



Lambeth Council

DRAFT COMMUNITY INFRASTRUCTURE LEVY (CIL)

Equality Impact Assessment Report

JUNE 2013

Title	Purpose
CIL Equality Impact Assessment Report	Provides an equality impact assessment on Lambeth CIL Draft Charging Schedule
Examination Document Reference	DCS/16

Equality Impact Assessment Report

Full Equality Impact Assessment Report
(EIA13-14)

Date to EIA panel, department, DLT or DMT

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London Borough of Lambeth

Full Equality Impact Assessment Report

1.0 Introduction

1.1 Business activity aims and intentions

In brief explain the aims of your proposal/project/service, why is it needed? Who is it aimed at? What is the intended outcome? What are the links to the cooperative council vision, corporate outcomes and priorities?

The Community Infrastructure Levy (CIL) was introduced under the Planning Act 2008 and is a new tariff system that enables local authorities to make a charge on most forms of new development to fund infrastructure needed to support development. Unlike funding from Section 106 agreements, CIL funds can be spent on a wide range of infrastructure to support development without the need for a direct geographical or functional relationship with the development. The intention is that CIL will be a simpler, fairer, more transparent and more predictable system. The CIL Regulations 2010 (as amended) set out the framework and statutory requirements for local authorities who intend to introduce a CIL. The overall purpose of CIL is to ensure that costs incurred in providing infrastructure to support the development of an area can be funded (wholly or partly) by owners or developers of land.

Under the CIL Regulations (2010) (as amended), the amount of CIL to be paid has to be set out in a formal document called a Charging Schedule. The Charging Schedule must set out the level of charge that is to be levied for different types of development, in different parts of the borough. It is charged per square metre on net additional floorspace of development and the charging schedule must set out how to calculate the level of CIL required for each scheme.

CIL is not charged on affordable housing and buildings used for charitable purposes. The amount payable for other forms of development will be set at the time of planning permission is granted and payment will be due at the commencement of development. Larger amounts will be payable in instalments over fixed time periods.

CIL is intended to complement rather than replace other funding streams and is intended to promote development rather than hinder it. Its main advantages are that:

- It is modest, representing around 2-5% of total development costs and is not charged on types of development that cannot sustain it;

- It is a fixed, non-negotiable charge and is therefore transparent and predictable;
- It is less time-consuming and complicated than s106 planning obligations, with less need for protracted negotiations with applicants and the drawing up of legal agreements; and
- Local communities will be able to influence how a proportion of CIL receipts are spent in their areas, so that communities can benefit from development in their area.

In accordance with the CIL Regulations 2010 (as amended), two rounds of consultation need to be carried out prior to the borough-wide CIL Charging Schedule being adopted. We consulted on our preliminary draft CIL Charging Schedule between September and November 2012 and received 36 representations in total. The next step is the second round of consultation for the Draft CIL Charging Schedule.

The draft CIL Charging Schedule identifies three discrete charging zones in which different CIL charges will apply depending on the type of development that is being proposed (see table next page).

Draft Charging Schedule – Charge Rates

Development type	Zone A - Waterloo & Vauxhall	Zone B - Kennington, Oval and Clapham South	Zone C - Streatham, West Norwood, Streatham Hill, Tulse Hill, Brixton, Stockwell, and Herne Hill
Residential	£265	£150	£50
Hotel	£250	£100	
Development type	Waterloo and Vauxhall Office Area	Rest of Borough	
Office	£125	Nil	
Development type	Whole Borough		
Industrial	Nil		
Retail	Nil		
Retail (in excess of 2,500 square metres)	£115		
Student accommodation	£360		
All other uses not identified above	Nil		

The CIL Regulations require that the CIL rates are underpinned by evidence relating to the economic viability of new development and the borough's projected infrastructure needs over the period to which the CIL charge applies. The Council's Infrastructure Plan as outlined in the Core Strategy 2011 sets out key infrastructure requirements needed to support growth and the development objectives of the borough. The initial draft CIL Regulation 123 List contains the list of generic infrastructure projects where CIL may be applied, and where S 106 will not be sought. Importantly, adopting the CIL in Lambeth will help the Council achieve its spatial strategy, vision and strategic objectives as outlined in the adopted Core Strategy 2011 and draft Local Plan 2013. The strategy, vision, objectives and policies of the Core Strategy were subject to an Equalities Impact Assessment, including public consultation and examination and it was found to be sound. Accordingly, future planned growth in the Borough has been found sound in terms of its impacts on equality groups.

The introduction of CIL should, in principle, benefit all groups by contributing to the delivery of strategic and local infrastructure and helping to achieve more sustainable development. CIL payments will be used to fund infrastructure such as delivery of new school places, health facilities, public realm, open space projects and therefore it is anticipated it will generate benefits for all equality groups. Any possible impacts would arise at the time money is secured through CIL and new or improved infrastructure is actually delivered; impacts will not arise directly as a result of the CIL Charging Schedule itself.

The Department for Communities and Local Government (DCLG) undertook an Equalities Impact Assessment of CIL legislation and regulations in January 2012. Part of this assessment states that:

"The Community Infrastructure Levy is unlikely to have an adverse impact on any social group. By making communities more sustainable, the Community Infrastructure Levy will facilitate economic growth and liveability and so create opportunity for all. The infrastructure and services that the Community Infrastructure Levy will provide (such as medical and community facilities and transport networks) will enhance accessibility and liveability for all sectors of society, and could help to deliver new infrastructure that serves different needs within the community, for example, by increasing mobility and accessibility. We do not anticipate the reforms to the Community Infrastructure Levy changing this assessment."

DCLG, Jan 2010 (<http://www.parliament.uk/documents/impact-assessments/IA11-010AG.pdf>)

It is clear that the Government do not expect the implementation of CIL to cause any adverse impact on any equality groups; indeed they anticipate that it will in general have a positive influence on a number of equalities groups.

2.1 Evidence dashboard

Any proposed business activity (new policy or strategy), service change, procurement) must be made by carrying out an assessment of the likely impact that it will have for our customers. In this section please include both data and analysis which shows that you understand how this decision is likely to affect residents that fall under the target groups below.

Target groups	Impact: Positive Negative Both None Unknown	Impact analysis <i>Please explain how you justify your claims around impacts. Please include any data and evidence that you have collected including from surveys or complaints to support your proposed changes to business activity.</i>	External data sources <i>(please provide any hyperlinks)</i>
Race	Positive	<p>Lambeth has one of the highest Black African and Black Caribbean populations in London (11.5% and 9.8% of total borough population respectively) as well as being home to sizeable Portuguese, Polish and Vietnamese communities. The number of those from white backgrounds is 62.7%, comparable to that of other inner London boroughs (63%); 46% of the total borough population identifies themselves as white British.</p> <p>Overall it is considered that the proposed charging schedule for CIL is likely to benefit various race equality groups in the borough. Lambeth does not propose to charge CIL on new retail units less than 2,500sqm and therefore is unlikely to impact adversely on new ethnically owned and operated small and mediums retail enterprises (for example particular BME food and convenience shops, or clothing shops). Similarly, no charge will be sought on new office development outside of the Waterloo and Vauxhall area. This will benefit businesses directly, but may also indirectly benefit BME groups through job creation. Funds received from residential, hotel, large retail, student accommodation, and office development in Waterloo and Vauxhall will contribute to providing local services which are important to a number of different equality groups, including BME groups.</p> <p>Social housing is exempt from making CIL payments so CIL will not</p>	<p>Lambeth State of the Borough Report, 2011</p>

		represent an additional barrier to the delivery of social housing and therefore may help address some overcrowding issues affecting BME groups. Accordingly some ethnic groups that may rely on social housing will indirectly benefit as CIL is not an additional burden on developers of social housing.	
Gender	Positive	<p>The gender split in Lambeth (48.5% male and 51.5% female) is similar to inner London and the country (both around 50-50).</p> <p>No specific impacts (positive or negative) are identified although as outlined above the introduction of CIL will benefit all groups and people by contributing to the delivery of strategic and local infrastructure as identified in the Infrastructure Schedule and draft CIL Regulation 123 List as necessary to support proposed levels of development. CIL funds may also be used for open space improvements which will result in safer environments which will benefit more vulnerable groups including women, older and younger persons, gay and lesbians.</p>	Lambeth Research and Consultation Briefing Gender Customer Insight Report 2012
Gender re-assignment	None	<p>Overall not much is known about gender reassignment group in the borough. People undergoing gender transition are more likely to be victims of hate crime and anti-social behaviour. Research conducted in the borough found that 29% of respondents avoided going to certain areas and 33% avoided going out at certain times of day/night.</p> <p>As above for the gender group, no specific impacts (positive or negative) are identified for the gender re-assignment group although as outlined above the introduction of CIL will benefit all groups and people by contributing to the delivery of strategic and local infrastructure as identified in the Infrastructure Schedule as necessary to support proposed levels of development. CIL funds may also be used for open space improvements which will result in safer environments which will benefit more vulnerable groups including transgender people.</p>	Lambeth: a trans agenda? 2012
Disability	Positive	In August 2011, 12,690 Lambeth residents were in receipt of Disability Living Allowance, compared with 12,480 in May 2010. The PANSI system, produced by the Department of Health, that projects data from the Health Survey for England to a borough level suggests that there are	Lambeth Research and Consultation Briefing Disability Customer Insight Report 2012

		<p>16,988 working age residents who have a moderate or severe physical disability in the borough, and 33,696 who have a common mental disorder.</p> <p>The CIL Regulations state that social housing is exempt from paying the CIL. This means that CIL should not represent a barrier to the establishment of new social housing and accordingly should result in positive benefits for people in certain disability groups.</p> <p>The Council is not proposing to charge CIL on new healthcare or community facilities which also mean that CIL will not represent a barrier to the development of such new facilities. Rather, funds collected through CIL from other forms of development as outlined in the schedule will be used to help deliver new social infrastructure which includes healthcare and community facilities (for example primary care services, adult social care, mental health services) that will benefit various disability groups including the accessibility of these facilities.</p>	
Age	Positive	<p>The age breakdown (sourced from State of the Borough Report 2011) for Lambeth is as follows:</p> <ol style="list-style-type: none"> 1. Under 20 years: 22.6% 2. 20 – 44 years: 51.8% 3. 45 - 59 years: 14.6% 4. 60+ years: 10.9% <p>Positively, older residents are more active in their communities than residents overall, in terms of being a member, or regularly joining in the activities of groups, clubs or organisations. Older residents are more likely to be involved in a tenants or residents group such as Neighbourhood Watch – this is particularly the case for those aged 65-74 – or a group set up to improve the local area. Older residents aged 65-74 are more likely to belong to a religious group or church organisation and those aged 75-84 are more likely to be a member of a</p>	<p>Lambeth Policy, Equalities and Performance Briefing Older resident customer insight report 2012</p> <p>Lambeth State of the Borough Report, 2011</p>

		<p>social club. These are positive findings and demonstrate that older residents want to be involved in their local communities, even though they are more likely to disagree that they can influence decisions affecting the local area.</p> <p>As already mentioned, the CIL regulations establish that social housing is exempt from paying CIL and therefore this may benefit older persons and young families who rely on the provision of social housing. Similarly, the Council is proposing a NIL charge on healthcare and education facilities which means the CIL will not represent an additional financial barrier to the delivery of these uses. Indeed the charging of CIL from other development uses will help deliver much needed schools and health facilities, particularly in areas earmarked for significant population growth. CIL may also fund, in whole or in part, new public transport infrastructure which will benefit older and younger populations alike with improved accessibility to community services, facilities (including open space, leisure centres, sports and play spaces) and employment.</p> <p>However, the CIL does propose to charge developers £360 per square metre for student accommodation. This may represent a barrier to developers to the delivery of student housing in the Borough, which may therefore reduce opportunities and accessibility of student housing. However, it should be noted that the figure of £360 is generally less than what other Inner London boroughs are charging:</p> <ul style="list-style-type: none"> ▪ Wandsworth (£575) ▪ Southwark (ranging from £50 to £400 depending on location) ▪ Islington (£475) ▪ Camden (£400 zones 2&3, or £175 zone 1) ▪ Tower Hamlets (£425). 	
Sexual orientation	None	There is only a limited amount of information on sexual orientation available. Guidance from the Equality and Human Rights Commission states to collect it where relevant and sexual orientation is not considered significantly relevant to the charging of CIL. As outlined	Lambeth Research and Consultation Briefing Lesbian, Gay and Bisexual customer service insight report 2012

		above, it is expected that CIL should result in positive effects on all equality groups as it helps to deliver infrastructure to support new developments and population growth.	
Religion and belief	Positive	<p>In terms of religion, 55% of Lambeth residents identify themselves as Christian, 6% as Muslim and 33% say they do not have a religion.</p> <p>Muslim residents are likely to be younger, more ethnically diverse and less economically active than the population as a whole. They are more likely to have a main language that is not English. Muslim residents are more likely to prefer accessing council services in person, which may reflect lower confidence with written English and therefore on-line services.</p> <p>Christian residents are more likely to be older, more settled residents, often in social housing, although there are also substantial smaller groups from, for example, Poland, Africa and Portugal who are younger and less settled. Services for older people could be targeted at Christians through churches and faith networks, including support and to encourage accessing services on-line.</p> <p>The proposed CIL charging schedule does not include a charge for new religious institutions which again means CIL will not represent a financial barrier to the delivery of such facilities. It should also be noted that the CIL Regulations declare buildings proposed by charities and used for charitable purposes are exempt from paying CIL.</p>	Lambeth PEP Briefing Religion and Belief customer insight report 2012
Socio-economic factors	Positive	<p>Lambeth is a very diverse borough ethnically, culturally, socially and economically and this diversity is constantly evolving. It is the fourth most densely populated local authority in England, with over 11,300 people per km². Lambeth's population is 303,100, which makes it the third largest population in inner London, after Newham (308,000) and Wandsworth (307,000) (Census 2011). The socio-economic profile of the area is mixed, with areas of affluence and deprivation in close proximity. The borough is the 14th most deprived district in England, comparable with Southwark, Lewisham and Haringey, but less deprived than the most deprived London boroughs of Newham, Tower Hamlets and</p>	<p>Lambeth State of the Borough Report, 2011</p> <p>2011 census</p> <p>Lambeth Residents Survey Adult topline results 2010</p>

Hackney. Unemployment is a major barrier to economic prosperity. Over 99 percent of the approximate 10,000 businesses in the Borough are Small and Medium Enterprises (SMEs).

Overall it is considered that the proposed charging levels of CIL should benefit the socio-economic position of the borough. No charge is proposed for retail developments less than 2500 sqm, industrial developments or offices outside of the Vauxhall and Waterloo Office Area. Therefore CIL will not represent a financial barrier to the establishment of new small and medium enterprises. This also means that the establishment of CIL should not preclude the accessibility of local people to local jobs.

Similarly, as previously outlined, social housing is exempt from being charged CIL.

The CIL charge has been subject to viability appraisals and has been set at charges that are fair and which should not disincentivise developers from doing business across the borough. The CIL charge proposes different rates for different identified zones in the borough. Higher land values (for example in Waterloo and Vauxhall) attract a higher CIL rate than lower land values areas (for example in the south of the borough). Accordingly, this should not represent a financial barrier to the delivery of new housing and offices across the borough and therefore should not impact adversely on any particular equality group.

Importantly, the collection of CIL will enable the delivery of critical social, green and physical infrastructure (e.g. schools, healthcare, open spaces, transport and waste services and facilities). It is considered that such projects support sustainable development and will benefit all equality groups. A proportion of CIL will also be ringfenced for the Neighbourhood in which the generating development is located (a minimum of 15% rising to 25% on the adoption of a Neighbourhood Development Plan). This should significantly benefit the localised

		population affected by the development.	
Marriage and civil partnership	None	No known negative impacts have been identified for this target group and there is a gap in data on number of married and civil partnerships in the borough. As noted above, the introduction of CIL should benefit all groups.	
Pregnancy and maternity	Positive	No known negative impacts have been identified for this target group and there is a gap in data on number of pregnant women and those on maternity in the borough. Healthcare facilities will be exempt from the CIL charge so CIL should not present a financial barrier to the development of new health facilities. Accordingly this should benefit pregnant mothers and families with young children as well as the wider community and improve accessibility to these services.	
Language	None	<p>Approximately 150 languages are spoken in the borough. After English the main languages spoken are: Portuguese, Yoruba, French, Spanish and Twi.</p> <p>It is considered that the CIL charge has no direct effect on people who speak different languages. The collection of CIL may result in community facilities that may be used by groups that help those who speak different languages. New buildings proposed by charities will not be charged CIL if the use of the building is for charitable purposes. However there may be some difficulties in understanding the CIL Charging Schedule for those where English is not a first language. This should not adversely impact on the ability of these people in participating in the consultation though as the consultation will be in line with the Council's Statement of Community Involvement and particularly the availability of the Big Word translation service.</p>	Translation and interpretation report 2012
Health	Positive	The vast majority of Lambeth's residents think they are currently in good health. While the risk of dying from cancer, circulatory diseases and infectious diseases are decreasing; Lambeth has a high level of unhealthy lifestyle choices such as alcohol and tobacco consumption, drug misuse and sexually transmitted diseases.	Lambeth Research and Consultation Briefing Disability Customer Insight Report 2012

		<p>Residents with a long term limiting illness (like disabled residents) tend to be older and are more likely to have lived in the borough for a long time. They are less likely to have children.</p>	
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		<p>As outlined above, new buildings constructed for new healthcare services will not be charged the CIL levy, and therefore CIL will not present a financial barrier to the development of the facilities. Rather, funds collected through CIL may be used to provide additional healthcare provision in the borough which will help improve the health of residents.</p>	
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2.2 Gaps in evidence base

Have you checked the council's equality and monitoring policy? What gaps in information have you identified from your research and evidence analysis? In your response please identify areas where more information is required and how you intend to fill in the gaps. If you are unable to fill in the gaps please state this clearly with justification.

While there are gaps in the evidence base for the areas of gender reassignment, sexual orientation and numbers of married and civil partnerships in the Borough; it is not considered that further information in these areas will influence in any way the charging schedule of CIL. Given CIL contribution will be spent on local infrastructure, it is expected that funds collected from CIL should result in positive impacts on these groups as well as all other equality groups.

3.0 Consultation, Engagement and Co-production

3.1 Engagement and consultation with stakeholders

Who are your key stakeholders and how have you consulted, co-produced or engaged with them? What impact has this had on the project/proposal/service?

The Cabinet approved the Preliminary Draft Charging Schedule (PDCS) on 9 September 2012, and consultation occurred from 28th September to 9 November 2012. In total 36 responses were received ranging from individuals, community organisations, statutory bodies and major developer and property owners/development interests.

The following is a summary of the main points made in the consultation:

- Issues around the zoning map, and whether it reflected fully the Vauxhall Nine Elms & Battersea NEB Opportunity Area for residential and hotel development, plus queries regarding viability outside the Opportunity Area and whether the same charges are viable.
- CIL income projections clarification in light of zoning map issues.
- Representations on the requirement for discretionary CIL Relief, for development that otherwise may prove unviable.
- Representations on discretionary charitable relief for charitable bodies/ in part linked to student accommodation being provided by colleges in partnership
- General developer concerns and queries on levels of charges in terms of viability, and the evidence and methodology adopted by BNP Paribas Real Estate, with a particular focus in Waterloo/Vauxhall. But with no alternative evidence/methodology being offered.
- Impact of Council still seeking S 106 planning obligations, and the requirement to assess CIL levels against a revised S 106 planning obligations Supplementary Planning Document.
- Developer queries on retail approach that differentiates by retail unit size/viability.
- Specific request from Southbank centre to be exempt/apply a zero charge due to proposed enabling retail/restaurant development in its regeneration proposals.
- Representations on impact of charge rates on affordable housing.

As a result of the consultation responses on the Preliminary draft Charging Schedule, a number of changes to the Draft Charging Schedule are proposed. These include; a single unified residential rate for Waterloo and Vauxhall based on the lower Vauxhall rate in the Preliminary Draft Charging Schedule of £265 per sqm; an amended Charging Zone map to reflect the unified Waterloo and Vauxhall zone, and also to better define the Vauxhall charging area, in terms of the Nine Elms and Vauxhall Opportunity Area; not to proceed with separate charging zero rate for Estate Regeneration projects; and to introduce scope for discretionary relief on financial grounds.

The changes emanating from consultation (i.e. the proposed draft Charging Schedule) are not expected to adversely impact on any equality groups. The provision of appropriate social, physical and green infrastructure is considered to help bridge deprivation gaps, particularly in the areas of new development across the borough.

3.2 Gaps in consultation and engagement

What gaps in consultation and engagement have you identified? Please identify where more consultation and engagement is required

and set out how you intend to undertake it.

Subject to Cabinet approval, the Draft Charging Schedule will be subject to a second round of statutory consultation prior to submission for an Examination in Public by an independent Inspector. The two rounds of consultation and Examination in Public are requirements set by CLG regulations for Local Authorities in adopting their CIL. Many residents of the borough are from BME groups and/or have English as not their first language. This may cause difficulty in understanding CIL and how it may impact their lives. However, all consultation (i.e. both the first and forthcoming rounds) have and will be compliant with the measures set out in the Lambeth Statement of Community Involvement (SCI). The SCI is a statutory document which sets out the council's commitments to involving local communities, businesses and other organisations in the preparation of all local development documents. It states that the Council will consult with General Consultation Bodies and this includes different racial, ethnic, religious, business, disabled persons, groups representing the elderly, women's groups, young persons and the Youth Council, lesbian, gay, bisexual and transgender forum and health and national groups. It includes (among other things) use of Big Word translation service and requirements for accessible venues for public meetings. Notification of the consultation on the draft CIL Charging Schedule will be promoted in the local newspaper, on the Council's website, in all borough libraries, in the Town Hall as well as to known stakeholder groups.

In terms of consultation of the Charging Schedule; while it is traditionally very hard to engage people in the area of local plan policy and financial charging work (which looks to the future and non-immediate concerns which people generally find hard to relate to) we have tried to be as inclusive and user friendly as possible, both in past consultations associated with the Core Strategy and Preliminary draft Charging Schedule and the current consultation of the draft Local Plan.

Wherever possible, infrastructure projects, charges and policy review and augmentation in a number of Lambeth's main growth areas has been developed along with local residents and businesses. As a cooperative council, the aim is to give people more involvement in and control of the places where they live. Involvement of local people in for example the supplementary planning document process means that these important guides for future development reflect local concerns and aspirations and will help to deliver tangible benefits. For example, the Brixton SPD takes forward the priorities identified by local people in the Brixton masterplan. Through a number of workshops, market stall events and online drafting of the document via google docs, the Council has now produced a draft Brixton SPD.

Similarly, following consultation the Vauxhall SPD was approved by Cabinet in January 2013. The document is an ambitious vision for Vauxhall, which was arrived at through discussions with the business and residential community. Central to the Council's

communications and engagement activity has been the involvement of key stakeholders – who have shaped activity through their advice and expertise. Two local organisations – Stockwell Partnership and KOV Forum have also helped with the promotion and delivery of activity, including outreach work with some of the more difficult to engage with groups, hosting of special forums and support with front of house at open days in March.

The Localism Act of 2011 provides further opportunities for local communities get involved in planning to produce neighbourhood plans for their local area (although said plans should not be aiming to prevent but encourage development in its local area). The neighbourhood plan needs to be in conformity with the development plan for the borough, but it gives local communities the power to shape the future of their own local area. It is at this level that the local community has the chance of getting more involved in plan making and delivery of infrastructure projects at a very local level and shaping the environment in which they live. A proportion of CIL funds will be available to neighbourhoods where there is an adopted Neighbourhood Plan in place. Interest in producing neighbourhood plans has manifested itself in areas such as Brixton, Loughborough Junction and Waterloo/South Bank and the Council will be working with community groups, offering advice and assistance to the local community where needed.

Importantly, the nature of the subject matter of CIL (i.e. the setting of a financial charge to contribute towards costs of local infrastructure) means that it is primarily of interest to developers and/or landowners required to pay the charge. The list of projects on which CIL funds will contribute towards is provided in the Core Strategy 2011 and has been updated for the CIL Infrastructure Delivery Plan which will inform the initial draft CIL Regulation 123 List.

4.0 Equalities Impact Assessment Plan

4.1 Recommendations and justification

What are the main conclusions of this EIA? Are there any disproportionate negative or positive impacts, if so, are they justifiable and how will they be mitigated?

Taking into account the evidence dashboard of equality groups in the borough (see section 2.1 of this report) and the purpose of the CIL Charging Schedule, it is considered that the proposed CIL charging schedule will not adversely impact of any of the equality groups. Indeed, the conclusions arrived at by the Department of Communities and Local Government on their assessment of the CIL Legislation and Regulations (see section 1.1 of this report) are further endorsed with respect to the proposed CIL Schedule for Lambeth. The infrastructure and services that the CIL will provide (for example schools, medical and community facilities, improvements to green open spaces, and transport) will enhance accessibility and liveability of all sectors of society, including all equality groups.

Accordingly, no further recommendations to the proposed draft Charging Schedule are considered necessary from an equalities perspective.

4.2 Responding to equality considerations

The plan should include a description of how you will monitor, evaluate and review the business activity.

Issue	Resulting actions	Timeframe	Lead officer
Pre-consultation	<ul style="list-style-type: none"> • Publish info on website with background information • Link to published Cabinet Report on website, followed by email updates and tweet 	Late May/early June 2013	Clive Fraser
Consultation	<ul style="list-style-type: none"> • Audit trail of consultation messages • Number of website hits on CIL page • Number of responses from different equality groups 	June 2013	Clive Fraser
Feedback	<ul style="list-style-type: none"> • Present outcome of consultation to Planning & Development CAP • Feeding back via council publications, website and email 	July 2013	Clive Fraser
Equalities monitoring	<ul style="list-style-type: none"> • Equalities and diversity information will be captured and monitored when undertaking consultation. • Number of requests for translations and disability requirements at meetings 	June 2013	Clive Fraser
Review of consultation	<ul style="list-style-type: none"> • Review Equalities Impact Assessment to ensure consultation methods were inclusive 	July/August 2013	Clive Fraser

5.0 Publishing your results

The results of your EIA must be published as per the council's EIA guidance. Once the business activity has been implemented it must be periodically reviewed to ensure it has the intended impact and is still appropriate.

EIA publishing date

May 2013

Assessment sign off:

Name	Date