Local Development Framework
Core Strategy
Equalities Impact
## Assessment
Submisson Stage

May 2011

Contents

1 Introduction

1.1.1   The Core Strategy provides the str ategic plann ing vision for the next   15 years. T his Equalities Impact Assessment (EqIA) presents the key findings of a n assessment of the potential impact of the   Core Strategy submission stage   for identifie d key equalities groups. Completion of an EqIA is a legal requirement under equalities legislation.

1.1.2   The process for preparing Barnet's Core Strate gy has comprised three rounds of public consultation on the document and one round on Pre Submission Amendments.

Evidence gathering of background information and consultation on issues and options for the future of Barnet
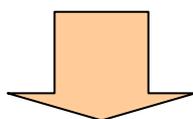
Developing our preferred approach which sets out our direction of travel and consultation on it, alongside the sustainability appraisal
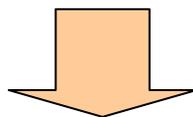
Preparing the Core Strategy document for submission to the government and further consultation on this (Publication Stage)

1.1.3   The Core Strategy has been developed on the basis of:

- **What you told us** – the response to consultation on Barnet's Core Strategy
- **What the evidence shows** – th e picture presented by the studi   es we have commissioned or evidence we have collected
- **What is happening at the national and regional level** – our appro ach must b e consistent with nationa l planning g uidance an d the Lond on Plan, un less we have strong evidence that a different approach is more appropriate
- **What is happening with Barnet's Sustainable Community Strategy and other boroughwide strategies** produce d by the Council and its partners   such as th e Barnet Children and You ng People's Plan, Older Adults Strat egy, Housing Strategy, Health and Well-being Co   mmissioning Frame work and t he Safer Communities Strategy

1.1.4   In 2008 we asked for your views on the key issues and challenges facin g Barnet for the next 15 years and the 80 proposed options for dealing with them.   In response we received 23,000 comments from nearly 500 individual respondents. Our consideration of these views is set out in the Issues and Options Consultation Report.

1.1.5   In 2009 we asked for your views o n our Direction of Travel which set out our preferred approach for managing the change that a growing Barnet faces over the next 15 years.

The results of the con sultation which are set out in the accompanying Consultation Report have helped to inform the development of our Core Strategy – Publication Stage.

1.1.6   Consultation on our Direction of Travel ran from November 2009 until January 2010 and included m eetings and presentatio ns to a wide variety of groups a nd stakeho lders including Barnet's Are a Forums, Citizen's Panel and Civic Network. In respon se we received over 2,100 comments from 334 individual respondents. As part of the consultation on this document we will publi sh a Consultation Report that gives detail of the consu ltation carried out, summarises the f eedback fro m events and sets out our response. The results of the consultation helped to inform the development of our Core Strategy – Publication Stage. W e have co nsidered th ese and to gether with the background evidence, the sustainability appraisal, the London Plan and the implications of its curre nt review, the national planning fr amework provided by Planning P olicy Statements/Guidance (both emerging and ad opted) we have produced the C ore Strategy – Publication Stage.

1.1.7   This EqIA is an opportunity to think carefully about whether a policy or approach, affects all groups in the same way or wh ether there are a signif icant posit ive, negative or no impact on particular groups before a policy is formally introduced. On t he whole, EqIAs should make sure that equality is placed at the centre of policy development and review.

1.1.8   The EqIA process is a tool to help to impr ove policies, strategies, procedures, functions, projects, re views and organisational change f or the whole community and not just minority groups. The Eq IA is in tended to anticip ate and recommend wa ys to avoid any discriminatory or negative consequences or pa rticular grou ps, on the g rounds of ra ce, disability, g ender, age, faith of sex uality. It h ighlights the likely impact of the po licy o r project on t he target groups and shows the ac tions nece ssary or taken to improve the core strategy or to demonstrate the potential benefits.

1.1.9   The previous EqIAs at I ssues and Options, Direction of Tr avel and Publication sta ges ensured tha t the Core Strategy integrated the best possib le policy outcomes for those affected by how Barnet changes as a place and militates against any po tential adverse impact.

1.1.10   The methodology employed for the assessment is based on best practice in EqIAs a nd the Greater London Authority (GLA) EqIA guidance (May 2006).

1.1.11   The EqIA has been inf ormed by a number of regional, n ational and local equa lities policy documents. These include:

- Equality Act 2010

- Sex Discrimination Act 1975

- Race Relations Act 1976 Amendment 2000. Amendment Regulations 2003

- Disability Discrimination Act 2005

- Special Educational Needs and Disability Act 2001

- GLA Disability Equality Scheme 2005

1.1.12 The 2010, Act which came into force on 6th April 2011 increases the emphasis on impact assessment on equalit y relating t o any cha nges the Council makes to policies, procedures or practices. These asse ssments will look at imp act on any affected gro ups of people or organisations.

1.1.13 The 'Planning for Equality and Diversity in London' Supplementary Pl anning Guidance (SPG) was published by the GLA in October 2007. This SPG identifies key equality and diversity issues in London, and their implications for the built environment. These issues provide a u seful frame work against which to judge the e quality impact of the Core Strategy policies.

1.1.14 Within the London context, the SPG states that th   e overarching princip les for consideration when planning for equality are:

- Celebrating London's diversity;

- Promoting equality of opportunity and social inclusion;

- Promoting community cohesion; and

- Sustainable and healthy communities.

1.1.15 The SPG identifies the key issues regarding spatial planning and inequality to be:

- Urban design and public realm;

- Accessible, inclusive and safe environments;

- Access to appropriate, affordable housing;

- Access to employment and training opportunities;

- Access to social infrastructure and community facilities;

- Access to high quality open space;

- Access to public transport, walking and cycling facilities; and

- Access to retail, leisure and recreation facilities.

1.1.16   The SPG p rovides a series of implementat ion policies as a starting poin t from which to address each of these issues through spatial planning.

1.1.17 The One Barnet – a Sustainable   Community Strategy (SCS) 2010-2 020 sets out the strategic vision for Barnet as a place and provides the   vehicle for considering   and deciding how to addres s difficult cr oss-cutting issues such as maintaining the quality of life that makes the bor ough an attractive place to love.   The four SCS themes   that inform the Core Strategy are as follows:

- Strong Safe Communities for Everyone;
- Healthy and Independent Living;
- Investing in Children, young people and their Families
- A successful London Suburb

1.1.18 Our spatial vision as a successful London-suburb is highlig hted in Barn et's Sustainable Community Strategy and delivered through the One Barnet programme

1.1.19   From 2011/12 our "One Barnet" approach will help strategic partners to demonstrate the key priorities to deliver the SCS vision.

1.2   Barnet's Local policy

- Equality Scheme 2007
- The Race Equality Scheme - 2006
- The Disability Scheme 2006
- Barnet's Equalities Policy - 2010

1.3   Barnet's Equalities Scheme

1.3.1   The Equalities Scheme presents th e Council's three priorities regarding inequality, and their approach towards equality promotion in these areas. The details of   the implementation of the new Equalities Act are being confirmed.

1.3.2   The three priorities are:

- Racial inequality: To promote equality of opportunity, challenge discrimination and
- Promote good relations between people from different racial groups.
- Disability in equality: to promote eq uality of opportunity, eliminate harassment, an d discrimination, promote positive attit udes, enco urage the p articipation of disab led people in active life and take steps to favourably treat a disabled person.
- Gender inequality: to pro actively eliminating sex discriminatio n and harassment and promote equality for women and men in the workforce.

1.4   Equalities Impact Assessment Methodology

1.4.1   The EqIA methodology has been pr epared on t he basis of good practice guidance on Equalities Impact Assessments including the GLA's guidance.

1.4.2   Equalities Impact Assessment fulfils Local Authorities' duties to carry out race, disability and gender impact assessments as required under   the Race Relatio ns (Amend ment) Act 2000, th e Disability Discrimination Act 2005 and the Equality Act 2010 respectiv ely, and ensures that local plans reflect the needs of the community they serve.

1.4.3   The EQIA will ensure t hat policies developed and implanted through th e LDF process contribute to improving the lives of local communities. The EqIA ensures that equalities considerations are built into the policy development process.

1.4.4   According to the approach set out in the GLA's SPG Planning for Equality and Diversity, the first step is eviden ce on need s and prior ities and t he likely effe cts of the policy, strategy or project. Then next steps involve looking at ways to:

- minimise known unintended and unjustifiable negative impacts
- fill gaps in understanding about needs
- find evidence to predict what will actually happen
- maximise positive outcomes

1.4.5   The following step-by-step methodology was therefore adopted for this EqIA:

- Information gathering regarding evidence on needs and priorities
- Review of legislation and policy
- Review of baseline analysis to identify affected groups and key equalities issues fo r the Core st rategy, publication stag e – Local Developme nt Framewo rk Strategic Policies.
- Liaison with the Strategic Equalities Officer to help identify issues and target groups

2   The Core Strategy

2.1.1   The Core Strategy will set out the fr amework for spatial planning policy in the boro ugh over the ne xt 15 years. The Core Strategy will contribute to achieving the vision   and objectives o f Barnet's S ustainable Community Strategy an d will help our partners and other organisations to deliver relevant parts of their organisations and to deliver relevant parts of the ir programmes. It will cover the physical aspe   cts of location and land use traditionally covered by planning but also addresses othe   r factors that make pl aces attractive and distinctive as well as sustainable and successful. It will h elp to shape the kind of   place that Bar net will be in the   future, balanci ng the nee ds of resid ents, businesses and future generations.

2.1.2   The Core Strategy mus t also be shown to be viable and f lexible as to allow for fu ture changes in circumstances, includin g different policy frameworks or changes to local, regional or national economy. T   his is important as the current economic climat   e presents significant challenges for place shaping . When investment in house building or job creation starts to flow again the Core   Strategy will   provide the framework   and certainty that will attract capital investment to Barnet allowing us to gu ide and steer t hat investment in ways that the community has signed up to.

2.1.3   The Core Strategy comprises the following:

- A long-term spatial vision and strategic objectives for the Borough;
- The strateg ic pattern   of development, indicating the b   road areas where ne   w development will take place;
- A monitoring and implementation framework

2.2   The vision of Barnet's Core Strategy is:

2.2.1   In 2010, the Local Strategic Partnership (the One Barnet Pa rtnership Board since March 2011) agreed Barnet's Sustainable Community Strategy, which sets ou t a shared vision and strategy for the bor ough. We a re using the vision from the Community Strategy a s the overarching vision for Barnet's Local Development Fra   mework Core Strategy   and other related policy documents to e nsure Barnet is a succe ssful London suburb as the borough changes, and grows. Our vision is:

'It is 2026. Barnet is known as a successful London suburb. It has successfully ridden difficult times to emerge as resilient as ever. The public service is smaller than before but the organisations within it, through effective partnerships, work together to deliver good services and there is a healthy relationship between them, and residents who do things for themselves and their families.

Established and new residents value living here for the Borough's excellent schools, strong retail offer, clean streets, low levels of crime and fear of crime, easy access to green open spaces and access to good quality healthcare.

Barnet is an economically and socially successful place. With high levels of educational qualifications and access to good transport networks, residents continue to have access locally, in other parts of London and beyond to jobs in a wide variety of different industries.

Barnet's success is founded on it residents, in particular through a strong civic society, including its diverse faith communities, founded on an ethos of self-help for those that can, and support through a wide range of volunteering activities for others. Different communities get on well together with each other.

2.2.2   The objectives below have been de veloped to achieve the vision and develop policies and proposals that will set out a   clear action plan with t argets and milestones to be

delivered. The objectives have bee n devised to be releva nt, unambiguous and easily understood by all those to whom the strategy applies.

2.3 Barnet's core objectives

2.3.1 We have developed a series of core objectives in order to deliver the LDF vision

A. To manage housing growth to meet housing aspirations

- to promote t he development of the major regen eration and developmen t areas, priority estates and town centr es in order to provide in the ran ge of 20,0 00 new homes (contributing to a borou gh total of 28,000 new homes) by 2026 to meet local a nd regional housing needs;
- to regenerate the priority housing estates at Dollis Valle y, Grahame Park, Gran ville Road, Stonegrove - Sp ur Road and West Hendon to replace 3,000 existing homes with a greater range of acco mmodation that provides access to affordable and decent new homes;
- to provide a range of housing, in cluding family and extra care acco mmodation, that enables ch oice between types and tenures, as well as over lifetimes and within neighbourhoods.

B. To meet social infrastructure needs

- to ensure inclusive and accessible provision for community needs arising from housing growth including education, healt h, policing, socia l car e and inte grated community facilities;
- to provide new and improved primary and secon dary schools through capital investment programmes
- to support the improve ment and e xpansion of further and higher education to meet needs of a growing population and economy; and
- to provide community facilities to meet the changing needs of Barnet's diverse communities.

C. To promote Barnet as a place of economic growth and prosperity

- to support t he continue d vitality and viability of 20 town centres, focusi ng commercial investment in our priorit y centres of Chipping B arnet, Edgware, Finchle y Church End, and North Finchley;
- to ensure that the regeneration of Brent Cross - Cricklewood creates a new metropolitan town centre and commercial district that serves the sub-region and beyond;
- to ensure that in the borough's main commercial a reas includ ing design ated employment locations a nd town centres there are sufficien t opportunities available to help business grow and prosper; and
- to ensure that residents are equipped with the skills to access the 21,000[1] jobs that t he regeneration of the major growth areas will deliver by 2025/26.

D. To provide safe, effective and efficient travel

- to ensure safe and effective use of the road network that enables reside nts and visitors to choose convenient and reliable t ransport that is economically and environmenta lly efficient, and takes a comprehensive approach to tackling the school run;
- to provide more en vironmentally friendl y transport systems by delivering high quality transport systems in regeneration areas and in town centres through town centre frameworks improving accessibility to jobs, shopping, leisure facilities and services..

E. To promote strong and cohesive communities

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[1] Based on existing London Plan

- to enable communities to become confident and cohesive by providing facilities through which residents can play a part, diversity is valued and local pride is promoted;
- to create the conditions for a safer and more secure Barnet by designing out crime and reducing anti-social behaviour, particularly in known 'hotspots'.

F. To promote healthy living and well-being

- to secure a healthier Barnet by addressing the factors underpinning poor health and well-being and educating citizens as to their own responsibilities for health.
- to provide opportunities for vulnerable people to live more independent lives by planning for appropriate facilities and support services that can meet their future needs.

G. To protect and enhance the suburbs

- to respect and enrich Barnet's distinctive historic environment by protecting and enhancing heritage assets such as the high quality suburban character of townscapes and conservation areas.
- to promote heritage led regeneration to make better use of our heritage assets and engender civic pride in them

H. To ensure efficient use of land and natural resources

- to promote mixed use development of previously developed land in the major growth areas and larger town centres.
- to reduce energy demand through the highest possible standards for design and construction and identify opportunities for decentralised heating networks
- to minimise waste and maximise re-use and recycling and promote an appropriate framework for integrated waste management.

I. To enhance and protect our green and natural open spaces

- to improve access to, and enhance the quality of the Green Belt, Metropolitan Open Land and other open spaces as places for recreation and biodiversity.
- to create new and enhanced public open spaces to support of Barnet's growing population, including at least 18 ha in Brent Cross – Cricklewood, Colindale and Mill Hill East.

2.3.2   The linkage between these objectives, the themes and ambitions of the Sustainable Community Strategy themes and the Core Strategy policies that help deliver each objective are set out below

3   Identification of Target Groups

3.1.1   The EqIA can be used to focus on particular equality aspects in particular those groups identified as having protected characteristics under the Equality Act 2010. For example, certain sections of the community may be known to experience more disadvantage than others. They may be adversely affected by a policy or omitted from the benefits arising from a policy. Therefore the EqIA is aimed at target groups which are deemed to be at particular risk of discrimination and inequality of opportunity. As set out in the GLA's guidance on EqIAs, theses groups are:

- Black and minority ethnic people
- Disabled People
- Women
- Young people and children
- Older people

- Lesbians
- Gay men
- Bisexuals
- Trans people; and
- People from different faith communities.

3.1.2   In addition, EqIA targets a number of groups where plans and policies may create inequality. These are:

- Gender
- Race
- Disability
- Age
- Faith;   and
- Sexual orientation

3.1.3   The groups are not homogeneous and people within these groups have different and individual n eeds. Many will be members of several of the targeted groups. Their experience of unlawful discrimination can involve a variety of factors.

4 Impacts on target groups

4.1 Impact can be defined as follows:

4.1.1 **A negative or adverse impact** d isadvantages one equa lity target g roup, or so me equality target groups. This disadvantage may be differential, where the negative impact on one particular group of individuals or one eq uality target group is like ly to be greater than on another. It should be noted that some negative impacts may be intended.

4.1.2 **A positive impact** will improve eq ual opportunities for an equality target groups, or some equality target gro ups and /or relationships between g roups. The positive impact may be differential, wh ere the po sitive impact on one particular group of individuals or one equality target groups is likely to be greater than on another.

4.2 Barnet's people

4.2.1 According to the Office for National Statistics (ONS) mid year estimate for 2008 Barne t has a population of 338,100. According to ONS projections Barnet is now the most populous b orough in London with an estimated populatio n of 349,800 in 2011. Th e barnet population is projected to grow by 5.5% over the next five years – an increase of 19,4000 people,. The greatest growth will be concentrated in the regeneration areas and Golders Green. There are more women than men (51.1% to 48.9%) and this is also the case within each age ranges especially over 85 years.

Table 1: Gender of Barnet population, 2010, by gender and age

		Barnet population	
All ages	Female	176,800	51.1%
	Male	169,000	48.9%
18+ only	Female	137,518	51.8%
	Male	127,736	48.2%
18-64	Female	111,959	50.8%
	Male	108,447	49.2%
65+	Female	25,560	57.0%
	Male	19,289	43.0%
65-74	Female	12,025	54.0%
	Male	10,232	46.0%
75-84	Female	9,024	56.8%
	Male	6,850	43.2%
85+	Female	4,510	67.1%
	Male	2,207	32.9%

4.2.2 . The changes are not limited to simple growth – they will tra nsform the age and ethnic profile of the borough too. Betwee n 2011 and 2016, the age profile of Barnet will develop in the following ways[2]:

- Significant increase in 5-14 year olds (+6,600). This increase an incredible 23% more 5-9 year olds projected by 2016. This young cohort is the fastest growing group in the borough.p

- General decline in 30-34 years olds (-1,000, 3%) and slower growth in 25-29 year olds (600, 2%).

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[2] Barnet Insight Unit

- Sizeable growth in 40-59 year olds, especially 40-45 (+2,200, 8%) and 50-54 (2,400, 11%) cohorts.

- Sizeable growth in 65-69 year olds (+2,100, 18%) and propotionally significant growth in 90 plus cohort (17%)

4.2.3   The 2011 Barnet Perceptions Survey indicated that 86% o   f respondents are satisf ied with Barnet as a place to live which is in line with national data (88%). The Place Survey (08/09) indicated that on ly 80% of respondents were satisfied with their local area as a place to live.

4.2.4   Barnet has a historical legacy of new communities being welcomed and feeling involved. The Government's National Indicat or 1 measures the proportion of people who be lieve people from different backgrounds get on well together in their local area. Barnet scores highly on community cohesion and sense of belonging. Nearly 90% of residents agr eed that their local area is a place where people from differen   t backgrounds get on well [3]. This is above the national average (86% and is higher than when this question was last asked on the Place Survey 08/09, (83%) [*]. Also 72% of respondents feel a strong sense of belongin g to their local neighbo urhood which is significantly higher than when   this question was asked on the Place Survey 08/09 (57%)*

5   Deprivation in Barnet

5.1.1   Profiling inf ormation from Mosaic, which cla   ssifies peo ple into   11 socio-e conomic groups and within these groups into 61 different types, reve als two significant group s in Barnet – 'career professionals living in sought after locations' and 'educated,   young single people living in areas of transient populations'. According to Mosaic these groups make up 56% of Barnet households. [4]However th ere are pockets of depr ivation within Barnet.

5.1.2   Barnet has six areas within the top 10% most deprived nationally. According to the 2007 Indices of Multiple Deprivation, Burnt Oak and Colindale remain the most deprive   d wards in Barnet by a significant margin, as was the case in 2004. Using the 2008-based sub-national population projections it is estimated that appro ximately 14.2% of the 0- 19 population will live in these two wards by 2016.

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[3] 2011 Barnet Perceptions Survey Interim Topline Results.

[*] Caution should be applied when making direct comparisons to the former Place Survey due to the different methodologies

[4] Experian, Mosaic Public Sector 2010

Map of multiple deprivations in Barnet.
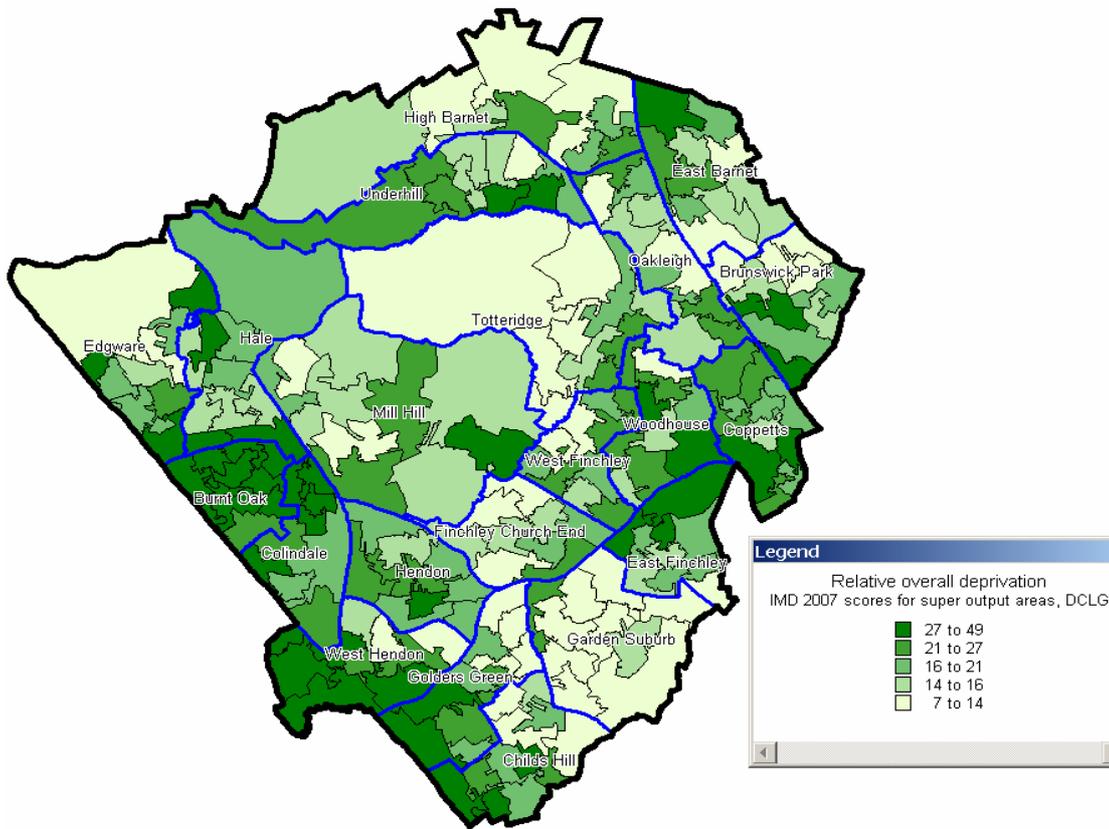
5.1.3   Residents living in dep rived areas suffer more from high er crime, lo wer educational attainment, higher unemployment and poorer health.

5.1.4   A man in Hampstead Garden Suburb is like ly to live seven years longer than a man in Colindale. A woman in Hampstead Garden Suburb is likely to live five years longer than her counterpart in West Finchley. As shown in table 2, the average life expectancy for both men a nd women is higher than the London and national average. Howe ver, the gap between male and female life expectancy at birth has narrowed in the UK a s a whole.

Table 2: Average Life Expectancy

Life expectancy at birth (years)	Barnet	London	England
Female	84.3	83.1	83
Male	80.2	78.6	78.3

Source: Draft Joint Strategic Needs assessment 2011-2015

5.1.5   Residents in poor neighbourhoods are nearly twice as likely to experience problematic levels of crime as those in more affluent neighbourhoods.

5.2   Key benefit claimants

5.2.1   The proportion of residents receiving key benefits in Barnet in 2010 was 12%. However, there are distinct variations across the borough as there are some wards where this proportion is substantially higher; Colindale, Burnt Oak and Underhill. The most common benefits claimed in Barnet and London, are 'incapacity benefits' followed by 'job seekers' and with 'lone parent benefit' in third place.

Table 3: Working age client group – key benefit claimants, February 2010

Group	Barnet (numbers)	Barnet (%)	London (%)	Great Britain (%)
Total claimants	26,390	11.7	14.7	15.1
By statistical group				
Job seekers	6,790	3.0	4.1	3.9
ESA and incapacity benefits	10,730	4.7	5.9	6.7
Lone parents	4,230	1.9	2.5	1.8
Carers	1,690	0.7	0.8	1.1
Others on income related benefits	980	0.4	0.5	0.5
Disabled	1,570	0.7	0.7	1.0
Bereaved	390	0.2	0.2	0.2

Source: https://www.nomisweb.co.uk/reports

Note: % is a proportion of resident population of area 16-64

5.2.2 The age group with by far the highest rates of unemployment are school leavers and young adults (20-24).

5.2.3 According to the Draft Joint Strategic Needs Assessment (JSNA, 20115) the number of people living beyond 85 years of age is set to increase, and there will be a slight increase in the number of children under the age of 5. If not managed effectively, this growth, particularly in specific age groups, will put more pressures in the resources of local health and social care services. The increase in population diversity also reinforces the importance of understanding individual needs and preferences, and ensuring that services are responsive to these.

5.3 Black, Asian and minority ethnic groups (BMEs):

5.3.1 The size and variety of ethnicities in Barnet makes it the 20th most ethnically diverse authority in England. Barnet's population is growing increasingly diverse, especially in the under 19 age group; the attitudes, ethnicity and culture of Barnet is now more reflective of London than previously. By 2016 35% of the local population will be non-White (compared to 33% in 2011).

5.3.2 Barnet's fastest growing ethnicity is "Other" – a group that includes Middle Eastern and Central Asia; Barnet is already home to a growing community from Iran and Afghanistan. Over a five year period this classification represents 19% growth (+4,400 people) against an average growth rate of 5.5%. Although numerically smaller, the Black Other community is experiencing the second fastest proportional growth, with and increase of 15% (1,000). Barnet's largest ethnic group, the Indian community, will remain the most populous BME group over the coming half decade, but growth is slower than other groups at just 5% (1,600 people).[6]

5.3.3 Barnet is also home to a significant Jewish community. Amongst Barnet resident pupils whose first language is not English, the most common languages spoken are Gujarati, Persian-Farsi, Somali, Arabic and Polish.[7]

Table 4: Ethnicity of Barnet population, 2010 to 2030

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[5] Joint Strategic Needs Assessment (JSNA, 2011-2015)
[6] GLA Intelligence 2010 Round Ethnic Group Projections adjusted to fit Barnet Hybrid Population Model
[7]

Ethnicity of Barnet population, 2010 to 2030

Source: Barnet's hybrid population projections, GLA Single Year of Age (SYA) data allocated by named total population figures

		2010	2015	2020	2025	2030
All persons	White	231,050	235,769	238,105	236,637	238,853
	Black Caribbean	4,105	4,247	4,284	4,222	4,245
	Black African	19,585	22,229	23,823	24,475	25,137
	Black Other	6,639	7,609	8,365	8,896	9,337
	Indian	32,704	34,854	36,819	38,141	39,425
	Pakistani	5,850	6,659	7,272	7,668	8,037
	Bangladeshi	1,861	2,060	2,211	2,301	2,384
	Chinese	9,294	10,662	11,714	12,406	13,080
	Other Asian	11,654	12,836	13,621	13,974	14,322
	Other	23,056	28,575	32,669	35,306	37,443

Source: Barnet Equalities and Diversity data

5.3.4   The Housing Needs Survey (2006) indicates that Asian or Asian British – Indian households have the highest average household size with an estimated 3.35 persons per household. In contrast Black and Black British - Other households have the lowest average household size at 1.90 persons per household. Black and Black British - Other households are also particularly likely to live in the private rented sector, whilst Black and Black British - African households are more likely than other groups to be living in social rented housing. The survey showed considerable difference in both income and savings levels between the different groups. Overall an estimated 69.3% of the net affordable housing requirement is for households headed by a White person, although there is a net need for affordable housing from each ethnic group

5.3.5   Resident profiles of our social housing properties reflect national trends. Secure tenants are primarily older, long-established White British whilst non-secure tenants in temporary accommodation are newer arrivals from black and minority ethnic (BME) communities. There is an identified correlation between ill-health and social housing.[8]

5.3.6   Gypsies and Travellers are believed to experience the worst health and education status of any disadvantaged group in England. A London-wide assessment of need for residential pitches found that there are approximately 60 households from the gypsy and traveller communities living in conventional housing in Barnet. There is potential need for 13 pitches based on households who would prefer to live on a gypsies and travellers site.[9]

5.4   Children and young people:

5.4.1   Children and young people make up almost a quarter of Barnet's total population and, in numerical terms, Barnet has the second largest population of children and young people in London. Living in overcrowded and poor quality housing is often linked to lack of access to free and inclusive play and open space. Core policies targeting the provision of and access to social facilities in the borough and the provision of high quality open space and play space facilities would be beneficial to young people and children. Young people and children would benefit from policies which promote healthy lifestyles and provides a greater range of transport choices in order to make movement around the borough safer, more convenient and affordable.

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[8] Barnet's Joint Strategic Needs Assessment 2008/2009 – 2011/2012
[9] Gypsy and Traveller Accommodation Needs Assessment, final report, March 2008

5.4.2   Barnet's growth presents several challenges for community safety and cohesiveness. Young people have identified crime as the most important issue affecting them. People aged 14 to 16 in Barnet are 10 times more likely to be a victim of street robbery than a person in their 30s. As Barnet's population is forecast to become younger there are increased risks of young people being victims as well as perpetrators of crime.

5.5   Women

5.5.1   Personal security concerns, particularly after dark, are important aspects for the safety and well being of women in the borough. Domestic violence and cases of rape occurs across society, irrespective of race, gender, culture, nationality, faith, sexuality, disability, age, social or economic status, and education or health status but it is mainly perpetrated by men against women. Based on police recorded crime data rape is one crime type which has seen a significant increase in the last 12 months (164.1%, 39 offences last year to 103 this year)[10]. Women are likely to benefit from the elements of the plan providing a range of housing, shops, community facilities, transport choices, employment and recreation activities that will also be beneficial to all other groups. Core policies promoting improved design and security features would be beneficial to women especially given the increasing numbers of older women living alone.

5.5.2   Within Barnet more women than men are lone parents with dependant children and there are 28,000 carers in Barnet of who 58.4% are women. Carers' are people who on a regular basis look after family, partners or friends in need of help because they are ill, frail have a disability or significant health problems.[11] There are an estimated 1,000 carers under 18 years, and almost 2,000 aged 75+ years.

5.6   Older People:

5.6.1   Older people generally need readily available access to and location of health, community facilities and public transport.

5.6.2   Older people in Barnet are more likely to be owner occupiers without a mortgage and more likely to under occupy their properties and national research reveals that the a majority of older people would prefer to either remain in their own homes, or would prefer accommodation which is part of the ordinary housing stock but is designed to meet their need rather than designated housing such as sheltered accommodation which may not be popular with people who are fit and well. Lifetime homes are specifically designed to address a wide-range of mobility difficulties.

5.6.3   There are often health considerations which relate to the older population. Extra care housing comprises properties which are ordinary flats suitable for older people providing security and privacy but which have a range of facilities on the premises, with support and 24 hour care. The housing strategy envisages that by 2025 there will be a greater range of accommodation for older people with an increase to 21% sheltered plus for rent or sale and 26% extra care housing for rent or sale.

5.7   Disabled People

5.7.1   In the UK it is thought that approximately 15% of the population could be defined as Disabled under the Disability Discrimination Act. If applied to Barnet's population this translates as around 52,000 people. A disabled person is twice as likely as a non-disabled person of the same age to be unemployed and claiming benefits. Although most disabled people are in employment, at any given level of qualification a disabled person is more likely than a non-disabled person to be low-paid. And almost a third of

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[10] Barnet Crime, Disorder and Substance Misuse Strategic Assessment, 2010
[11] Barnet Carers Strategy 2009-2012

working-age disabled adults live in income poverty. This is double the rate for working age non-disabled adults.[12]

5.7.2   Linked to the impact of disability on employment is the impact of disability on general health. In the 2006 General Household Survey, only 1.8% of non-disabled adults reported their health as 'not good', compared to 26.3% of disabled adults.[13]

5.7.3   An estimated 29,000 adults in Barnet have a moderate or severe hearing impairment; 655 are said to have profound hearing loss. In 2010, 353 people were registered as deaf with Barnet Council; a further 954 were registered as Hard of Hearing.[14]

5.7.4   Not all disability will be of a physical nature, but the numbers in question are significant. It is estimated there are approximately 12,600 adults in Barnet with a serious physical disability, and a further 29,500 with a moderate physical disability.

5.7.5   There are an estimated 140 adults of working age with a serious visual impairment, and an estimated 4,300 people over the age of 65 with either a moderate or severe visual impairment. In 2008, 850 people in Barnet were registered as blind with the local authority.

5.8   Lesbians, Gay Men, Bisexuals and Trans People:

5.8.1   Lesbian, Gay man, Bisexuals and Trans people can face hate crime and harassment in the public realm. A lack of awareness with regard to housing, employment and health services means they are often reluctant to access such services. Policies opposing discrimination, planning for personal safety by applying the principles of inclusive design and well overlooked places and the provision of specialist and accommodation, for vulnerable members of the LGBT communities would benefit this target group.

Table 5: Same sex couples in Barnet

All People Aged 16 and Over in Households (Persons)[1]	Barnet	246,599	London 5,632,491
Living in a same-sex couple (Persons)[1]		514	21,366
	Source: Census 2001 Office for National Statistic		

5.9   Faith groups

5.9.1   Barnet is the second most religiously diverse borough in the country according to the Greater London Authority (GLA) which applied the Simpson diversity index to 2001 Census data on the faith composition of all local authority areas.

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[12] Draft Joint Strategic Needs Assessment (JSNA 2011-2015)
[13] Draft Joint Strategic Needs Assessment (JSNA 2011-2015)
[14] Draft Joint Strategic Needs Assessment (JSNA 2011-2015)

Table 6: Religion in Barnet, 2001

Table to be moved to position belowReligion of Barnet population, 2001

Source: 2001 census figures, downloaded from HNA toolkit website

	All ages		16-64		65+	
Christian	148,844	*47.3%*	96,086	*46.8%*	25,804	*56.7%*
Jewish	46,686	*14.8%*	27,089	*13.2%*	9,585	*21.1%*
Hindu	21,011	*6.7%*	15,083	*7.3%*	1,785	*3.9%*
Muslim	19,373	*6.2%*	12,949	*6.3%*	856	*1.9%*
Sikh	1,113	*0.4%*	871	*0.4%*	64	*0.1%*
Buddhist	3,422	*1.1%*	2,736	*1.3%*	129	*0.3%*
Any other religion	3,215	*1.0%*	2,366	*1.2%*	352	*0.8%*
No religion	40,320	*12.8%*	29,918	*14.6%*	2,462	*5.4%*
Religion not stated	30,580	*9.7%*	18,216	*8.9%*	4,457	*9.8%*

5.9.2   The 2001 Census showed that nearly half (47.3%) of Barnet's population reported their religion as Christian, while 14.8% followed a Jewish faith. Barnet has the highest proportion of people in the country who report being of the Jewish faith. Barnet's Hindu and Muslim communities comprised of six percent each in the 2001 Census. Population projections for our regeneration estates predict that our overall Muslim population will treble over the next 10-15 years. The percentage of the population who stated their religion as 'Christian' was lower for those aged under 16 years (42.3%), as compared to 46.8% for the 16-64 age-group and 56.7% amongst those aged 65+ years. Faith groups often face discrimination because of their beliefs. Amongst some faith groups extended families may create overcrowding. The lack of appropriate provision of places of worship and burial space are issues which impact on various groups. Policies aimed at providing a range of accommodation types and sizes, the protection of existing and provision of future community facilities and the provision of suitable burial sites would be beneficial to all faith groups.

5.9.3   A Racist & Religious Hate Crime Offence is any incident which is perceived to be racist by the victim or any other person, or any offence where the offender demonstrates hostility based on the victim's membership of a racial or religious group. Hate crime overall has reduced significantly (-31.8% reduction compared to figures for last year, 448 offences down to 205. Racist offences (1% of Barnet's Total Notifiable Offences, which is a five year low). [15]

6 Monitoring

6.1.1   We will monitor the Core Strategy in delivering its objectives by assessing its performance against a series of indicators. These key indicators and targets to be monitored have been identified to ensure the delivery of a high quality, sustainable environment.

6.1.2   In addition each year we publish an Annual Monitoring Report which will;

- assess the performance of the Core Strategy and other LDF documents following their adoption

- identify the need to reassess or review any policies or approaches

- make sure the context and assumptions behind our approach are still relevant; and

- identifies trends in the wider social, economic and environmental issues facing Barnet.

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[15] Barnet Crime, Disorder and Substance Misuse Strategic Assessment, 2010

6.1.3　　Where indicators and targets are not being met, the Council will explain why and set out what steps are to be taken to correct this.

6.1.4　　We have taken a new approach to this EqIA by focusing on a number of key questions to identify where risks are likely to occur. The Council's approach is to try to determine the levels of risks to communities and to the Council, where policies will have a positive impact on some groups and where there is a risk of a potentially detrimental effect on others. Where risks have been identified this is addressed by appropriate recommendations including monitoring mechanisms.

6.1.5　　The key questions against which we have tested the Core Strategy policies and in particular the core objectives to deliver the LDF vision are:

The key questions against which we have tested the Core Strategy policies and in particular the core objectives to deliver the LDF vision are:
1.　**Are there differential outcomes for the different communities using our services? If so, what measures will be put in place to re-dress these differences?**
2.　**Will the delivery of Barnet's approach to managing change increase satisfaction ratings amongst different groups of residents?**
3.　**Does the Core Strategy enhance Barnet's reputation as a good place to work and live?**
4.　**Will members of Barnet's diverse communities feel more engaged in how Barnet is managing growth and the manner in which it conducts its business?**
5.　**How will the policies enable the council to promote good relations between different communities?**
6.　**How have residents with different needs been consulted on the anticipated impact of Core Strategy policies? How have any comments influenced the final proposal?**

Key Quality Considerations	Core Strategy Policies	Issues/Risks
Are there differential outcomes for the different communities using our services? If so, what measures will be put in place to re-dress these differences	CS1 - CS15	The Core Strategy Sustainability Appraisal helps to identify and minimise any potential harmful impact of our strategy and policies within a social context in order to maximise the beneficial impacts. The evidence base studies seek to identify differential outcomes and makes recommendations to address them.
Will the delivery of Barnet's approach to managing change increase satisfaction ratings amongst different groups of residents?	CS1 - CS15	From 2011/12 our "One Barnet" approach will help partners including the One Barnet Partnership Board to jointly formulate actions and deliver a range of services that put the community first. • Satisfaction data should be analysed by the main equality strands. • Ensure wide community representation in the development of all Development Plan Documents.
Does the Core Strategy enhance Barnet's reputation as a good place to work and live?	CS1 - CS15	A key objective of the core strategy is to promote mixed communities which will enhance Barnet's reputation as a place where people want to live and where people get on. The strategy acknowledges the challenges of ensuring appropriate infrastructure and facilities in the regeneration areas and other areas of housing growth which meet the needs and aspirations of diverse communities.

Will members of Barnet's diverse communities feel more engaged in how Barnet is managing growth and the manner in which it conducts its business?	CS1 - CS15	The Statement of Community Involvement (SCI) sets out our policy for involving the community in the preparation and revision of Local Development Documents and in considering planning applications.
How will the policies enable the council to promote good relations between different communities?	CS1 - CS15	A key objective of the core strategy is to promote mixed communities.

7   Equalities Impact Assessment matrix

↑	Local net positive impact
↕	Local combination of positive and negative Impacts
↓	Local net negative impact
↔	Local impacts or unknown

7.1.1 Proposed   indicators:-

NI National Indicators reported annually by every Council

London Plan AMR – Reported in the London Plan AMR

LBBNew – New indicator to be reported

EQUALITIES GROUPS / OBJECTIVES	RACE	DISABILITY	GENDER	AGE	Faith	SEXUALITY	MONITORING
To manage housing growth to meet housing aspiration (policies CS1, CS3, CS4, CS6, CS7 and CS15)	↕	↕	↕	↕	↕	↕	Net additional dwellings per annum
Net additional dwellings in BXC, Colindale, Mill Hill East, West Hendon, Dollis Valley, Stonegrove and Spur Road and North London Business Park as a proportion of the annual total (LBB New).
Five year land supply (LBB COI)
Percentage of dwellings completed at less than 30 dph, 30 to 50 dph and above 50 dph .
Affordable homes delivered (gross)
Delivery of housing mix in line with the Sub Regional Strategic Housing Market Assessment
Tenure split
Net additional gypsy and traveller pitches (LBB COI)
Lifetime Homes and Wheelchair Accessible homes approved
Net additional dwellings outside the growth areas, regeneration estates and identified thoroughfares (LBB New)

						Number of buildings on the buildings at risk register (LBB New)
						Housing quality – building for life (LBB COI
						Number of un its connecte d to a decentr alised e nergy network (LBB New)
To meet social infrastructure needs (Policies CS10, CS11 and CS15)	↑	↑	↑	↑	↑	↑	Delivery of the facilities identified in the Infrastructure Delivery Plan (LBB New)
							New schools provided as part of the first class schools/new part private schools
							Achieving in dependence fo r old er p eople thr ough intermediate care/rehabilitation
To promote Barnet as a place of economic growth and prosperity (Policies CS2, CS6, CS15)	↑	↑	↑	↑	↑	↑	Total amount of new floorspace for Town Centre Uses (LBB COI)
							Net additional dwellings in town centres (LBB New)
							Coverage of T own Centres with T own Centre Frameworks or their equivalent (LBB New)
							Total amount of net additional floorspace – by type and location [employment areas, town centres or other] (LBB COI New)
							Net new business VAT registrations (LBB New)
							Employment land available - by type (LBB COI)
							Commercial rents per m2 across borough (LBB New)
							Number of employment p lacements sec ured throu gh S106 (LBB New)
To ensure safe, effective and efficient travel (Policies CS8, CS15)	↔	↑	↑	↑	↔	↔	Number of Green travel plans provided as part of major applications (LBB New)
							Children travelling to school – mode of travel usually used
							Number of electric car parking spaces (LBB New)
							Delivery of step free access (LBB New)
							Development and delivery of new bus routes (LBB New)
To promote healthy living and well-being (Policies CS10, CS11, CS15)	↑	↑	↑	↑	↑	↑	Delivery of the facilities identified in the Infrastructure Delivery Plan (LBB New)
							Achieving in dependence fo r old er p eople thr ough intermediate care/rehabilitation
							% of borough with public access to open space and nature (LBB New)
							Mortality rates from all circulatory diseases at ages under 75
							Perceptions that people in the area treat one another with respect and consideration (NI 23)
							Perceptions of anti-social behaviour (NI 17)
							Overall/general satisfaction with local area (NI5)
							Per capita CO2 emissions in the Borough
							Air Qu ality an d N Ox an d p rimary PM10 emissions (L BB Air Quality Management Area)
To protect and enhance the suburbs (CS1, CS2, CS3, CS4, CS5, CS6,	↑	↑	↑	↑	↑	↑	Total amount of new floorspace for Town Centre Uses (LBB COI)
							Net additional dwellings in town centres (LBB New)
							Coverage of T own Centres with T own Centre Frameworks or their equivalent (LBB New)

CS7, CS10, CS13, Cs14, CS15)							% of borough with public access to open space and nature (LBB New)
							Overall/general satisfaction with local area (NI5)
							Per capita CO2 emissions in the Borough
							Air Quality and NOx and primary PM10 emissions (LBB Air Quality Management Area)
To provide efficient use of land and natural resources (CS13)	↑	↑	↑	↑	↑	↑	% of borough with public access to open space and nature (LBB New)
							Number of Green travel plans provided as part of major applications (LBB New)
							Children travelling to school – mode of travel usually used
							Number of electric car parking spaces (LBB New)
							Delivery of step free access (LBB New)
							Development and delivery of new bus routes (LBB New)
To enhance and protect our green and natural open spaces. (Policy CS5, CS7, CS13, and CS15)	↑	↑	↑	↑	↑	↑	Protection of open space (LP AMR)
							% of borough with public access to open space and nature (LBB New)
							Proportion of Local Sites where positive conservation management has been or is being implemented (NI 197)
							Children and young people's satisfaction with parks and play areas (NI 199)
							Per capita CO2 emissions in the Borough
							Number of planning permissions granted contrary to EA advice on either flood defence or water quality grounds (LBB COI)

Linkages to Social Aspects Highlighted in the Sustainability Appraisal for the Pre Submission stage.		
To improve the health of Barnet's population	• Assist in tackling health inequalities in the borough • Improve access to health services, in particular to a GP • Encourage healthy lifestyles and provide opportunities for sport and recreation • Promote access to healthy eating	
To improve the education and skills of the population	• Improve the exam performance of pupils in Barnet's schools • Reduce the number of adults with no qualifications • Help fill the skills gap • Promote high quality, multi purpose educational facilities	
To provide Barnet's population with the opportunity to live in a decent affordable home	• Increase access to good quality and affordable housing • Encourage mixed use and range of housing type and tenure • Reduce the number of unfit homes • Reduce homelessness	
To provide good quality surroundings for all	• Improve the satisfaction of people with their neighbourhoods as places to live • Improve residential amenity and sense of place	
To reduce crime and the fear of crime	• Reduce anti social behaviour by designing out crime • Reduce the fear of crime	
To improve accessibility for all to services and facilities	• Improve access to key community services • Improve the level of investment in key community services • Improve access to green and open spaces • Improve access to public transport	
To encourage a sense of community; identity and welfare	• Encourage engagement in community activities and social networks • Foster a sense of pride in an area • Improve community cohesion • Encourage people to respect and value their contribution to society • Increase the ability of people to influence decisions	

8 Summary

8.1.1   This report has presented an equalities impact assessment of the Core Strategy Core Objectives by assessing their impacts on equality groups and mechanisms for monitoring the impact of policies on different groups. Adverse impacts on equality groups arising from the "Issues and options, Direction of travel stages have been identified and most have not been taken forward to this Pre Submission stage. Those which have are accompanied by mitigation measures to reduce their adverse impacts.

8.1.2   On balance new development will bring a variety of benefits to the equality target groups, mainly focussed around better access to a wider range and choice of homes, jobs, services and community facilities. Improved transport infrastructure will support this process by ensuring affordable and safe access from residential areas to its services and facilities, and to areas beyond the borough boundary.

8.2   Demographic changes affecting existing diversity and age profile

8.2.1   The growth in Barnet will change the existing communities attracting a much younger and ethnically diverse population. Over the next 10 years there will be a marked increase in the number of children aged between 5-14 years old and number of people over 65. The age groups that will grow are those that are more likely to use public services and resources more frequently. This will place increased pressure on school places and services for the frail elderly.

8.2.2   Ensuring that families with small children, older people and disabled people can move around, enjoy and feel secure in their neighbourhoods enables everyone to fully participate in and contribute to the life of the community. Social networks can be a valuable social network with interaction enabling people to build communities. This and a sense of belonging can bring great benefits to people.Lifetime neighbourhoods help to build cohesive, successful and sustainable communities. Inclusive design puts people at the heart of the design process and can create accessible community spaces offering a wide range of services.

8.3   Social Infrastructure requirements

8.3.1   The infrastructure to support growth including schools, further and higher education establishments, healthcare, community facilities, parks, utilities and improvements to transport connectivity needs to be developed on a collective understanding of how the needs of our residents are changing.

i)   Creating multi use community hubs by combining a number of facilities in one location will help to reduce the need to drive and therefore the effect of traffic on the environment and ensure that facilities are local and linked to public transport. The regeneration and development areas and town centres will be the focus for improvements in community facilities so residents in these locations will benefit the most.

With recent increases in birth rates in Barnet it is likely that there will be an immediate need for increased primary school capacity to meet future demand for school places.

Barnet is experiencing unprecedented pressure on primary school places, which is projected to increase in the coming years as existing pupils progress through primary school and the number of births in the borough continues to rise. Significant capital investment is required in additional school places, with a permanent expansion proposed at Broadfields Primary School, and plans being developed to increase capacity in the Colindale area. Permanent expansions for future years are also

proposed in the Finchley and East Barnet areas. Future capital investment will need to continue to be directed toward meeting the increasing demand for primary school places, as well as addressing the suitability and condition of buildings. On the basis of current school roll projections, pressure will emerge on secondary school places around 2015/16. Planning for increased secondary provision is more complex than the primary phase due to parental choice and the distance parents are willing for their children to travel.

ii) Sustainable design and construction - The sustainable design and construction principles embodied in the Core strategy policies encourages and environment which is safe, inclusive, accessible whilst ensuring the efficient use of natural resources.

More residents are living longer and more frequently older people are choosing to remain in their own homes rather than go into residential care. Lifetime Homes are ordinary homes specifically designed to address a wide-range of mobility difficulties without being tailored to the specific circumstances of the household. The Lifetime Homes Standard incorporates 16 design criteria that can be universally applied to new homes at minimal cost. Each design feature contributes to health and well-being and supports changing needs of residents at different life-stages. In line with the London Plan we expect all new homes to meet Lifetime Homes Standards. By extending these principles we can create Lifetime Neighbourhoods (as set out at CS5 – Protecting and Enhancing Barnet's character to create high quality places).

The policies seek to ensure that all new homes are built to Lifetime Homes Standards and that through extending the inclusive design principles embedded in Lifetime Homes we can create Lifetime Neighbourhoods that are welcoming, accessible, and inviting for everyone, regardless of age, or health, or disability.

8.3.2 Good design should reflect the diversity of people who use it and not impose barriers of any kind. With a changing population we will ensure the built environment is designed and managed in line with the key principles of inclusive design as set out in the CABE publication Principles of Inclusive Design (They Include You). These principles are:

➢ Place people at the he art of the d esign proce ss: create spaces and buildings th at people can use to form strong, vibrant and sustainable communities;
➢ Acknowledge diversity and differen ce: meet as many pe ople's need s as possib le reflecting that we can all experience limited mobility;
➢ Offer choice : a single design solution can not accommodate all users but by considering diversity it can achieve superior solutions of wider benefit;
➢ Provide for flexibility in use: design places to adapt to changing uses and demands;
➢ Provide buildings and environment s that are convenient and enjoyable to use: Consider signage, lighting, visual contrast and materials.

8.3.3 By extending the inclusive design principles embedded in the Lifetime Homes standard (as set out at CS4 – Providing Quality Homes and Housing Choice in Barnet) to a wider level we can create neighbourhoods that are welcoming, accessible, and inviting for everyone, regardless of age, or health, or disability. The lifetime neighbourhood is sustainable in terms of changing climatic conditions, but it also means that transport services, housing, public services, civic space and amenities, all make it possible for people to have a full life and take part in the life of the community around them.

8.3.4 The Core Strategy policies supports the principles of the Police flagship initiative Secured by Design which focuses on crime prevention at the design, layout and construction stages of development by seeking to 'design out crime' and recognises the links to creating a mixed and balanced community . Principles set within Safer Places and Secured by Design are part of our designing out crime solutions.

8.3.5 These principles are of benefit to all and are particularly helpful for people with mobility problems, disabled, women, older people, young people, and carers.

8.3.6   Both the plan making process and the proposed policies in the Core Strategy itself will encourage and promote equality.