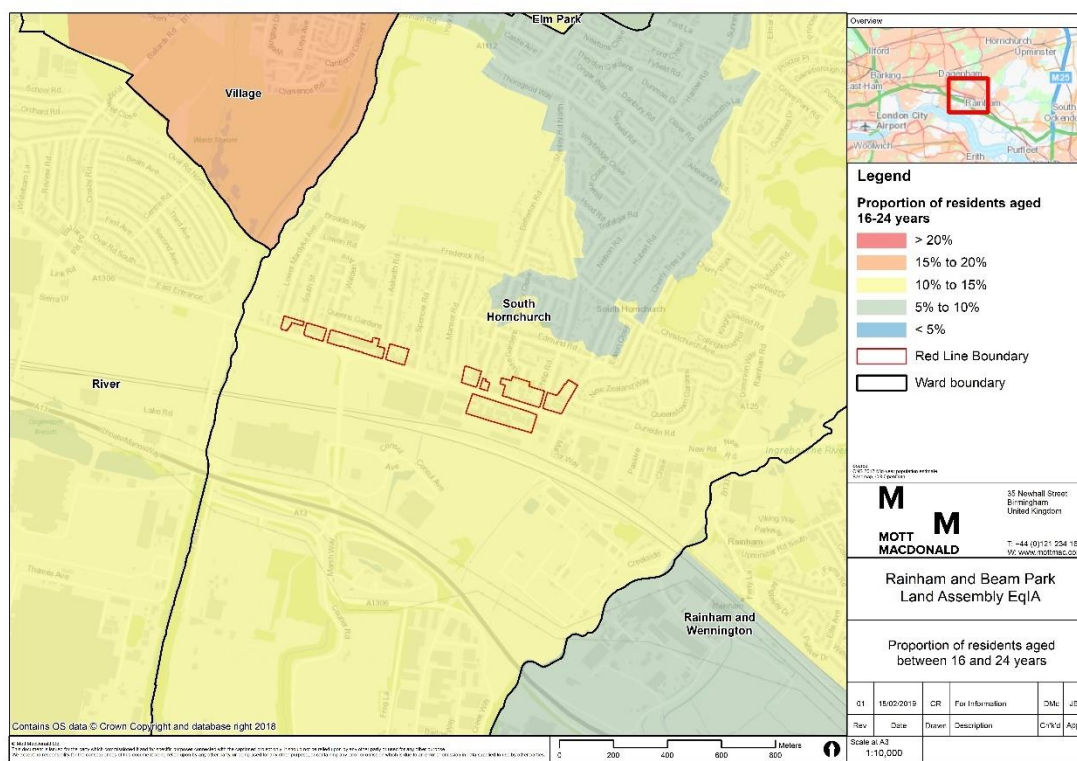
Location	Total population, 2016	Young people (16-24 years)	%
Site	402	47	12%
Havering	252,783	26,299	10%
London	8,787,892	944,967	11%
England	55,268,067	6,137,832	11%

Source: Office for National Statistics (2016) Mid-Year Population Estimates

Figure A2 shows that the proportion of young people aged 16-24 within the Site (12%) is broadly in line with the surrounding areas. Despite this, areas in the north of South Hornchurch

have a lower proportion of young people aged 16-24. The ward of Village has a higher proportion of young people aged 16-24,

Figure A2 – Proportion of residents aged 16-24 years



Source: ONS

Older people (over 65 years)

Table A3 shows that the proportion of those over 65 in the site (14%) is lower than in Havering and England (18%). The proportion of older people is however, broadly line with that of London (12%)

Table A3: Older people (over 65 years)

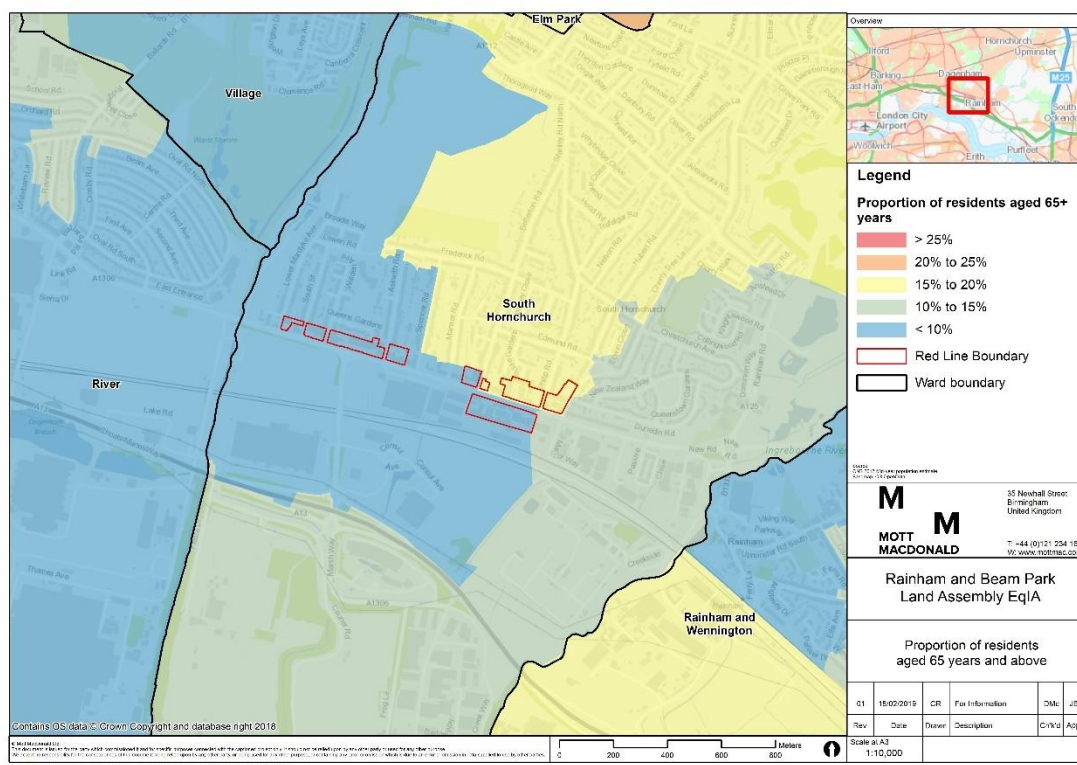
Location	Total population, 2016	Older people (over 65 years)	%
Site	402	54	14%
Havering	252,783	46,241	18%
London	8,787,892	1,021,124	12%
England	55,268,067	9,882,841	18%

Source: Office for National Statistics (2016) Mid-Year Population Estimates

The following figure shows that the proportion of older people is higher in the east of site, with the older people making up between 15% to 20% of the population. The west and south of the

site has a lower proportion of older people, with the demographic making up less the 10% of the population.

Figure A3 – Proportion of residents aged 65 years and older



Source: ONS

As previously discussed, the following table shows the site has a higher proportion of children and a lower proportion of those aged 65 and over than Havering, London and England respectively. The site has a lower population of those aged 25-35 (14%) and those aged 35-44 (13%) than London (19% and 16% respectively), these proportions are however, are consistent with Havering and England.

Table A4: Age groups by proportion of population

Age	Site	Havering	London	England
Under 16	23%	20%	20%	19%
16-17	3%	2%	2%	2%
18-24	9%	8%	9%	9%
25-34	14%	14%	19%	14%
35-44	13%	13%	16%	13%
45-54	13%	14%	13%	14%
55-64	11%	11%	9%	11%
65-74	8%	9%	6%	10%
75-84	5%	6%	4%	6%
85+	1%	3%	2%	2%

Source: Office for National Statistics (2016) Mid-Year Population Estimates

A.2.2 Disability

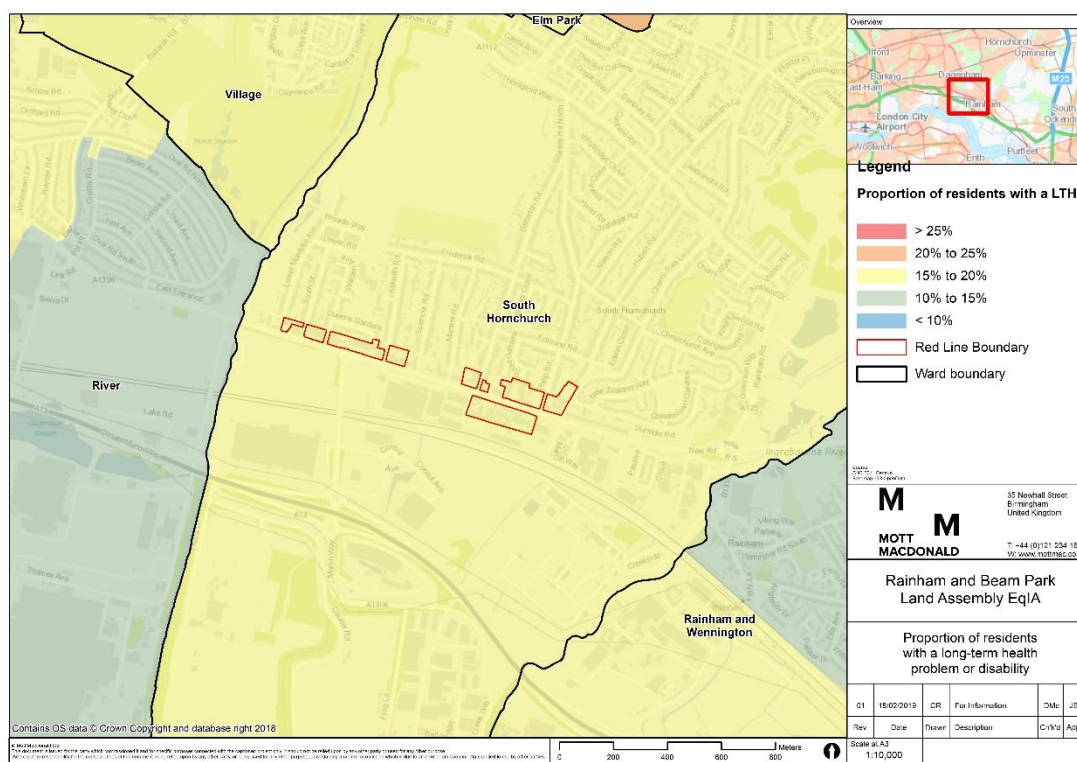
The table below shows the proportion of the population with a disability that limits their day to day activities on the Site and in Havering, compared with London and England. The percentage of people whose day to day activities are limited a lot and a little in the Site, Havering, London and England are all broadly aligned. Figure A4 demonstrates that the proportions of those with a long term health problem or disability within the site range from 15% to 20%.

Table A5: Population with a disability limiting day-to-day activities

Disability	Site	Havering	London	England
Limited a lot	8%	8%	7%	8%
Limited a little	10%	9%	7%	9%
Not limited	82%	83%	86%	82%

Source: Office for National Statistics, 2011 Census

Figure A4 – Proportion of residents with an LTHD



Source: ONS

A.2.3 Gender reassignment

There are no Census or other data for the number of gender variant people in the study area, London or England. The ONS, though, has estimated that the size of the Trans community in the UK could range from 65,000 to 300,000.⁹¹

⁹¹ Office for National Statistics (2009): 'Trans Data Position Paper'.

A.2.4 Marriage and civil partnership

No impacts are anticipated with regard to marriage and civil partnership, therefore, demographics have not been included in the area profile.

A.2.5 Pregnancy and maternity

The table below shows the population by births and fertility rate for the Borough of Havering, London and England. There is no demographic information available for the Site on the number of live births and fertility rate. The total number of live births for Havering in 2017 was 3,395. The total fertility rate for Havering (1.91) was higher than the London (1.70) and national average (1.76).

Table A6: Live births by mothers' usual area of residence

Births and fertility rate*	Havering	London	England
Total population, 2016	252,783	8,787,892	55,268,067
Live births by mothers' usual area of residence	3,423	128,803	663,157
Live births by mothers' usual area of residence (%)	1%	1%	1%

Source: Office for National Statistics (2016) Mid-year population estimates, maternity statistics

There is no demographic information available for general and total fertility rates at the Site. Table A7, below, shows the general fertility rate in Havering (70) is higher than the general fertility rate of London (64) and England (63). Total fertility rate (TFR) in Havering is generally in line with the TFR in London and England (1.7 and 1.8 respectively).

Table A7: General and total fertility rates

Births and fertility rate*	Havering	London	England
General fertility rate (all live births per 1,000 women aged 15 to 44)	70	64	63
Total fertility rate	2	1.7	1.8

Source: Office for National Statistics (2016) Birth Summary Tables.

A.2.6 Race and ethnicity

The table below provides a breakdown of the population for those who are from a Black and Minority Ethnic (BAME) background for the Site and Havering, compared with London and England. The percentage of those from a Black African background (10%) living on the Site is higher than the Havering (3%), London (7%) and England average (2%).

The percentage of people living on the Site who were from a non-White British background (28%) is higher than those in Havering (17%) and England (20%) but lower than those in London (55%). People from other ethnic groups are represented broadly in line with representation in the comparator areas.

Table A8: Population by race and ethnicity

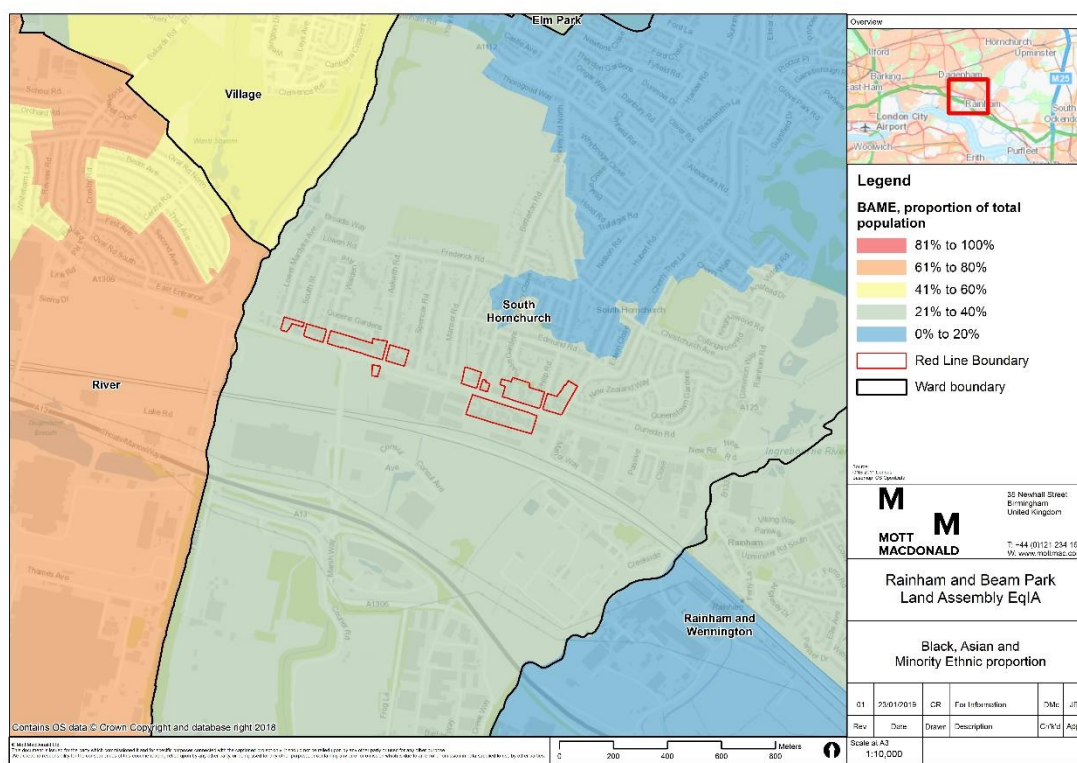
Race and Ethnicity	Site	Havering	London	England
White British	72%	83%	45%	80%
BAME (Black, Asian and minority ethnic)	28%	17%	55%	20%
Irish	1%	1%	2%	1%

Race and Ethnicity	Site	Havering	London	England
Gypsy or Irish Traveller	0.2%	0.1%	0.1%	0.1%
Other White	4%	3%	13%	5%
White and Black Caribbean	2%	1%	1%	1%
White and Black African	0.3%	0.3%	1%	0.3%
White and Asian	0.3%	0.5%	1%	1%
Other mixed	0.4%	0.5%	1%	1%
Indian	1%	2%	7%	3%
Pakistani	1%	1%	3%	2%
Bangladeshi	1%	0.4%	3%	1%
Chinese	1%	1%	2%	1%
Other Asian	1%	1%	5%	2%
Black African	10%	3%	7%	2%
Black Caribbean	3%	1%	4%	1%
Other Black	1%	0.4%	2%	1%
Arab	0.2%	0.1%	1%	0.4%
Any Other Ethnic Group	1%	0.4%	2%	1%

Source: Office for National Statistics (2011) Census

The following figure, Figure A5, demonstrates the proportion of BAME individuals living within the site is between the range of 21%-40%. This is higher than areas directly north of the site, within South Hornchurch.

Figure A5 – Proportion of BAME residents



Source: ONS

A.2.7 Religion and belief

The table below provides a religious profile of the Site and Havering, compared with London and England. The site has a higher than average Christian population (62%) compared to London (48%) and England (59%), but it is lower than in Havering (66%). The percentage of the population on the Site who are Muslim (4%) compared to London (12%) is lower, however it is higher than Havering (2%). The percentage of the population who have no religion on the Site (26%) is higher than in Havering (23%), London (21%).

Table A9: Population by religion and belief

Religion and belief	Site	Havering	London	England
Christian	62%	66%	48%	59%
Minority Faith	12%	12%	31%	16%
Buddhist	0.2%	0.3%	1%	0.5%
Hindu	1%	1%	5%	2%
Jewish	0.1%	0.5%	2%	0.5%
Muslim	4%	2%	12%	5%
Sikh	0.4%	1%	2%	1%
Other Religion	0.2%	0.3%	1%	0.4%
No Religion	26%	23%	21%	25%
Religion Not Stated	6%	7%	8%	7%

Source: Office for National Statistics, 2011 Census

A.2.8 Sex

The table below shows the proportion of the population who are male and female on the Site, and Havering compared to London and England. The ratio of men and women on the Site is broadly in line with the national average.

Table A10: Population by sex

Sex	Site	Havering	London	England
Male	50%	48%	50%	49%
Female	50%	52%	50%	51%

Source: Office for National Statistics (2016) Mid-Year Population Estimates

A.2.9 Sexual orientation

There is no data available on this protected characteristic for the study area. However, emerging experimental statistics relating to sexual identity are available nationally and at a regional level.

In 2016, estimates from the Annual Population Survey (APS)⁹² showed that 93% of the UK population identified as heterosexual or straight and 2% of the population identified themselves as lesbian, gay or bisexual (LGB). This comprised of:

- 1.2% identifying as gay or lesbian
- 0.8% identifying as bisexual
- A further 0.5% of the population identified themselves as “Other”, which means that they did not consider themselves to fit into the heterosexual or straight, bisexual, gay or lesbian categories.
- A further 4.1% refused or did not know how to identify themselves

⁹² Source: Office for National Statistics (2017): See:
<https://www.ons.gov.uk/peoplepopulationandcommunity/culturalidentity/sexuality/bulletins/sexualidentityuk/2016>

