

<b>Equality Impact Assessment</b>	<b>Please enter responses below in the right hand columns</b>
<b>Date</b>	June 2017
<b>Sign-off path for EIA</b> (please add/delete as applicable) If you are conducting an EIA on a Cabinet decision, it should come to Corporate EIA panel for sign off.	
<b>Title of Project, business area, policy/strategy</b>	Application to designate Norwood Planning Assembly Neighbourhood Forum and Neighbourhood Area
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# London Borough of Lambeth Equality Impact Assessment

## 1.0 Introduction

### 1.1 Business activity aims and intentions

In March 2017, Lambeth Council received a combined application to designate the Norwood Planning Assembly Neighbourhood Forum and Neighbourhood Area. The Localism Act 2011 allows local communities to produce neighbourhood plans for their area. To produce a neighbourhood plan, a local community organisation or group must first apply to the local planning authority to be designated as a neighbourhood forum. An application must also be made to designate a neighbourhood area. Once an application is received, the council is required to publicise the application and invite comments for a minimum of 6 weeks. The council is also required to determine the application within 13 weeks of it first being publicised. The combined application was consulted on for a period of 6 weeks from 3 April 2017 to 15 May 2017. If designated, the Norwood Planning Assembly Neighbourhood Forum will lead on the preparation of a neighbourhood plan for the neighbourhood area. The neighbourhood area would cover the whole of the Knights Hill ward and the Thurlow Park and Gypsy Hill wards in part.

## 2.0 Analysing your equalities evidence

### 2.1 Evidence

The combined application sets out the Forum's constitution and the criteria for membership. It sets out the Forum's list of 'designated members' which is a statutory requirement to have at least 21 members. The application includes a statement which justifies why the Forum considers that the neighbourhood area is appropriate. Other evidence comprises 2011 Census data and the State of the Wards 2016 report.

Protected characteristics and local equality characteristics	Impact analysis
<p><b>Race</b></p>	<p><u>Unknown</u></p> <p>The 2011 Census data shows that over 50% of the population of the three wards (Knights Hill, Gypsy Hill and Thurlow Park) are White. 27% are Black, 8.9% are Mixed-race, 5.5% are Asian and 0.45% are Arab. 1.5% of the population identify as other ethnic group. Membership to the Norwood Planning Assembly is open to everybody who lives and/or works in the neighbourhood area, is a community organisation, business or educational or corporate establishment operating in the area or is an Elected Member for the area. The open membership of the Norwood Planning Assembly (as set out in its written constitution) means there should in principle be no impact on race as those who wish to participate in the production of the neighbourhood plan should be able to do so regardless of their race. However, as the council does not have detailed data on the proposed neighbourhood forum and neighbourhood area, the impact of the designation on race is unknown.</p> <p>The neighbourhood planning forum is encouraged to ensure that as many groups as possible are involved in the preparation of the neighbourhood plan and to specifically target those BME groups that may be less likely to be familiar with the planning system. The council's consultation and engagement team may be able to provide advice on this.</p>
<p><b>Gender</b></p>	<p><u>Unknown</u></p> <p>The 2011 Census data shows that over half the population in the three wards (Knights Hill, Gypsy Hill and Thurlow Park) are female. The list of the 22 'designated members' in Appendix 2 of the combined application show there is a gender mix within the membership. Membership to the Norwood Planning Assembly is open to everybody who lives and/or works in the neighbourhood area, is a community organisation, business or educational or corporate establishment operating in the area or is an Elected Member for the area. The open membership of the Norwood Planning Assembly (as set out in its written constitution) means there should in principle be no impact on gender as those</p>

	<p>who wish to participate in the production of the neighbourhood plan should be able to do so regardless of their gender. However, as the council does not have detailed data on the proposed neighbourhood forum and neighbourhood area, the impact of the designation on gender is unknown.</p>
<b>Gender re-assignment</b>	<p><u>Unknown</u></p> <p>There is no gender re-assignment data available for the three wards (Knights Hill, Gypsy Hill and Thurlow Park) or for the membership of the neighbourhood forum. However, as the membership to the Norwood Planning Assembly is open to everybody who lives and/or works in the neighbourhood area, is a community organisation, business or educational or corporate establishment operating in the area or is an Elected Member for the area (as set out in its written constitution), those who wish to participate in the production of the neighbourhood plan should in principle be able to do regardless of whether they are undergoing or have undergone gender re-assignment. However, as the council does not have detailed data on the proposed neighbourhood forum and neighbourhood area, the impact of the designation on gender re-assignment is unknown.</p>
<b>Disability</b>	<p><u>Unknown</u></p> <p>4.40% of the population in the three wards (Knights Hill, Gypsy Hill and Thurlow Park) are long-term sick or disabled. 5721 people in these wards identifies in 2011 as having a long term illness or disability where day to day activities are either limited a lot or a little. Membership of the Norwood Planning Assembly is open to everybody who lives and/or works in the neighbourhood area, is a community organisation, business or educational or corporate establishment operating in the area or is an Elected Member for the area. The open membership of the Norwood Planning Assembly (as set out in its written constitution) means that in principle there should be no impact on disability as those who wish to participate in the production of the neighbourhood plan should be able to do so. However, as the council does not have detailed data on the proposed neighbourhood forum and neighbourhood area, the impact of the designation on disability is unknown.</p>

	<p>The neighbourhood forum is encouraged to ensure that any future consultation events such as workshops are held in accessible locations and use methods that are inclusive for people with disabilities. The Council's consultation and engagement team may be able to advise on this.</p>
<p><b>Age</b></p>	<p><u>Unknown</u></p> <p>The State of the Wards 2016 states that the Knights Hill ward has a high proportion of children aged 0-15 and a high proportion of older people. Thurlow Park ward has a higher proportion of older people and children under 16 and Gipsy Hill ward has a higher proportion of children and young people. The three wards have a higher number of retired people than the Lambeth and Inner London average. Membership of the Norwood Planning Assembly is open to everybody who lives and/or works in the neighbourhood area, is a community organisation, business or educational or corporate establishment operating in the area or is an Elected Member for the area. The open membership of the Norwood Planning Assembly (as set out in its written constitution) means there should in principle be no impact on age as those who wish to participate in the production of the neighbourhood plan should be able to do so regardless of their age. However, as the council does not have detailed data on the proposed neighbourhood forum and neighbourhood area, the impact of the designation on age is unknown.</p>
<p><b>Sexual orientation</b></p>	<p><u>Unknown</u></p> <p>No data is available on the sexual orientation of those living in the neighbourhood area or of the membership of the neighbourhood forum. However, as the membership to the Norwood Planning Assembly is open to everybody who lives and/or works in the neighbourhood area, is a community organisation, business or educational or corporate establishment operating in the area or is an Elected Member for the area (as set out in its written constitution), those who wish to participate in the production of the neighbourhood plan should in principle be able to do regardless of their sexual orientation. However, as the council does not have detailed data on the proposed</p>

	neighbourhood forum and neighbourhood area, the impact of the designation on sexual orientation is unknown.
<b>Religion and belief</b>	<p><u>Unknown</u></p> <p>The 2011 Census data shows that the biggest percentage of the population of the three wards (Knights Hill, Gypsy Hill and Thurlow Park) identify as being Christian. The second largest group is those identifying as having no religion, followed by those identifying as being Muslim. People also identified as Hindu, Buddhist, Jewish and Sikh. Membership of the Norwood Planning Assembly is open to everybody who lives and/or works in the neighbourhood area, is a community organisation, business or educational or corporate establishment operating in the area or is an Elected Member for the area. The open membership of the Norwood Planning Assembly (as set out in its written constitution) means there should in principle be no impact on faith groups as they would be able to participate in the production of the neighbourhood plan if they wished to do so. However, as the council does not have detailed data on the proposed neighbourhood forum and neighbourhood area, the impact of the designation on religion is unknown. The neighbourhood planning forum is encouraged to ensure that as many groups as possible are involved in the preparation of the neighbourhood plan and to specifically target those religious groups that may be less familiar with engaging in the planning system. The council's consultation and engagement team may be able to provide advice on this.</p>
<b>Pregnancy and maternity</b>	<p><u>Unknown</u></p> <p>No data is available for the pregnancy and maternity characteristic. However, the membership of the Norwood Planning Assembly is open to everybody who lives and/or works in the neighbourhood area, is a community organisation, business or educational or corporate establishment operating in the area or is an Elected Member for the area. The open membership of the Norwood Planning Assembly (as set out in its written constitution) means that there should be no impact on the pregnancy and maternity characteristic as those who wish to be able to participate in the production of the</p>

	<p>neighbourhood plan if they wish to do so. However, as the council does not have detailed data on the proposed neighbourhood forum and neighbourhood area, the impact of the designation on pregnancy and maternity is unknown.</p> <p>The neighbourhood forum is encouraged to ensure that any future consultation events such as workshops are held in accessible locations.</p>
<p><b>Marriage and civil partnership</b></p>	<p><u>Unknown</u></p> <p>The 2011 Census data shows that for the wards (Knights Hill, Gypsy Hill and Thurlow Park) the biggest number of the population identify as being single at 16,601. 10,477 are married and 204 people are in a registered same sex partnership. As membership of the Norwood Planning Assembly is open to everybody who lives and/or works in the neighbourhood area, is a community organisation, business or educational or corporate establishment operating in the area or is an Elected Member for the area. The open membership of the Norwood Planning Assembly (as set out in its written constitution) would mean there should be no impact on marriage and civil partnership as people who wish to participate in the production of the neighbourhood plan should be able to do so regardless of their marital and civil partnership status. However, as the council does not have detailed data on the proposed neighbourhood forum and neighbourhood area, the impact of the designation on marriage and civil partnership is unknown.</p>
<p><b>Socio-economic factors</b></p>	<p><u>Positive</u></p> <p>The Lambeth State of the Wards 2016 report states that the Gypsy Hill ward has a high rate of working age benefit, housing benefit, employment support and JSA claimants. The Knights Hill ward has a high rate of working age out-of-work benefits claimants but average rates for housing benefits and employment support. Workless households with dependent children are high and there is a low proportion of residents with degree level qualifications. The rates for out of work benefits, housing benefits, employment support and jobseekers allowance in the Thurlow Park ward are average for the borough. Dependent children in out of work households are also average. The designation of the Norwood Planning Assembly Neighbourhood Forum and Neighbourhood Area allows for</p>

	<p>the Norwood Planning Assembly to lead on the preparation of a neighbourhood plan. This gives the local community the opportunity to develop planning policies to address issues in the neighbourhood area which they consider important, so long as they are consistent with the strategic policies in the existing Development Plan (the London Plan 2016 and the Lambeth Local Plan 2015). This could include issues such as design and community safety, jobs and business and the vitality of town centres. Depending on the approach chosen by the Forum, this has the potential to have a positive impact on socio-economic factors as it will give the local community the opportunity to address issues they consider important based on their experience of living and working in the area.</p>
<p><b>Language</b></p>	<p><u>Unknown</u></p> <p>The 2011 Census data shows that the majority of the population in the wards (Knights Hill, Gypsy Hill and Thurlow Park) state that English is their main language. Portuguese is the largest spoken European language. 772 people speak an African language as their main language, 433 speak a South Asian language and 349 speak an East Asian language. Membership of the Norwood Planning Assembly is open to everybody who lives and/or works in the neighbourhood area, is a community organisation, business or educational or corporate establishment operating in the area or is an Elected Member for the area. The open membership of the Norwood Planning Assembly (as set out in its written constitution) means that anyone who would want to participate in the activities of the Forum would be able to do so regardless of their main language. However, those whose main language is not English may find it more difficult to participate in the Forum's activities. As the council does not hold any information on the languages spoken by those who are members, it is not possible to assess whether there would be any impact on those whose main language is not English or the languages spoken by the Forum's members. The neighbourhood forum is encouraged to ensure that any future consultation events, such as workshops, and materials are designed to be as accessible as possible to those who do not speak English as their main language. The Forum may be able to use the support of the Council to assist with this.</p>



<p><b>Health</b></p>	<p><u>Unknown</u></p> <p>The 2011 Census data shows that the majority of the population (84%) of the three wards (Knights Hill, Gypsy Hill and Thurlow Park) report as being in very good health or good health. 1584 people (3.8%) report as being in bad health and 505 people (1.19%) report as being in very bad health. The designation of the Norwood Planning Assembly Neighbourhood Forum and Neighbourhood Area should have no impact on the population's health. Membership of the Norwood Planning Assembly is open to everybody who lives and/or works in the neighbourhood area, is a community organisation, business or educational or corporate establishment operating in the area or is an Elected Member for the area. The open membership of the Norwood Planning Assembly (as set out in its written constitution) means that anyone who would want to participate in the activities of the Forum would be able to do so regardless of their health. However, as the council does not have detailed data on the proposed neighbourhood forum and neighbourhood area, the impact of the designation on health is unknown. The neighbourhood forum is encouraged to ensure that any future consultation events such as workshops are held in accessible locations. The Council's health and wellbeing team should be formally consulted at each stage of preparation of the neighbourhood plan. The impact on health of policies in the emerging neighbourhood plan will be assessed through an EIA at a later stage of the neighbourhood planning process.</p>
<p><b>2.2 Gaps in evidence base</b></p>	<p>The EQIA uses data from 2011 Census data and the State of the Wards 2016 report. The proposed neighbourhood area covers the whole of the Knights Hill ward and the Thurlow Park and Gypsy Hill wards in part. The data used in the EIA is based on the three wards in whole as it was not possible to analyse the census data to the exact boundary of the proposed neighbourhood area. The NPA were able to provide only a limited amount of data on equalities in their application that could be used for the purposes of the EIA. The Council has relied on the data sources mentioned above to undertake the EIA. No data was available on gender re-assignment, sexual orientation and pregnancy and maternity.</p>
<p><b>3.0 Consultation, Involvement and Coproduction</b></p>	

<p><b>3.1 Coproduction, involvement and consultation</b></p>	<p>The application to designate the Norwood Planning Assembly Neighbourhood Forum and Neighbourhood Area was consulted on by the Council for 6 weeks from 3 April 2017 to 15 May 2017. A notification email was sent to all those on the planning policy consultation database, information was made available on the council's webpages and a notice was placed in the Lambeth weekender. Two copies of the application were placed in West Norwood library along with two posters on the library notice board. A notification email was also sent to the Lambeth Forums Network. The consultation allowed those living and working in the proposed area and other designated or emerging neighbourhood forums and areas nearby to comment on the proposed neighbourhood forum and area and to potentially raise any equalities impact.</p> <p>A total of 34 responses were received during the consultation. Of these, 12 responses offer no comment on the application or provided advice and information for the preparation of a neighbourhood plan. 19 responses were supportive of the application. The remaining 3 responses were not fully supportive of the application. However, none of the responses raised any equalities issues in relation to the application.</p>
<p><b>3.2 Gaps in coproduction, consultation and involvement</b></p>	<p>The consultation did not raise any equalities impacts related to the proposed designation of the Norwood Planning Assesmbly Neighbourhood Forum and Neighbourhood area. No further equalities data or information was gathered during the consultation. However, the NPA neighbourhood planning forum is encouraged to follow the advice set out above about how to engage proactively with people within the protected characteristics and is encouraged to seek the advice of the Council about how to do this. In addition, the impact on equalities of policies in the emerging neighbourhood plan will be assessed through an EIA at a later stage of the neighbourhood planning process. Further information and data on equalities may also be available at this stage.</p>
<p><b>4.0 Conclusions, justification and action</b></p>	
<p><b>4.1 Conclusions and justification</b></p>	<p>The EIA concludes that the impact of the designation of the Norwood Planning Assembly Neighbourhood Forum and Neighbourhood Area any of the protected characteristics is unknown. This is because the council does not have data available on the neighbourhood</p>

	<p>forum and neighbourhood area. However, the membership to the Norwood Planning Assembly is open to everybody who lives and/or works in the neighbourhood area, is a community organisation, business or educational or corporate establishment operating in the area or is an Elected Member for the area. The open membership (as set out in the group's written constitution) means that those who want to participate in the production of the neighbourhood plan should in principle be able to do so regardless of their protected characteristics, although the EIA identifies circumstances in which some groups are less likely to participate in the planning system and provides advice to the forum about how address this during the preparation of the neighbourhood plan.</p> <p>The EIA is not able to assess the impact of the designation on language as there is no data available on the languages spoken by the members of the Forum and whether this will allow those whose first language is not English to participate in the preparation of the neighbourhood plan. At this stage there should be no impact on health as people should be able to participate regardless of their health. The impact of any future policies on health will be assessed in an EIA at a late stage in the neighbourhood planning process.</p> <p>The EIA identifies a potentially positive impact on socio-economic factors as the emerging neighbourhood plan has potential in principle to enable the local community to address issues which they consider important based on their knowledge and experience of the local area.</p>
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<p><b>4.2 Equality Action plan</b>  <i>Please list the equality issue/s identified through the evidence and the mitigating action to be taken. Please also detail the date when the action will be taken and the name and job title of the responsible officer.</i></p>	
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Equality Issue	Mitigating actions
Lack of data specific to the neighbourhood area or the profile of the neighbourhood forum.	Encourage the Norwood Planning Assembly to ensure that consultation events and neighbourhood plan material is accessible to as many groups as possible. The council will undertake an EIA on the neighbourhood plan as it goes through the preparation process. This EIA will be able to assess the impact of specific planning policies and also make use of any further data on the neighbourhood forum and area collected through consultations.

<p><b>5.0 Publishing your results</b></p>	
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The results of your EIA must be published. Once the business activity has been implemented the EIA must be periodically reviewed to ensure your decision/change had the anticipated impact and the actions set out at 4.2 are still appropriate.

<b>EIA publishing date</b>	06/2017
<b>EIA review date</b>	07/2018
<b>Assessment sign off (name/job title):</b>	Reviewed

All completed and signed-off EIAs must be submitted to [equalities@lambeth.gov.uk](mailto:equalities@lambeth.gov.uk) for publication on Lambeth's website. Where possible, please anonymise your EIAs prior to submission (i.e. please remove any references to an officers' name, email and phone number).