



Equality Impact Assessment Addendum

Ebury Bridge Estate Redevelopment

August 2021

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Executive summary

Overview of the commission

Mott MacDonald has been commissioned by Westminster City Council ('the Council') to provide an addendum to the Equality Impact Assessment (EqIA) of the redevelopment programme for Ebury Bridge Estate ('the Programme'), submitted as evidence for planning approval in 2020.

Summary of the EqIA addendum

The EqIA process is focussed on the potential effects likely to be experienced by those living and working in the community in light of their 'protected characteristics' under the Equality Act 2010. It identifies any differential or disproportionate effects (both positive and negative) on those with protected characteristics that may arise from the Programme and sets out potential mitigation or enhancement measures that the Council can put in place to address them.

The addendum provides an update to the previously submitted EqIA, specifically identifying any changes to equality impacts from updates to aspects of the redevelopment programme, arising since the previous submission.

Findings

The EqIA considers the equality impacts of the redevelopment process – particularly the impacts on **existing** residents, businesses and users of community resources on the Estate. The assessment also explores the impact of the delivery of the renewed Estate on the **current** and **future** Estate community. Assessment of equality effects has been undertaken in light of the characterisation of the effects – including sensitivity of the affected parties to the redevelopment, distribution of those groups on the Estate, nature of the effect and mitigation measures in place to address the effect. This includes reference to COVID-19 where relevant.

The EqIA has identified a number of potential equality impacts that could arise from the redevelopment. These have been split into three broad categories:

- potential impact on residents and users of community resources during redevelopment.
- potential impact on businesses during redevelopment; and
- potential impact on the community following the redevelopment process.

The assessment has found that, where any negotiations of property acquisition to facilitate the redevelopment is deemed to not be possible and compulsory purchase must be used as a last resort, equality risks have been addressed. There is, therefore, a case for the use of compulsory purchase powers, if it is required to facilitate the development. This must be weighed against the acknowledged potential risks set out above. In this case, the Council has sought to mitigate these through a range of reasonable and proportionate measures focused on engagement, compensation options, and the benefits of the redevelopment in order to improve the outcomes of the redevelopment for the current and future Estate community.

1 Overview

This addendum to the Equality Impact Assessment (EqIA) for the redevelopment of the Ebury Bridge Estate ('the Estate') has been undertaken by Mott MacDonald on behalf of Westminster Council ('the Council').

The chapter sets out the approach to EqIA and tasks undertaken throughout this process. It also sets out the context of the Estate and the proposed redevelopment. It provides an overview of the current situation, before outlining the details of the preferred scenario.

1.1 Introduction

1.1.1 Purpose of the EqIA addendum

The purpose of the EqIA is to help the Council understand the potential risks and opportunities of the proposal, focussing on people with characteristics protected under the Equality Act 2010 ('the Equality Act').

This EqIA addendum outlines a number of updates to the findings of the impact assessment for the preferred scenario, considering any impacts of a potential Compulsory Purchase Order (CPO) and providing recommendations for mitigation and further mitigation enhancement where appropriate.

1.1.2 Background to the EqIA

This EqIA has been undertaken in order to fulfil Council's obligations under current UK equality legislation, and in particular the Equality Act. The Equality Act sets out a Public Sector Equality Duty (PSED) at section 149, and is intended to support good decision-making by encouraging public authorities to understand how different people will be affected by their activities (see sections 1.2.1 and 1.2.3 of the Detailed EqIA for further information).

The Council must demonstrate that it has shown due regard to the aims of the PSED throughout the decision-making process for the Programme, by taking account of the nine protected characteristics set out in the Equality Act (see section 1.2.2 of the Detailed EqIA for a full breakdown of the protected characteristics). The EqIA provides a systemic assessment of the likely or actual effects of policies or proposals on social groups covered by the protected characteristics.

1.1.3 Overall approach to the EqIA

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



1.1.3.1 Stages of the EqIA

The EqIA addendum follows the third stage of the three-stage EqIA, aligned to the Council's decision-making process. The first stage, a baseline EqIA undertaken in January 2019, comprised a series of tasks undertaken to understand the equality effects of several scenarios for the redevelopment of the Estate. Once potential effects were identified, they were assessed against the redevelopment scenarios and mitigation measures proposed by the Council. The findings of the baseline assessment were then used to inform the selection of a preferred scenario for redevelopment.

The initial EqIA built on the baseline EqIA, focussing on the preferred scenario identified by the Council and providing more detailed analysis on that basis. The initial EqIA was used to inform the Cabinet decision on the preferred scenario in July 2018.

A detailed EqIA was then produced in 2020 to provide further detail and analysis on the preferred scenario that is being taken forward by the Council, following Cabinet approval. The detailed EqIA is informed by engagement with residents and businesses on the basis of their protected characteristics. The EqIA was submitted with an application for planning permission in June 2020, which was subsequently approved.

This EqIA addendum is intended to update the EqIA with relevant new information as required, including any information relevant to the CPO, taking account of the current situation of the Estate and redevelopment process and other relevant evidence and detail.

A description of the tasks that were undertaken to prepare the EqIA addendum is provided below. Descriptions of the tasks undertaken in previous stages can be found in section 1.3.1 of the Detailed EqIA.

1.1.4 Understanding the project

Discussions with Council and external representatives: Discussions were undertaken with the Council throughout EqIA addendum stages to better understand any updates to the Estate redevelopment programme, proposed redevelopment process, and support plans for those who will be affected.¹

¹ In the baseline and initial stages, discussions were also undertaken with Pinnacle Regen, who were working on the redevelopment on behalf of the Council. Pinnacle Regen provided expertise on regeneration and advice to the Council on the redevelopment of the Ebury Estate.

Review of redevelopment programme: Documentation and information associated with the redevelopment programme was reviewed throughout the EqlA addendum stage, including newsletters and other engagement materials, reports, phasing plans, background and contextual information, presentations and online publications.

Review of redevelopment policies and other measures: Updated information on intended measures to support those affected by redevelopment and to mitigate and manage effects was reviewed throughout the EqlA addendum stage, including:

- Leaseholder Customer Journey
- Non-Residential Uses Strategy
- Retail Support Document
- Compulsory Purchase Order Report
- Ebury Social Value Proposal
- Ebury Finance Workshop- Social Rent Summary
- Statement of Community Involvement

1.1.5 Evidence, distribution, and proportionality

Desk-based evidence and literature review: In order to better understand the potential risks and opportunities arising from the redevelopment, and to help to identify possible mitigation measures and opportunities associated with the programme, relevant published literature from governmental, academic, third sector and other sources was updated for the EqlA addendum. This allowed for the characterisation of potential risks and opportunities typically associated regeneration projects, to understand whether they applied in this instance.

1.1.6 Engagement and analysis

Desk-based analysis of engagement undertaken on the project has been undertaken on an ongoing basis, to draw out equality themes and provide additional supporting evidence relating to potential impacts. Details below relate to any engagement and analysis work specifically undertaken during the EqlA addendum stage and more detail on the engagement and analysis tasks undertaken for the other stages can be found in section 1.3.1 of the Detailed EqlA.

Residents' equality survey: A third equality survey was completed in Spring 2021 with those residents remaining on the site, covering secure Council tenants and resident leaseholders. This third survey was conducted by post. Analysis of the findings of this survey has helped to build a demographic profile of businesses within the Estate and provided the Council with a better understanding of their needs based on their protected characteristics.

Engagement activity review: Supplementing the findings of the surveys, a desk-based engagement activity review was conducted during the EqlA addendum stage, to consider equality in recent engagement activities set out in the Statement of Community Involvement.

1.1.7 Impact assessment

Assessment of potential adverse and beneficial effects: Potential risks and opportunities were examined using the findings from the research undertaken in the tasks above. Assessment of potential impacts was undertaken in light of the sensitivity of the affected parties to the redevelopment, and distribution of people with protected characteristics in the area of the Estate. Both risks and opportunities were identified in the context of the mitigation measures implemented or proposed by the Council.

Mitigation measures have been reviewed and updated at each stage of the EqlA and for the addendum.

1.1.8 Action planning

Making recommendations: A series of further recommendations were developed and updated at the EqIA addendum stage, to help manage the redevelopment in a way that minimises the potential for adverse effects where appropriate.

Developing an equality action plan: An action plan has been developed and updated which outlines the responsibilities to involved affected parties following submission of this detailed EqIA, including for the Council and for the Mott MacDonald EqIA team.

1.2 Estate context

For a detailed overview of the background to the redevelopment of the Estate, please refer to section 2.1 of the Detailed EqIA.

1.2.1 Renewal of the Estate

1.2.1.1 Current situation

The plans for the new Estate were approved by the Council's planning committee in April 2021, signing off the plans for 781 new homes on the site.² The development includes 239 new council homes and a total of 53% affordable homes on the site; as well as a new community hub, nursery, and fitness centre; and four new public squares.

Demolition work began on the site in February 2021, starting with the demolition of Pimlico House and Hillersden House. The first phase of demolition will see six blocks demolished, as they become vacant. This phase of demolition had been previously approved under a separate planning application, and the process of decanting residents began in 2020. The phasing plan gave residents the choice to either remain on the Estate or temporarily relocate off the Estate prior to the final move into the new buildings in late 2023. All residents who did not opt for a permanent move off the Estate will move homes twice.

Construction of the development is due to commence in mid-2021, with the construction of 200 homes over two main blocks. This will be followed by the demolition of the remaining buildings on site, and construction of the remainder of the new Estate between 2022 and 2027. The scheme is designed to be tenure blind, with a mix of social, affordable and market rent tenants and leaseholders across all blocks.

It is anticipated that all the residents who were decanted from the Estate and wish to return will be resettled in the first two blocks to be constructed upon completion of this first phase in winter 2023. Discussions with residents regarding the allocation of new homes are intended to begin over summer 2021.

² Westminster City Council (2021) Ebury Bridge Renewal. <https://eburybridge.org/>

2 Summary evidence review

This chapter sets out a summary of the existing and updated evidence of risks and opportunities associated with the redevelopment of the Estate and associated protected characteristic groups who may be differentially or disproportionately affected, as well as a summary of feedback from engagement.

2.1 Summary

The tables below summarise the existing evidence of potential risks and opportunities and associated protected characteristic groups who may be disproportionately or differentially affected, prior to consideration of any Council mitigation measures in place. Risks are defined as potential adverse effects resulting from the redevelopment, and opportunities are defined as potential benefits. For more information on protected characteristic groups, please see section 1.2.3 of the Detailed EqlA. Where the affected groups are **bolded**, there is a higher proportion of this group on the Estate.

The table also includes a summary of key resident feedback collected through the development and design of the new Estate in 2019; and then after the presentation of the final refined design proposal to residents in spring 2020. The feedback is collated in the Statement of Community Involvement. Some additional feedback provided via the Community Futures Group forum is also included.

The full literature review is appended to the Detailed EqlA. References for updated literature are included in the table below.

2.2 Effects on residents during redevelopment

Table 2.1: Effects on residents during redevelopment

Risks and opportunities	Affected groups	Risk or opportunity	Key resident feedback
Effects on residents during the renewal process			
<p>Loss of social infrastructure and access to community resources:</p> <p>The renewal process can involve temporary or permanent resettlement of residents and demolition of housing and community resources. This can lead to a loss of access to these resources and knock on impacts on social cohesion. In particular, it can increase residents' distances from facilities or places of social connection located on or in close proximity to their neighbourhood. This can disproportionately impact ethnic minority communities, disabled people, older people and children.</p> <p>The ongoing COVID-19 pandemic and regulations have had already had an impact on access to social cohesion and resources, and as such any further impacts may have cumulative negative effects, especially on older people and disabled people.</p> <p>Loss of social cohesion and access to community resources can lead to increased stress and anxiety in children who may need to change school; and loneliness and isolation in older people which can turn to negative health outcomes such as poor mental health and obesity.³ Disabled people and pregnant women may also experience negative health impacts, including increased stress and anxiety due to the loss of social cohesion and access to community resources.⁴</p> <p>Risks associated with relocation for these affected groups can be heightened if housed in temporary accommodation, due to the need to relocate more frequently.⁵</p>	<ul style="list-style-type: none"> • Children • Older people • Disabled people • Pregnancy and maternity • Minority faith groups • Pregnancy and maternity • Ethnic minority groups 	Risk	<p>Key resident feedback delivered during the engagement period of the development of the preferred scenario showed that relocation was a source of concern for many residents, and senior residents in particular. Residents were concerned about a sense of being 'in limbo' and wanted to move only once.</p> <p>No further feedback on this topic has been received since the submission of the Detailed EqlA.</p>
<p>Costs associated with moving home</p> <p>Where renewal schemes require residents to resettle, it can lead to an increase in their financial outgoings due to costs associated with moving, particularly for single parent families (the vast majority of whom are led by women) and ethnic minority households.⁶</p> <p>Relocation costs could include removal services, the need to adapt a new home or buy new furniture.</p>	<ul style="list-style-type: none"> • Young people • Older people • Disabled people • Ethnic minority groups • Women 	Risk	No further feedback on this topic has been received since the submission of the Detailed EqlA.
<p>Access to finance</p> <p>Access to the required finance to obtain new housing may be most limited for those at risk of financial exclusion, who may experience difficulty accessing appropriate and financial services, such as mortgages.⁷</p>	<ul style="list-style-type: none"> • Young people • Older people • Disabled people 	Risk	No further feedback on this topic has been received since the submission of the Detailed EqlA.

³ Sandstrom, H and Huerta, S (2013) 'The Negative Effects of Instability on Child Development' Available at: <https://www.urban.org/sites/default/files/publication/32706/412899-The-Negative-Effects-of-Instability-on-Child-Development-A-Research-Synthesis.PDF>; Age UK (2015) 'Evidence Review: Loneliness in Later Life'. Available at: https://www.ageuk.org.uk/globalassets/age-uk/scotland/documents/reports-and-publications/reports-and-briefings/health-wellbeing/rb_june15_loneliness_in_later_life_evidence_review.pdf.

⁴ National Autism Society. (2017): 'Moving house' URL: <https://www.autism.org.uk/movinghouse> NHS (2016): 'Deep vein thrombosis'; Royal College of Physicians and Faculty of Occupational Medicine (date unknown): 'Advising women with a healthy, uncomplicated, singleton pregnancy on: heavy lifting and the risk of miscarriage, preterm delivery and small for gestational age'

⁵ Shelter (2004): 'Sick and tired: the impact of temporary accommodation on the health of homeless families' Available at: https://england.shelter.org.uk/_data/assets/pdf_file/0009/48465/Research_report_Sick_and_Tired_Dec_2004.pdf

⁶ Joseph Rowntree Foundation (2008): 'Financial inclusion in the UK: Review of policy and practice'. Available at: <https://www.jrf.org.uk/sites/default/files/jrf/migrated/files/2234.pdf>

⁷ Joseph Rowntree Foundation (2008): 'Financial inclusion in the UK: Review of policy and practice'. Available at: <https://www.jrf.org.uk/sites/default/files/jrf/migrated/files/2234.pdf>

Risks and opportunities	Affected groups	Risk or opportunity	Key resident feedback
	<ul style="list-style-type: none"> Ethnic minority groups Women 		
<p>Affordable housing</p> <p>Young people, older people, disabled people, ethnic minority groups and women all struggle with housing affordability issues.^{8 9 10 11}</p> <p>Homeownership has become increasingly more unaffordable for certain groups; and intermediate housing schemes such as Shared Ownership are often still too expensive for many groups such as disabled people and single parent families, the vast majority of whom are led by women.¹²</p> <p>A lack of financial means can limit the range of ownership options, including intermediate options such as Shared Ownership, available to older people and relocation may cause older people to use savings and investments in order to secure a new home, potentially affecting their long-term financial independence and stability.¹³</p>	<ul style="list-style-type: none"> Young people Older people Disabled people Ethnic minority groups Women 	Risk	<p>Key resident feedback delivered during the engagement period of the development of the preferred scenario highlighted a desire for secure tenancies for all adult occupants</p> <p>No further feedback on this topic has been received since the submission of the Detailed EqIA.</p>
<p>Appropriate and accessible housing</p> <p>Where renewal schemes require the resettlement of many residents, issues can arise regarding sourcing suitable housing that meets the needs of families with children as well as sourcing suitable housing that meets the needs of people requiring adaptable and accessible housing, such as people with mobility impairments. Accessible housing would include at least the basic four accessibility features (level access to the entrance, a flush threshold, sufficiently wide doorways and circulation space and a toilet at entrance level).¹⁴</p> <p>A lack of suitable housing can lead to families living in overcrowded properties. Overcrowding can negatively impact the health of older people and children, putting them at increased risk of developing respiratory conditions.¹⁵ Overcrowding can also contribute to infections, psychological problems, Sudden Infant Death Syndrome (SIDS), and stress among children.¹⁶</p> <p>Homes without access to outdoor space can negatively impact the emotional wellbeing of residents, particularly children. Black people are much less likely to have access to outdoor space at home than white people.¹⁷</p>	<ul style="list-style-type: none"> Children Older people Disabled people Ethnic minority groups 	Risk	<p>Key resident feedback delivered during the engagement period of the development of the preferred scenario highlighted the need to solve the overcrowding problem, and for the new homes to have windows in the kitchens and bathrooms to improve ventilation.</p> <p>No further feedback on this topic has been received since the submission of the Detailed EqIA.</p>
<p>Health effects</p> <p>Relocation can create a great deal of stress and anxiety amongst children, young people and older people due to the need to adapt to new routines, facilities and surroundings.¹⁸</p> <p>Involuntary relocation can have important health impacts for older people, with evidence pointing towards an increased mortality rate for those moved for urban renewal projects.¹⁹</p> <p>The health effects of relocation can also be particularly heightened for temporary accommodation households, many of which are households with dependent children led by single mothers. Women and children in these circumstances may see increased levels of stress and anxiety exacerbated by the uncertainty and instability of their circumstances.</p> <p>Health impacts as a result of social isolation due to the COVID-19 pandemic, such as poorer mental health, obesity, alcoholism, and a greater risk of hospitalisation, may be exacerbated by the redevelopment process.</p> <p>Physical health effects may also arise as a result of the environmental effects of demolition and construction processes.</p> <p>Older people, disabled people, and children are also likely to be disproportionately affected by changes in air quality that may arise during any construction period as increased air pollution can impact upon underlying respiratory conditions.²⁰ Air pollution can contribute to health impacts in young children, including long term cognitive issues and neurodevelopment. Additionally, antenatal exposure to air pollution may alter the lung development of a baby whilst in the womb. If a baby is exposed to significant levels of air pollution, this can increase the risk of premature birth and low birth weight.²¹</p> <p>Noise pollution can also have adverse health impacts on older people including sleep disturbance and stress.²²</p>	<ul style="list-style-type: none"> Children Young people Older people Disabled people Pregnancy and maternity 	Risk	<p>Key resident feedback delivered during the engagement period of the development of the preferred scenario showed that relocation was a source of concern for many residents, and senior residents in particular.</p> <p>No further feedback on this topic has been received since the submission of the Detailed EqIA.</p>

⁸ Institute for Fiscal Studies, 2018. 'Barriers to homeownership for young adults'. Available at: <https://www.ifs.org.uk/publications/13475>

⁹ Office for National Statistics (2019): 'Disability and housing, UK-2019'. Available at: <https://www.ons.gov.uk/peoplepopulationandcommunity/healthandsocialcare/disability/bulletins/disabilityandhousinguk/2019>

¹⁰ Shelter (2017) 'BAME homelessness matters and is disproportionately rising – time for the government to act'. Available at: <http://blog.shelter.org.uk/2017/10/bame-homelessness-matters-and-is-disproportionately-rising-time-for-the-government-to-act/>

¹¹ Council of Mortgage Lending. (2015): 'Pension tension: the challenges for older borrowers'

¹² Mayor of London (2020) 'Intermediate housing: Equality Impact Assessment'. Available at: https://www.london.gov.uk/sites/default/files/intermediate_housing_-_equality_impact_assessment_for_part_1_consultation_response_report.pdf

¹³ Joseph Rowntree Foundation. (2007): 'Demolition, Relocation and affordable rehousing: Lessons from the housing market renewal pathfinders'

¹⁴ DCLG (2015). 'English Housing Survey: Adaptations and Accessibility Report' Available at: https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/539541/Adaptations_and_Accessibility_Report.pdf

¹⁵ Housing Age UK (2014): 'Housing in later life'

¹⁶ House of Commons Communities and Local Government Committee (2011) 'Regeneration Sixth Report of Session 2010–12'. Available at: <https://publications.parliament.uk/pa/cm201012/cmselect/cmcomloc/1014/1014.pdf>

¹⁷ Office for National Statistics (2020). 'One in eight British households has no garden'. Available at: [https://www.ons.gov.uk/economy/environmentalaccounts/articles/oneineightbritishhouseholdshasnogarden/2020-05-14#:~:text=One%20in%20eight%20households%20\(12,Survey%20\(OS\)%20map%20data.&text=This%20is%20according%20to%20survey%20data%20from%20Natural%20England.](https://www.ons.gov.uk/economy/environmentalaccounts/articles/oneineightbritishhouseholdshasnogarden/2020-05-14#:~:text=One%20in%20eight%20households%20(12,Survey%20(OS)%20map%20data.&text=This%20is%20according%20to%20survey%20data%20from%20Natural%20England.)

¹⁸ Sandstrom, H and Huerta, S (2013): 'The Negative Effects of Instability on Child Development'. Available at: <https://www.urban.org/sites/default/files/publication/32706/412899-The-Negative-Effects-of-Instability-on-Child-Development-A-Research-Synthesis.PDF>

¹⁹ Danermark BD, Ekstrom ME and Bodin LL (1996): 'Effects of residential relocation on mortality and morbidity among elderly people'. Available at: https://www.academia.edu/19474641/Effects_of_residential_relocation_on_mortality_and_morbidity_among_elderly_people

²⁰ World Health Organisation (2011): 'Burden of disease from environmental noise Quantification of healthy life years lost in Europe'. Available at: http://www.who.int/quantifying_ehimpacts/publications/e94888.pdf?ua=1

²¹ British Lung Foundation (2016): 'How air pollution affects your children's lungs'. Available at: <https://www.blf.org.uk/support-for-you/signs-of-breathing-problems-in-children/air-pollution>

²² World Health Organisation (2011): 'Burden of disease from environmental noise Quantification of healthy life years lost in Europe'. Available at: http://www.who.int/quantifying_ehimpacts/publications/e94888.pdf?ua=1

Risks and opportunities

	Affected groups	Risk or opportunity	Key resident feedback
<p>Safety and security:</p> <p>In the lead up to the renewal process and during the decanting and demolition of properties in the area, properties will be vacated and can fall into disrepair. This can attract unwanted activity including anti-social behaviour and crime, which can affect those who are more likely to be a victim or witness of crime or those who are more fearful of crime.²³</p> <p>It has been suggested that fear of crime can contribute to social isolation, particularly for vulnerable groups such as women, older people, children and ethnic minority groups.²⁴</p>	<ul style="list-style-type: none"> • Children • Young people • Older people • Disabled people • Ethnic minority groups • Men • Women • LGBT people 	Risk	<p>Key resident feedback delivered during the engagement period of the development of the preferred scenario highlighted a need for improved security.</p> <p>No further feedback on this topic has been received since the submission of the Detailed EqIA.</p>
<p>Accessibility and mobility in the area:</p> <p>Evidence indicates that during construction the accessibility and mobility of the local area can be affected. In particular, construction can cause difficulties in relation to increased traffic in the local area, reduced parking (construction vehicles and subcontractors in parking), construction activities blocking access to homes, shops, bus stops and pavements and safe routes, as well as effects on wayfinding. This may also limit the ability of children to move around the estate safely alone, limiting outdoor play opportunities.²⁵</p> <p>For example, a reduction in parking bays, especially if they are spaces close to the estate or blue badge spaces, can particularly adversely affect parents with young children, and disabled people who rely on such parking facilities in order to access a range of services and facilities, including their home. This can lead to knock-on effects on parents and disabled people's independence, exacerbating issues such as loneliness and social isolation.²⁶</p>	<ul style="list-style-type: none"> • Children and people using buggies or pushchairs • Older people • Disabled people 	Risk	<p>Key resident feedback delivered during the engagement period of the development of the preferred scenario highlighted support for better parking facilities and better connections to the wider area.</p> <p>No further feedback on this topic has been received since the submission of the Detailed EqIA.</p>
<p>Information and communication:</p> <p>Complex material and information on the regeneration may present a challenge to those who have different information and communication needs. This includes but is not limited to people with cognitive or learning disabilities, people with low literacy levels, older people, people with visual or hearing impairments and people who use English as a second language.²⁷</p> <p>Due to the COVID 19 pandemic, engagement and consultation has increasingly had to utilise digital tools, however this can exclude those who are less likely to be online, such as older people and disabled people.²⁸</p> <p>Some groups, such as children and young people, disabled people, and people from ethnic minority backgrounds, are more likely to face barriers to engagement. Consultation should 'go the extra mile' to speak with these groups, including holding events in a variety of different venues and times (COVID-19 regulations permitting).²⁹</p>	<ul style="list-style-type: none"> • Children • Young people • Older people • Disabled people • Ethnic minority groups 	Risk	<p>At the final residents' consultation, in Spring 2020, 69% of respondents rated a 4 or 5 (out of 5) on how informed they felt about the renewal proposals.</p>
Effects on businesses during the renewal process			
<p>Potential loss of business</p> <p>Independent small businesses including shops, cafes and restaurants, play an important role in supporting the vitality and vibrancy of local communities and often operate from smaller premises, such as those that might be found on a housing estate.³⁰ Redevelopment can result in the permanent loss of such businesses, with the potential to affect self-employed business owners. Ethnic minority groups and older people may be particularly affected by the loss of small businesses.³¹</p>	<ul style="list-style-type: none"> • Older people • Ethnic minority groups 	Risk	<p>Key resident feedback delivered during the engagement period of the development of the preferred scenario highlighted a desire to retain the existing retail units and cafes.</p> <p>Resident feedback delivered during the pre-planning consultation highlighted the need for retail services that can be used regularly by the local community, like pharmacies, convenience stores, etc.</p>
<p>Financial implications associated with business relocation</p> <p>The renewal process could result in the relocation of businesses. Should businesses relocate to new industrial or commercial premises elsewhere, it is likely that access to finance will be required to secure a new location. Ethnic minority groups and older people are more likely to experience difficulty accessing financial support, which could add further financial strain in securing alternative premises for business continuity following relocation.³²</p>	<ul style="list-style-type: none"> • Older people • Ethnic minority groups 	Risk	<p>At the final residents' consultation, in Spring 2020 90% of respondents reported feeling mostly positive about the proposed new retail mix.</p> <p>Feedback from local businesses collated during the Retail Support Review in late 2020 highlighted the below concerns:</p> <ul style="list-style-type: none"> • Concern that relocation of residents had had a negative impact on the business
<p>Potential redundancy of employees associated with business loss or relocation</p>	<ul style="list-style-type: none"> • Older people • Disabled people 	Risk	

²³ Power, A. (2010): 'Housing and sustainability: demolition or refurbishment?' Available at https://uk-air.defra.gov.uk/assets/documents/reports/cat14/1406191156_060618_Guide_to_UK_Air_Pollution_Information_Resources-issue_2-FINAL.pdf <https://www.icevirtuallibrary.com/doi/abs/10.1680/udap.2010.163.4.205>

²⁴ Gov.uk (2019) 'Victims of crime'. Available at: <https://www.ethnicity-facts-figures.service.gov.uk/crime-justice-and-the-law/crime-and-reoffending/victims-of-crime/latest>

²⁵ Hiscock, R. and Mitchell, R (2011) 'What is needed to deliver places that provide good health to children?' Available at: http://www.edphis.org.uk/Report_on_Place_and_Children.pdf

²⁶ Equality and Human Rights Commission (2017): 'Being disabled in Britain: a journey less equal'

²⁷ Change (2015): 'how to make information accessible: a guide to producing easy read documents' Available at: <http://www.changepeople.org> Department for Health and Social Care (2010): 'Making written information easier to understand for people with learning disabilities' Available at: <http://www.gov.uk> MENCAP (date unknown): 'Making myself clear' Available at: <http://www.mencap.org.uk>

²⁸ Citizens Online (2020). 'Digital exclusion in population screening programmes'. Available at: <https://www.citizensonline.org.uk/wp-content/uploads/2020/05/ScreeningEIAReportSummaryProofedSignedOff.pdf>

²⁹ Scottish Government (2017). 'Barriers to community engagement in planning: a research study'. Available at: <https://www.gov.scot/binaries/content/documents/gov.scot/publications/factsheet/2017/05/barriers-to-community-engagement-in-planning-research/documents/barriers-to-community-engagement-in-planning-research-study-pdf/barriers-to-community-engagement-in-planning-research-study-pdf/gov.scot%3Adocument/Barriers%2Bto%2Bcommunity%2Bengagement%2Bfor%2Bplanning%2B-%2Ba%2Bresearch%2Bstudy.pdf>

³⁰ Mayor of London (2020), 'The London Plan: The Spatial Development Strategy for Greater London'. Available at: https://www.london.gov.uk/sites/default/files/the_publication_london_plan_2020_-_clean_version_0.pdf

³¹ House of Commons (2020): 'Unequal impact? – Coronavirus and BAME people'

³² Enterprise Research Centre (2020): 'Unlocking opportunity: the value of ethnic minority firms to UK economic activity and enterprise'

Risks and opportunities	Affected groups	Risk or opportunity	Key resident feedback
Estate renewals may require businesses to relocate and may result in extinguishment. These changes may create direct redundancies or result in indirect redundancies by current staff being unable to access future employment at a different location. This can affect groups who are more likely to face barriers to employment than others. ³³	<ul style="list-style-type: none"> Ethnic minority groups 		<ul style="list-style-type: none"> All businesses had a well-established customer base in the local area and were not looking to move out of this area. Businesses are keen to get further information on their new premises and costings.
<p>Impact of redundancy on health and well-being</p> <p>Involuntary job loss due to redevelopment and renewal can have disproportionate health and well-being effects for certain groups. Older workers are at an increased risk of cardiovascular disease due to increased stress resulting from contributing factors such as a lower likelihood of re-employment, a substantial loss of income and the severance of work-based social interactions.³⁴</p> <p>Redundancy can create an increased risk of family tension and disruption, and that job loss for a parent can have detrimental effects on children including lowered self-esteem and socio-psychological well-being.³⁵</p>	<ul style="list-style-type: none"> Older people Children 	Risk	
<p>Impacts on the existing customer base of businesses</p> <p>Estate renewal has the potential to result in relocation of local businesses and community facilities currently operating on the Estate. Depending on the geography of where affected parties relocate to, such relocation from the local area might disrupt local customer bases that have been developed over time, ultimately resulting in a loss in business.³⁶</p>	<ul style="list-style-type: none"> Ethnic minority groups 	Risk	
<p>Impacts on local customers</p> <p>Estate renewal has the potential to require the closure or relocation of businesses and facilities used by the local community. Depending on the geography of where affected businesses relocate to, such relocation might make it harder for people to access local businesses and facilities they regularly use. It is also acknowledged that the total extinguishment of some businesses may be necessary, which might also result in the loss of service delivered to the local consumers.³⁷</p>	<ul style="list-style-type: none"> Older people Disabled people Ethnic minority groups 	Risk	
Effects on community following the renewal process			
<p>Improved housing provision:</p> <p>Renewal can lead to improvements in housing provision within the regeneration area therefore improving appropriateness, accessibility and affordability, as well as its quality and efficiency in energy consumption.³⁸</p> <p>Warm and insulated homes can help prevent against the health and wellbeing impacts of living in a cold home. Children living in cold homes are more than twice as likely to suffer from a variety of respiratory problems than children living in warm homes. Cold housing can negatively affect children's educational attainment, emotional wellbeing and resilience. Effects of cold housing are also evident among older people in terms of higher mortality risk, physical health and mental health.³⁹</p>	<ul style="list-style-type: none"> Children Older people Disabled people Ethnic minority groups 	Opportunity	<p>Key resident feedback delivered during the engagement period of the development of the preferred scenario included a need for improved ventilation, sufficient storage, natural light, and sufficient space in the new homes.</p> <p>Resident feedback delivered during the pre-planning consultation welcomed plans for the modern design of the homes, improved sound insulation, spacious balconies, and improved energy efficiency.</p> <p>No further feedback on this topic has been received since the submission of the Detailed EqIA.</p>
<p>New employment opportunities:</p> <p>Renewal can act as a means of promoting economic growth and supporting job creation.⁴⁰ For example, property development can contribute to urban economic regeneration by enabling local stores to grow and expand, and through attracting investment to the area and revitalising neighbourhoods. It can also facilitate improved connectivity between communities and places of employment and education. Improved opportunities to access employment and education can serve to help address issues of inequality and improve social mobility.</p>	<ul style="list-style-type: none"> Young people Older people Disabled people Ethnic minority groups Women 	Opportunity	Resident feedback delivered during the pre-planning consultation welcomed plans for the enhanced retail offer
<p>Improved public realm and green space:</p> <p>Renewal offers an opportunity to improve the public realm. The ability to access and use the public realm is vitally important to ensuring people feel that they are active members of their society. This includes basic activities such as using local shops or meeting up with people in a shared space outside close to home.⁴¹ In addition, the opening up of green space has been shown to impact positively on both physical and mental health.</p> <p>Inner-city green space can promote social cohesion and instil a sense of community. Social contact is especially important for the health and wellbeing of older people. Green space can also have a positive role in a child's cognitive development, their wellbeing, and is linked to lower BMIs.⁴² Access to green space has also been shown to have positive health benefits for disabled people, and people with autism or learning difficulties in particular.⁴³</p>	<ul style="list-style-type: none"> Children Older people Disabled people Ethnic minority groups 	Opportunity	<p>Key resident feedback delivered during the engagement period of the development of the preferred scenario in 2019 highlighted support for new green space for the community, and an upgraded football pitch and playground.</p> <p>Resident feedback delivered during the pre-planning consultation in 2019 welcomed plans for improved play equipment and space for play and activities for different age groups Residents welcomed plans for the improvement of green spaces</p> <p>Resident feedback delivered via the Community Futures Group in July 2021 was positive regarding the use of outdoor space for residents at the Ebury Edge meanwhile use space.</p>

³³ Centre for Aging Better (2020): 'Supporting Over 50s back to work' Available at: supporting-over-50s-back-to-work.pdf (ageing-better.org.uk)

³⁴ Gallo, W. T., Bradley, E. H., Falba, T. A., Cramer, L. D., Bogardus Jr, S. T and Kasl, S. V (2004) 'Involuntary job loss as a risk factor for subsequent myocardial infarction and stroke: findings from the Health and Retirement Survey' American Journal of Industrial Medicine, 45(5), 408-416

³⁵ Brand, J. E. (2015) 'The far-reaching impact of job loss and unemployment'. Annual review of sociology, 41, 359-375. Available at: <https://www.ncbi.nlm.nih.gov/pmc/articles/PMC4553243/>

³⁶ Graham et al (2018): 'The experiences of everyday travel for older people in rural areas: A systematic review of UK qualitative studies'

³⁷ Peters et al (2018): 'How is neighbourhood of mixed social networks altered by neighbourhood deprivation for ethnic groups'

³⁸ Centre for Sustainable Energy (2006): 'Tackling fuel poverty at local and regional level: opportunities to deliver action and policies to stimulate success'. Available at: <https://www.cse.org.uk/downloads/reports-and-publications/fuel-poverty/tackling-fuel-poverty-at-local-&-regional-level.pdf>

³⁹ The Housing and Ageing Alliance (2013) 'Policy Paper: Health, Housing and Ageing', Available at www.housingalliance.org.uk/HAA/

⁴⁰ Communities and Local Government (2012) 'Regeneration to enable growth: A toolkit supporting community-led regeneration'. Available at: https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/5983/2064899.pdf

⁴¹ House of Commons Women and Equalities Committee (2017): 'Building for Equality: Disability and the Built Environment'

⁴² UCL (2018): 'Greener neighbourhoods may be good for children's brains'. Available at: <https://www.ucl.ac.uk/ice/news/2018/sep/greener-neighbourhoods-may-be-good-childrens-brains>

⁴³ Play England (2012): 'A literature review on the effects of a lack of play on children's lives'. Available at: <http://www.playengland.net/wp-content/uploads/2015/09/a-world-without-play-literature-review-2012.pdf>

Risks and opportunities

	Affected groups	Risk or opportunity	Key resident feedback
<p>Provision of community resources and improved social cohesion: Community resources provide important places of social connection and promote wellbeing for many groups. For example, community hubs can provide an accessible centre point for local activities, services and facilities. They allow for a cross section of the community to be brought together in a safe place, allowing for better social cohesion and helping to address social isolation. An opportunity to socialise can have a positive effect on the loneliness of older people and disabled people, which may in turn provide positive health benefits. Social contact and out-of-classroom learning can also improve the wellbeing of children.</p>	<ul style="list-style-type: none"> • Children • Older people • Disabled people • Pregnant people • Ethnic minority groups • LGBT people 	Opportunity	<p>Key resident feedback delivered during the engagement period of the development of the preferred scenario in 2019 highlighted support for a new community centre which could be hired by residents</p> <p>At the final residents' consultation, in Spring 2020 94% of onsite residents' respondents reported feeling mostly positive about the proposed mix of community, leisure, and retail uses on the site.</p>
<p>Tackling crime and disorder: Levels of crime have in part been attributed to the urban environment. It has been argued that the opportunity for some forms of crime can be reduced through thought-out approaches to planning and design of neighbourhoods and towns.⁴⁴ Reducing potential for crime can affect those more likely to fear crime or be a victim or witness of crime.</p>	<ul style="list-style-type: none"> • Children • Young people • Older people • Disabled people • Ethnic minority groups • Men • Women • LGBT people 	Opportunity	<p>Key resident feedback delivered during the engagement period of the development of the preferred scenario in 2019 highlighted a need for improved security.</p> <p>Resident feedback delivered during the pre-planning consultation in 2019 welcomed plans to make the new estate feel more open, and therefore improve the perceptions of safety.</p>
<p>Improved access, mobility and navigation: Renewal processes open up opportunities to create spaces and places that can be accessed and effectively used by all, regardless of age, size, ability or disability, using principles of inclusive design. There are a number of protected characteristic groups who can experience difficulties with access, mobility and navigation who could benefit from improvements in this area.⁴⁵ Children who cannot move about safely and independently on foot and bicycle often become less physically active, reducing opportunities for children to develop certain cognitive, motor and physical skills – as well as contributing towards childhood obesity risks.</p>	<ul style="list-style-type: none"> • Children • Older people • Disabled people 	Opportunity	<p>Key resident feedback delivered during the engagement period of the development of the preferred scenario in 2019 highlighted support for better parking facilities and better connections to the wider area</p> <p>Resident feedback delivered during the pre-planning consultation in 2019 welcomed plans to make the estate more pedestrian friendly.</p>

⁴⁴ See for example, Monahan and Gemmill (2015) 'Reducing Crime Hotspots in City Centres'. Available at: <http://www.bre.co.uk/filelibrary/Briefing%20papers/102417-Crime-Hotspots-Briefing-Paper-v4.pdf>

⁴⁵ Wray et al. (2014): 'Social relationships, leisure activity and health in older adults' Available at: <https://www.ncbi.nlm.nih.gov/pmc/articles/PMC4467537/>

3 Estate profile and proportionality

This chapter is split into three sections: the first provides an updated overview of the socio-demographic profile of the Estate. An updated overview of residential and business properties and community resources is provided in the second section. The third section provides the updated results of equality surveys that were undertaken by the Council.

3.1 Socio-demographic profile of the area

The area profile summary below provides an overview of the demographic characterisation of the area in which the Estate falls.⁴⁶ The baseline compares the socio-demographic profile of the Estate with the City of Westminster, the Greater London region, and England. The summary includes analysis of protected characteristic groups under the Equality Act and the current socio-economic context of the area. In comparing these regions, where the Estate deviates by more than 3%, the difference is considered to be significant and is reported as such.

The data used in the baseline is the most current publicly available data from the Office of National Statistics. This data has not changed since the Detailed EqIA. Where there are higher proportions of certain groups on the Estate, this is written in **bold text**.

A more detailed breakdown of the baseline can be found in Appendix A of the Detailed EqIA

The table also provides an updated outline of where groups were identified through the equality surveys carried out in 2021 as being present on the Estate.

Table 3.1: Socio- demographic baseline

Protected Characteristic	Estate comparison with Westminster, Greater London and England ⁴⁷	Equality survey results ⁴⁸
Age	<ul style="list-style-type: none"> The proportion of people under the age of 16 on the Estate is higher than City of Westminster and England (24% compared with 17%, 19% respectively) but in line with Greater London (21%).⁴⁹ Population of young people (16-24) is consistent with other areas. The percentage of working age people (aged between 16 and 64) (66%) is lower than Westminster (71%) but broadly in line with Greater London and England (65% and 64%, respectively). Population of older people (65+) living on the Estate (10%) is consistent with Greater London (12%) and lower than Westminster (13%) and England (18%). The percentage of older people over 65 years within the Estate (10%) is broadly in line with 	<p>In the resident survey, a range of ages were represented across Estate households</p> <p>Households with children, young people, working age people, and older people were identified through the surveys.</p>

⁴⁶ It should be noted that, although attempts were made to capture data from all of those who are directly affected by the redevelopment, the Estate profile does not capture the demographics of all occupiers and owners of property within the Estate, as some did not participate in engagement activities.

⁴⁷ To determine the population within the Estate code point data was used. Code point data is a point representing a postcode area (there are multiple within the Estate boundary). Each code point is assigned with Lower Super Output Area (LSOA) data from the LSOA that the point falls in. An LSOA is the smallest geographical area (an average of 1,500 residents and 650 households) for which most population data is published (beyond Census data).

⁴⁸ Some households may be double-counted as results are from two separate and different surveys.

⁴⁹ When comparing populations between areas, where the Estate differs by more than 3%, the difference is considered to be significant and is reported this way – e.g. <3% is consistent with other areas and >3% is higher or lower than other areas.

	Westminster and Greater London (13% and 12%, respectively) but lower than England (18%).	
Disability⁵⁰:	<ul style="list-style-type: none"> There are higher proportions of disabled people (those whose day-to-day activities are limited a little or a lot) within the Estate (17%) when compared with Westminster and Greater London (both 14%), however this figure is in line with the proportion of disabled people in England (17%). 	<p>21 households across the survey reported having a disabled member of the household (24% of households)</p> <p>Two households reported that they did not know, and one household preferred not to say</p>
Gender reassignment	<ul style="list-style-type: none"> No information is publicly available for the Estate.⁵¹ 	One household which responded to the survey identified a household member as being trans.
Marriage and civil partnerships	<ul style="list-style-type: none"> Population of those who are married or in a civil partnership is lower than or consistent with other areas. 	22 households who responded to the surveys identified at least one person who is married or in a civil partnership in the household.
Pregnancy and maternity	<ul style="list-style-type: none"> The general fertility rate (live births per 1000 women aged 16-44) and total fertility rate (avg. number of children born per woman) is lower than other areas. 	One respondent to the surveys identified someone in their household as currently pregnant.
Race	<ul style="list-style-type: none"> The Estate has a lower proportion of people from a Black, Asian or Minority Ethnic background (43%) when compared to Westminster (61%) and Greater London (55%) but higher than England (20%). There is a higher percentage of Other White people in the Estate (19%) compared to London (13%) and England (5%), but this is broadly in line with Westminster (21%). The next largest minority ethnic group on the Estate is Irish, followed by Mixed - White and Black African. 	41 households who responded to the surveys identified at least one person who was from a minority ethnic background in the household.
Religion	<ul style="list-style-type: none"> The Estate has a higher proportion of Christian residents in comparison to the City of Westminster and London but lower than England. Islam is the next largest religious group represented on the Estate Populations of people from other religious and faith groups are consistent with other areas. 	A range of religious beliefs were identified through the surveys. Of those who responded to the surveys, most households who identified as having a religion had at least one person who was Christian (36 households). The next most common religion was Islam (9 households)
Sex	<ul style="list-style-type: none"> The population of men and women is consistent with other areas. 	Both men and women were identified as living on the Estate through the household surveys.
Sexual orientation	<ul style="list-style-type: none"> No information is publicly available for the Estate.⁵² 	Of the households who took part in the surveys, no households identified at least one person as having a sexual orientation other than straight.

⁵⁰ Defined here as 'People whose day to day activities are limited in any way as a result of being disabled or because of a long-term health condition'

⁵¹ For the purpose of this report, it is assumed that the proportion of Trans people is in line with other areas. However, it should be noted that effects on this group are still assessed in light of Council mitigation measures and recommendations made on the assumption that this group is present on the Estate.

⁵² As above, impacts on different sexual orientations groups (e.g. LGB people) are assessed in the same way as those on trans people.

3.2 Residential properties, business and community resources

3.2.1 Overview of residential properties on the Estate (Summer 2021)

As of July 2021, there are currently 88 households remaining on the Estate. Those dwelling within the properties are a mix of secure Council tenants (49 households) and resident leaseholders (39 households).

As of August 2021, there are 137 households who have been decanted off the estate. Those dwelling within the properties are a mix of secure Council tenants and resident leaseholders. Of these households, 58 have moved to a new home on a permanent basis, whilst 79 residents have moved temporarily with a view to return to the Estate.

3.2.2 Residential relocation

The breakdown of how far residents who were relocated by July 2021 have moved from the Estate, is shown in the table below. 44 households (37%) have been relocated within a 15-minute walk of the existing Estate, whilst 73 (61%) have been moved further out but within the Borough of Westminster. Two households have been relocated outside the Borough (1%).

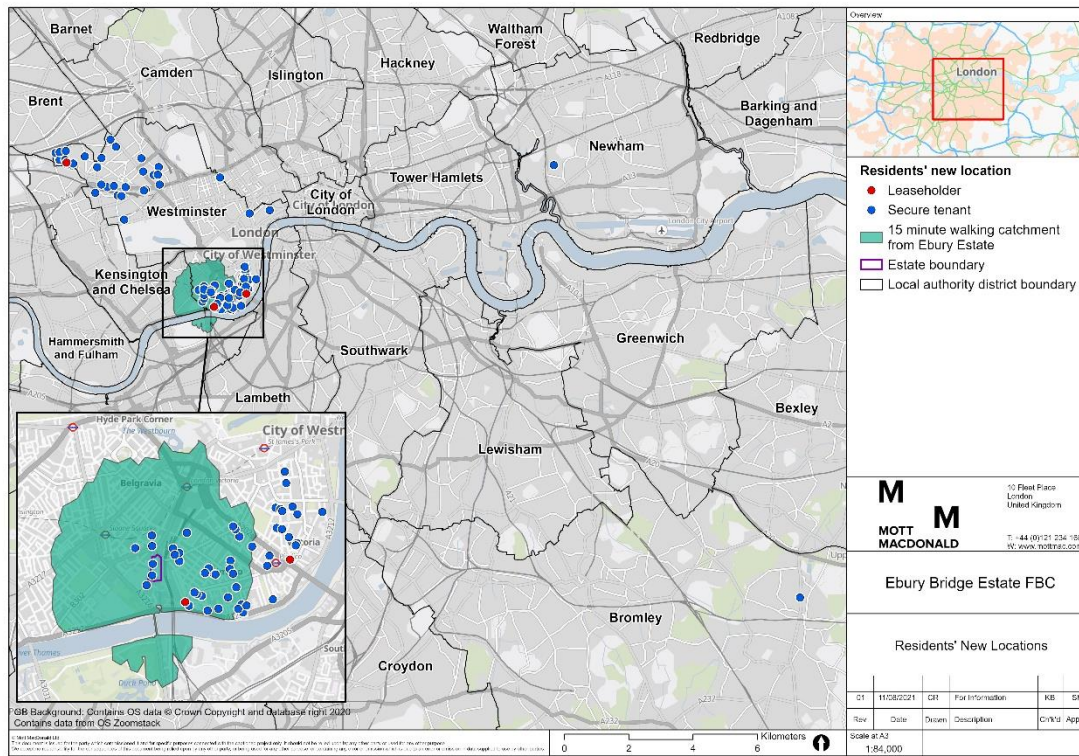
Table 3.2: New locations of decanted residents

Location	Number of households
Within a 15-minute walk of the Estate	44
Outside a 15-minute walk of the Estate but with the Borough of Westminster	73
Outside the Borough of Westminster	2

Source: Westminster City Council

The new locations of residents who have moved from the Estate, both on a permanent and temporary basis, is shown in Map 3.1.

Map 3.1: New locations of relocated residents



Source: Westminster City Council

3.2.3 Overview of community resources on the Estate (Summer 2021)

There are a number of community facilities and resources located both within, and in close proximity to, the Estate which are likely to be accessed by protected characteristic groups, or if they were to be lost, would potentially adversely affect protected characteristic groups. Within the Estate boundary there are a small number of facilities including a community green space, children’s playground, community garden and multi-use games area. During the initial stages of the EqIA there was a youth centre on the Estate within Edgson House, however the youth centre has since closed due to lack of interest from the community. The organisation running programming at the youth centre has been invited to do so within the facilities that will be built on the redeveloped Estate.

Within 500m of the Estate there are the following community resources: 15 health care services, one care / nursing home, two children’s nurseries, five churches, four community services, eight educational facilities, one leisure facility, one playground, two police stations, five public / village hall / other community facilities, one public convenience, and nine public parks or gardens.

In November 2020, the ‘meanwhile use’ community hub space - ‘Ebury Edge’ - opened on the Estate. Ebury Edge is scheduled to run until 2024 whilst the Estate is in transition. The space is intended to act as a temporary high street and focal point for the existing Ebury community and has a community hall space available to rent to the local community, and a public courtyard. The community space is also home to a resident-led playgroup to provide childcare for the local area.

Ebury Edge also has a restaurant run by the social enterprise ‘Fat Macy’s’. The restaurant is intended to serve the community whilst also training young Londoners living in temporary accommodation and helping them move into their own homes. Trainees volunteer on the 200-

hour programme, working with professional chefs and front of house staff to help run the business over the course of a year to earn a deposit for a rented home. Fat Macy's then provides additional follow up support for two years as the trainees transition into independent living. Since the Fat Macy's programme started in London in 2016, 30 trainees have completed the programme.⁵³

The courtyard is also available for multi-purpose use by local residents and is currently being used by the Fat Macy's restaurant to grow vegetables and flowers.⁵⁴

Reflecting the easing of Covid-19 restrictions, an official launch event of the Ebury Edge space for residents took place in mid-August. The event will allow residents to meet the current tenants of the Edge, and a number of classes including pottery and hula-hooping will be put on. Free food and drink will also be provided for residents of the Estate.⁵⁵

Whilst Ebury Edge is intended simply to be a temporary meanwhile use development, the café has proved popular with residents and the Council is investigating opportunities to establish a similar space permanently on the new Estate.

3.2.4 Overview of businesses on the Estate (Summer 2021)

Prior to the construction process, there were seven identified commercial properties on the Estate, all of which were located on Ebury Bridge Road. These businesses were all identified as microbusinesses (small in size, owned by one or two people, with one to four employees). As of July 2021, five businesses remained in their premises.

The table below shows the original commercial properties on the site, and their current status, as well as providing an outline of any groups identified as part of the Retail Support Review as being a significant part of the customer base of the business.

Table 3.3: Ebury Estate Commercial Properties

Name	Type	Location	Status (as of July 2021)	Customer base and equality review ⁵⁶
Vival Property Services	Estate Agents	Unit 3, Ebury Bridge Road	Accepted compensation and have option of first refusal on new property within the new site	N/A
Ideal Café	Café	Unit 11-13, Ebury Bridge Road	Have accepted support from Westminster City Council for help relocating	Many of the café's customer came from the flats above the shop which have now been decanted, leading to an impact on sales
Choice Specialist Dry Cleaners	Dry Cleaners	Unit 21, Ebury Bridge Road	Have accepted compensation and vacated premises	N/A
Ebury News	Newsagent	Unit 23, Ebury Bridge Road	Have accepted compensation and vacated premises	N/A
Occasions Party Shop	Party Shop	Unit 27, Ebury Bridge Road	Remaining on site within the unit until 2026, and have option of first refusal on new property within the new site	Key market segments for the store include the local community, both high and low income, and within a walking distance from the shop.

⁵³ Fat Macys, 2021. About. <https://www.eburyrestaurant.com/about>

⁵⁴ Ebury Edge, 2021. Homepage. <https://www.eburyedge.com/>

⁵⁵ Ebury Newsletter, August 2021. Issue 44. <https://eburybridge.org/newsletters/newsletter-issue-44/>

⁵⁶ Retail Revival Limited. EBURY BRIDGE ESTATE RETAIL SUPPORT REPORT

Name	Type	Location	Status (as of July 2021)	Customer base and equality review ⁵⁶
Greens Pharmacy	Chemist	Unit 29-31, Ebury Bridge Road	Remaining on site within the unit until 2026, and have option of first refusal on new property within the new site	Local, lower- income residents are an important market segment. During the Covid- 19 lockdowns of 2020 and 21, the pharmacy provided an essential service to the community by delivering medication to elderly and other vulnerable customers.
Mauro Sergio	Hairdressers	Unit 33, Ebury Bridge Road	Remaining on site within the unit until 2026, and have option of first refusal on new property within the new site	The customers of the store are mainly women over the age of 40. At present the store only cuts European hair but would be open to diversifying into Afro- Caribbean hair.

The Council worked with an independent advisor, Retail Revival, in late 2020 to create a Retail Support document, outlining the plans of each business, any business development support they could benefit from, and the future needs of each business. Business development support needs identified included diversifying into online sales and marketing, support with social media presence, and development of business plans.

The pharmacy has been identified by the Council as providing an essential service to the residents of the Estate and will be remaining open in its current property until the new retail facilities open on the redeveloped Estate. Through the retail support process outlined above, the pharmacy owners have been in discussions with the Council regarding their needs for the new premises, including a temperature-controlled environment suitable for storing medicines.

The ‘meanwhile use’ community hub space in the Estate, Ebury Edge, currently has six retail shops housing independent businesses, including a ceramics store, a skincare shop, homeware, and fashion stores.

Ebury Edge also has a total of ten office units on site, all of which are currently in use by businesses.

The businesses operating from Ebury Edge as of July 2021 are listed in the table below:

Table 3.4: Ebury Edge Businesses

Unit	Name of business	Description
Retail	Each x Every	Footwear
	Nini Organics	Skincare
	Clay Habitat	Ceramics store
	Manufactured Culture	Homeware
	Heir Wardrobe	Fashion boutique
	Her.o	Knitwear
Office	Mike Simonelli	Product design
	Telmie	Communication services
	Edgify	Artificial intelligence
	Glue Home	Smart Door Locks
	Amaia London	Kidswear
	The Pimlico Million	Community Development Organisation

Unit	Name of business	Description
	Web Expertise	Web design

Source: eburyedge.com

Ebury Edge also has a small retail unit available for temporary lets. The unit is intended to be used by young, local start-ups looking to test out their idea for a short period of time, and all occupiers must clearly demonstrate a benefit to local residents.

3.3 Findings from the surveys

Two surveys to assess the demographics of the households still resident on the Estate in spring 2021 were conducted by post. Of the residents on the estate, 64 households responded- 15 leaseholders and 49 secure tenancies. The results of both surveys have been combined in the below results. Analysis of the findings of these surveys, in addition to the publicly held data relating to the Ebury Bridge Estate households, has helped to build a demographic profile of residents within the Estate and provided the Council with a better understanding of their needs based on their protected characteristics.

These equality surveys were conducted in addition to surveys undertaken in 2020 and 2019. Please refer to Appendix B of the Detailed EqIA for further details.

3.3.1 Demographics of residents on the Estate

3.3.1.1 Age

In both the resident surveys, a range of ages were represented across households.

- A total of 24 households reported children and young people under the age of 19
- A total of 17 households reported young people between the ages 19 and 29.
- A total of 15 households reported older people ages 69 and older.

3.3.1.2 Disability

Across the households which took part in the resident surveys:

- 21 households reported having at least one person in the household had a disability, split between 3 leasehold household and 19 secure tenancies.

3.3.1.3 Gender reassignment

One household in the spring 2021 surveys reported having a trans member. One household responded that they did not know.

3.3.1.4 Marriage and civil partnerships

Across the households which took part in the resident surveys:

- A total of 22 household reported members who were married or in a civil partnership, split over 5 leasehold households and 14 secure tenancies.
- 1 household responded that they preferred not to say.

3.3.1.5 Pregnancy and maternity

One household reported having one member who was currently pregnant. They were resident of a secure tenancy home.

3.3.1.6 Race and ethnicity

A range of ethnicities were reported across both resident surveys:

- A total of 41 households reported members who were from a minority ethnic background (defined here as those who did not self-define as 'White British'). These were split across 10 leasehold and 31 secure tenancies.
- A total of 12 households reported members who were White British, split over 5 leaseholds and 8 secure tenancies.

3.3.1.7 Religion and belief

A range of religious belief were reported across both the resident surveys:

- A total of 36 households reported at least one member who is Christian. This was split over 9 leaseholds and 27 secure tenancies.
- A total of 9 households reported at least one member who is Muslim. These were all spread over secure tenancies.
- 6 households reported that they preferred not to say, 6 households reported no religion, and 4 reported that the religion was unknown.

3.3.1.8 Sexual orientation

Across the households which took part in the resident surveys:

- 59 households, spread over 12 leaseholds and 47 secure tenancies, reported having members who identify as heterosexual.
- 9 households did not respond to the question.
- 1 household selected prefer not to say, and 2 households selected unknown.

4 Impact assessment

This chapter sets out the results of the updated Equality Impact Assessment of each option on protected characteristic groups and outlines any existing and updated Westminster Council mitigation measures.

4.1 Overview

4.2 Impact on residents during redevelopment

The following table describes the potential impacts of the redevelopment on protected characteristic groups, with a focus on impacts for residents and local community resources during the renewal process. These impacts have been identified through a review of published literature and through engagement with residents. Potential disproportionate effects on particular groups based on the demographic analysis of the Estate are also identified. Existing measures Westminster Council has in place to mitigate or enhance impacts are set out. Finally, a series of recommendations are provided to mitigate any further impacts, and the overall equality impact assessed.

Table 4.1: Impact on residents and community resources during redevelopment

Potential equality effects	Affected groups	Impact of redevelopment	Existing Westminster Council mitigations	Recommendations and Overall Equality Impact
<p>Loss of social infrastructure and access to community resources:</p> <p>The renewal process can involve temporary or permanent resettlement of residents and demolition of housing and community resources. This can lead to a loss of access to these resources and knock on impacts on social cohesion. In particular, it can increase residents' distances from facilities or places of social connection located on or in close proximity to their neighbourhood. This can disproportionately impact ethnic minority communities, disabled people, older people and children.</p> <p>The ongoing COVID-19 pandemic and regulations have had already had an impact on access to social cohesion and resources, and as such any further impacts may have cumulative negative effects, especially on older people and disabled people.</p> <p>Loss of social cohesion and access to community resources can lead to increased stress and anxiety in children who may need to change school; and loneliness and isolation in older people which can turn to negative health outcomes such as poor mental health and obesity. Disabled people and pregnant women may also experience negative health impacts, including increased stress and anxiety due to the loss of social cohesion and access to community resources.</p> <p>Risks associated with relocation for these affected groups can be heightened if housed in temporary accommodation, due to the need to relocate more frequently.</p>	<ul style="list-style-type: none"> Children Older people Ethnic minority groups Disabled people Pregnant women Religion and belief 	<p>Risks</p> <ul style="list-style-type: none"> Relocation of residents during redevelopment may create longer journeys to school for children and parents. Loss of informal childcare support due to resident relocation Reduced access to community facilities and social infrastructure during redevelopment due to temporary loss of proximity to local community resources for residents that relocate, particularly those who have been relocated further than a 15 minute walk from the Estate. 	<ul style="list-style-type: none"> To mitigate these effects, the Council has set out the Policy for Tenants in Housing Renewal Areas and Policy for Leaseholders in Housing Renewal Areas (as summarised in section 2.3 of the Detailed EqlA) to provide information on housing options, financial compensation and practical support for residents. The key mitigation in this policy that responds to maintaining social connections within the Estate is that all existing Council tenants and resident leaseholders will have a right to return to a new home on the redeveloped Estate. Within the policy, the Council recognises that many tenants and leaseholders have connections to their local area and will want to remain there. A range of rehousing options (including replacement affordable housing options such as social rent and intermediate ownership) are available for tenants and leaseholders who want to stay in or close to the Estate to suit different circumstances. This should help to ensure that residents are ultimately able to return to the Estate, and therefore continue to access the social infrastructure that is important to them. 37% of residents decanted from the site have been moved to a new home within 15 minutes of the Estate, and 98% have been decanted within the Borough of Westminster. Where households are rehoused temporarily or permanently, their housing needs will be considered. <ul style="list-style-type: none"> The Council's rehousing policies and process will provide resident leaseholders with a choice of housing and priority status within existing rehousing systems. All current Council tenants will have been given the opportunity to complete a Housing Needs Assessment, while current leaseholders have been given the opportunity to express their preferences through a Housing Preferences Assessment. Private tenants have been offered rehousing support through the Trailblazers service on the basis of their income and desired price range for housing. Through this, support will be provided to source suitable and affordable rented accommodation. Support is being offered through the Covid-19 pandemic to safeguard against homelessness. There is also dedicated support available to residents who need to access it, for ongoing information around the redevelopment. 	<p>This impact is considered to be managed overall through the mitigation measures set out for residents in the Policy for Tenants in Housing Renewal Areas and Policy for Leaseholders in Housing Renewal Areas.</p> <p>To manage any residual effects it is recommended that the Council:</p> <ul style="list-style-type: none"> continue to work proactively and constructively through engagement with residents using a variety of mediums, keeping up-to-date records of changing needs and circumstances—particularly those who are most affected by relocation; continue to hold community meetings and events during the process of redevelopment, including events for residents who have relocated in order to remediate feelings of social isolation; continue to offer support to those in private accommodation through the Trailblazer service; continue to ensure that access to community resources is maintained throughout the renewal process where possible; explore ways to sustain the benefits of the Ebury Edge initiative on the redeveloped Estate.

Potential equality effects	Affected groups	Impact of redevelopment	Existing Westminster Council mitigations	Recommendations and Overall Equality Impact
			<ul style="list-style-type: none"> In terms of enhancement measures, the redevelopment consists of new community infrastructure including a nursery, café and community and co-working office space. The Ebury Edge facility has been set up as a meanwhile use space for residents during the construction of the new estate, consisting of a community hall, café, outdoor courtyard, and retail spaces. There are plans for regular community events to be held at the Edge throughout the redevelopment process to support residents through the period and maintain social cohesion and community contact. A childcare facility and playgroup have been set up in the Ebury Edge community hall to provide childcare to local residents during the redevelopment period. Westminster City Council are investigating ways to make this permanent. Ebury Community History Project to record memories of the estate during the redevelopment period. 	
<p>Access to finance (e.g. costs associated with moving home)</p> <p>Where renewal schemes require residents to resettle, it can lead to an increase in their financial outgoings due to costs associated with moving, particularly for single parent families (the vast majority of whom are led by women) and ethnic minority households.</p> <p>Relocation costs could include removal services, the need to adapt a new home or buy new furniture.</p> <p>Access to the required finance to assist with relocation may be most limited for those at risk of financial exclusion, who experience difficulty accessing appropriate and mainstream financial services, such as bank accounts and loans.</p>	<ul style="list-style-type: none"> Young people Older people Disabled people Ethnic minority groups Women 	<p>Risks</p> <ul style="list-style-type: none"> Costs associated with resettlement such as securing new accommodation during the restoration process and moving home, particularly for residents who are moving twice during the redevelopment period. 	<ul style="list-style-type: none"> The Council has developed strategies to ensure that residents are able to access finance in order to relieve some of the financial burden associated with relocation. These include the following compensation measures: The fair market value of the existing property, the stamp duty of the replacement home up to the value of the existing property, and legal fees (for leaseholders), as well as the below statutory compensation (for all tenants); <ul style="list-style-type: none"> Home loss payments, a sum in recognition of the inconvenience of having to move out of an existing property, which is set at 10% of the value of the property and capped at £6,500 (as of July 2021). Disturbance payments for reasonable expenses arising as a direct consequence of the Council purchase of a property. These payments may include costs such as costs of removals (including additional support for vulnerable residents), disconnections and reconnections, redirection of mail, fitting of existing curtains and carpets, early mortgage redemption fees or mortgage and tender fees arising from the purchase of a new property, stamp duty land tax and other fees arising from the purchase of a replacement property and costs of new school uniforms. This compensation and availability of affordable housing options will serve to manage the main financial effects of rehousing. 	<p>This impact is considered to be managed overall through the mitigation measures set out for residents in the Policy for Tenants in Housing Renewal Areas and the Policy for Leaseholders in Housing Renewal Areas.</p> <p>To manage any residual effects, it is recommended the Council:</p> <ul style="list-style-type: none"> continue to work proactively and constructively through face to face engagement with residents, keeping up-to-date records of changing needs and circumstances—particularly those who are most affected by financial exclusion; continue to communicate rehousing options available to residents, including information for private and Temporary Accommodation tenants on processes for accessing Council housing and affordable housing being built as part of the redevelopment or nearby.
<p>Access to finance</p> <p>Access to the required finance to obtain new housing may be most limited for those at risk of financial exclusion, who may experience difficulty accessing appropriate and financial services, such as mortgages</p>	<ul style="list-style-type: none"> Young people Older people Disabled people Ethnic minority groups Women 	<p>Risks</p> <ul style="list-style-type: none"> Residents may not be able to attain a mortgage to remain on the Estate if new properties cost more than the value of existing homes. 	<ul style="list-style-type: none"> For resident leaseholders, an equity loan scheme is available to help with buying one of the new properties which will be of a higher value but will have similar costs to their existing home. Leaseholders will also have the option to buy a new home on the estate on a shared ownership bases and in some special cases, such as health problems, will be able to remain in the local area as a social or intermediate tenant 	<p>This impact is considered to be managed overall through the mitigation measures set out for residents in the Policy for Tenants in Housing Renewal Areas and the Policy for Leaseholders in Housing Renewal Areas.</p> <p>To manage any residual effects, it is recommended the Council:</p> <ul style="list-style-type: none"> ensure leaseholders are able to purchase a property on the renewed Estate without taking on new debt.

Potential equality effects	Affected groups	Impact of redevelopment	Existing Westminster Council mitigations	Recommendations and Overall Equality Impact
<p>Affordable housing</p> <p>Young people, older people, disabled people, ethnic minority groups and women all struggle with housing affordability issues. Homeownership has become increasingly more unaffordable for certain groups; and intermediate housing schemes such as Shared Ownership are often still too expensive for many groups such as disabled people and single parent families, the vast majority of whom are led by women.</p> <p>A lack of financial means can limit the range of ownership options, including intermediate options such as Shared Ownership, available to older people and relocation may cause older people to use savings and investments in order to secure a new home, potentially affecting their long-term financial independence and stability.</p>	<ul style="list-style-type: none"> • Young people • Older people • Ethnic minority groups • Disabled people • Women 	<p>Risks</p> <ul style="list-style-type: none"> • Potential financial implications of increased rent for social tenant rents, intended to bring estate rents in line with the local area. • Potential financial implications of increased service charge for secure tenants and leaseholders 	<ul style="list-style-type: none"> • Affordable housing options are available within the HRA, which include replacement of existing social rent and intermediate ownership housing for those living on the Estate, additional social and intermediate rent homes and market sale options available to provide a ladder of housing opportunity. At least 50% will be affordable for social and intermediate rent, including the homes set aside for those residents with a right to return to the Estate. • For resident leaseholders, an equity loan scheme is available to help with buying one of the new properties which will be of a higher value but will have similar costs to their existing home. Leaseholders will also have the option to buy a new home on the estate on a shared ownership bases and in some special cases, such as health problems, will be able to remain in the local area as a social or intermediate tenant. • As set out above, there is also support for vulnerable private tenants and TA tenants to source suitable housing. • Rent levels for returning tenants will be linked to the value of their existing Ebury property, local average earnings, and will meet Westminster City Councils target social rent cap. • Housing Support will also continue to be provided by Westminster City Council to support tenants to pay for their rent and service charges. 	<p>This impact is considered to be managed overall through the mitigation measures set out for residents in the Policy for Tenants in Housing Renewal Areas and the Policy for Leaseholders in Housing Renewal Areas.</p> <p>To manage any residual effects, it is recommended the Council:</p> <ul style="list-style-type: none"> • continue to work proactively and constructively through face to face engagement with residents, keeping up-to date records of changing needs and circumstances—particularly those who are most affected by financial exclusion; • continue to communicate rehousing options available to residents, including information for private and Temporary Accommodation tenants on processes for accessing Council housing and affordable housing being built as part of the redevelopment or nearby.
<p>Appropriate and accessible housing:</p> <p>Where renewal schemes require the resettlement of many residents, issues can arise regarding sourcing suitable housing that meets the needs of families with children as well as sourcing suitable housing that meets the needs of people requiring adaptable and accessible housing, such as people with mobility impairments. Accessible housing would include at least the basic four accessibility features (level access to the entrance, a flush threshold, sufficiently wide doorways and circulation space and a toilet at entrance level).</p> <p>A lack of suitable housing can lead to families living in overcrowded properties. Overcrowding can negatively impact the health of older people and children, putting them at increased risk of developing respiratory conditions. Overcrowding can also contribute to infections, psychological problems, Sudden Infant Death Syndrome (SIDS), and stress among children.</p> <p>Homes without access to outdoor space can negatively impact the emotional wellbeing of residents, particularly children. Black people are much less likely to have access to outdoor space at home than white people.</p>	<ul style="list-style-type: none"> • Children • Disabled people • Ethnic minority groups 	<p>Risks</p> <ul style="list-style-type: none"> • Challenge finding appropriate temporary housing for those with specific housing needs (e.g. disabled people, families with children) 	<ul style="list-style-type: none"> • As set out above, the Council has developed policies to ensure that there is support available for finding appropriate and accessible housing. Where households are rehoused temporarily or permanently, their housing needs will be considered. <ul style="list-style-type: none"> – The Council’s rehousing policies and process will provide resident leaseholders with a choice of housing and priority status within existing rehousing systems. – All current Council tenants will have been given the opportunity to complete a Housing Needs Assessment, while current leaseholders have been given the opportunity to express their preferences through a Housing Preferences Assessment. – Private tenants have been offered rehousing support through the Trailblazers service on the basis of their income and desired price range for housing. Through this, support will be provided to source suitable and affordable rented accommodation. Support is being offered through the Covid-19 pandemic to safeguard against homelessness. – Temporary Accommodation tenants will be rehoused in Westminster. Currently there are two remaining TA tenants – one will be rehoused on the Estate and one will move into permanent accommodation elsewhere. – The Housing Assessment process will determine the size of home each household requires based on the number of household members, to solve any existing overcrowding problems. – More family accommodation has been included in the housing mix for the new estate, with a range of 3-5 bedroom homes to tackle overcrowding. • Those with special accessibility requirements are prioritised through the rehousing process. Where possible they are relocated in the HRA, otherwise housing that suits their needs is 	<p>This effect is considered to be managed overall through the mitigation measures set out for residents in the Policy for Tenants in Housing Renewal Areas and the Policy for Leaseholders in Housing Renewal Areas.</p> <p>To manage any residual effects, it is recommended that the Council:</p> <ul style="list-style-type: none"> • continue to work proactively and constructively through face to face engagement with residents, keeping up-to date records of changing needs and circumstances – particularly those who are most affected by a loss of affordable and appropriate housing; and • continue to provide information on rehousing options available to residents, including information for private and Temporary Accommodation tenants on processes for accessing Council housing and affordable housing being built as part of the redevelopment or nearby.

Potential equality effects	Affected groups	Impact of redevelopment	Existing Westminster Council mitigations	Recommendations and Overall Equality Impact
			<p>sourced in the local area. Adapted and accessible housing has been found for all current tenants requiring it, which meets mobility and housing needs as assessed through the Housing Needs Assessment process. Adaptations may also be funded through disturbance payments.</p> <ul style="list-style-type: none"> Housing for families will be provided as part of the redevelopment, including replacement housing for families based on the number of bedrooms required, to prevent any overcrowding. The overall housing provision on the Estate will be enhanced by re-providing homes to a higher standard with lower energy and maintenance costs, ensuring housing on the Estate meets residents' needs. Residents will be involved in the design of the new homes. 	
<p>Health effects:</p> <p>Home relocation can have a negative impact on mental health and well-being. Relocation can create a great deal of stress and anxiety amongst children, young people and older people due to the need to adapt to new routines, facilities and surroundings.</p> <p>Involuntary relocation can have important health impacts for older people, with an increased mortality rate for those moved for urban renewal projects.</p> <p>The health effects of relocation can also be particularly heightened for temporary accommodation households, many of which are households with dependent children led by single mothers. Women and children in these circumstances may see increased levels of stress and anxiety exacerbated by the uncertainty and instability of their circumstances.</p> <p>Health impacts as a result of social isolation due to the COVID-19 pandemic, such as poorer mental health, obesity, alcoholism, and a greater risk of hospitalisation, may be exacerbated by the redevelopment process.</p> <p>Physical health effects may also arise as a result of the environmental effects of demolition, refurbishment and construction processes.</p> <p>Older people, disabled people, and children are also likely to be disproportionately affected by changes in air quality that may arise during any construction and refurbishment period as increased air pollution can impact upon underlying respiratory conditions. Air pollution can contribute to health impacts in young children, including long term cognitive issues and neurodevelopment. Additionally, antenatal exposure to air pollution may alter the lung development of a baby whilst in the womb. If a baby is exposed to significant levels of air pollution, this can increase the risk of premature birth and low birth weight</p>	<ul style="list-style-type: none"> Children Older people Disabled people Pregnant women 	<p>Risks</p> <ul style="list-style-type: none"> Noise pollution from refurbishment, demolition and construction Poorer air quality from demolition and construction. Health effects associated with relocation and the two moves for each resident, including stress and isolation. 	<ul style="list-style-type: none"> In order to manage health effects related to stress due to relocating, the Council will be providing rehousing support (as outlined above). To manage health effects related to noise and air quality, demolition works will be monitored closely and disruption will be minimised as much as possible.⁵⁷ This would typically be managed through the creation of a Construction Environmental Management Plan (CEMP), which would be implemented by the contractor carrying out the works. 	<p>This impact is considered to be mostly managed overall through the mitigation measures set out. However, there may be some impact on certain groups, such as older people, due to two moves being required for each resident.</p> <p>To manage any residual effects, it is recommended that the Council:</p> <ul style="list-style-type: none"> continue to provide ongoing support to residents through the rehousing process; identify and work with vulnerable people whose protected characteristics may make them more vulnerable to adverse health effects; and develop a CEMP as part of the demolition and construction works. provide extra support for residents, particularly vulnerable residents, to make the two moves as smooth as possible. Where possible, these vulnerable residents should be relocated in a single move

⁵⁷ City of Westminster (2019) Ebury Bridge News April 2019. Available at: https://www.westminster.gov.uk/sites/default/files/203_1_wcc_ebury_bridge_newsletter_april_issue_21_aw.pdf

Potential equality effects	Affected groups	Impact of redevelopment	Existing Westminster Council mitigations	Recommendations and Overall Equality Impact
<p>Safety and security</p> <p>In the lead up to the renewal process and during the decanting and demolition of properties in the area, properties will be vacated and can fall into disrepair. This can attract unwanted activity including anti-social behavior and crime, which can affect those who are more likely to be a victim or witness of crime or those who are more fearful of crime.</p> <p>It has been suggested that fear of crime can contribute to social isolation, particularly for vulnerable groups such as women, older people, children and people from ethnic minority groups.</p>	<ul style="list-style-type: none"> Young people Older people Ethnic minority groups Disabled people LGBT people Men Women 	<p>Risks</p> <ul style="list-style-type: none"> Potential for increased anti-social behaviour and vandalism during decanting and demolition period. 	<ul style="list-style-type: none"> Effects on personal security will be managed through the phasing strategy, which means that parts of the Estate will remain occupied for a longer period, reducing the potential for issues around personal safety associated with disused and derelict buildings. There is also a process in place for reporting and addressing any incidents of Anti-Social Behaviour (ASB) within the Estate. This process has been publicised through the Ebury Bridge newsletter.⁵⁸ 	<p>This impact is considered to be managed overall through the mitigation measures set out.</p> <p>To manage any residual effects, it is recommended that the Council:</p> <ul style="list-style-type: none"> consider the use of Property Guardians, people who will reside in and oversee the property for a short term, to secure the vacant Estate properties; and continue to monitor the security of the Estate and consider additional security where concerns are flagged. However, any enhanced security measures should only be implemented as a last resort, if deemed necessary, and in conjunction with remaining residents, as it risks adding to a sense of vulnerability, isolation, and loss of sense of community for residents.
<p>Accessibility and mobility in the area:</p> <p>Evidence indicates that during construction the accessibility and mobility of the local area can be affected. In particular, construction can cause difficulties in relation to increased traffic in the local area, reduced parking (construction vehicles and subcontractors in parking), construction activities blocking access to homes, shops, bus stops and pavements and safe routes, as well as effects on wayfinding. This may also limit the ability of children to move around the estate safely alone, limiting outdoor play opportunities.</p>	<ul style="list-style-type: none"> Older people Disabled people 	<p>Risks</p> <ul style="list-style-type: none"> The presence of tradesmen's vehicles and construction vehicles during construction may temporarily reduce access and parking. The presence of more vehicles in the area may increase local traffic. Potential for construction activities might block some access routes and could impact on wayfinding. 	<ul style="list-style-type: none"> The Council is engaging with residents on an ongoing basis around parking and access requirements. Accessibility of the Estate will be considered through the process of construction planning (e.g. ensuring hoarding does not sever the Estate). 	<p>The consultation process highlighted that some stakeholders are particularly concerned around parking. There are concerns that the scheme will have a negative impact on existing parking spaces on surrounding local roads.</p> <p>This impact is considered to be managed overall through the mitigation measures set out.</p> <p>To manage any residual effects, it is recommended that the Council:</p> <ul style="list-style-type: none"> ensure any blue badge / accessible parking is retained for homes requiring it; ensure that accessibility of the Estate is planned for and monitored through the construction process through the development of a CEMP.
<p>Information and communication:</p> <p>Complex material and information on the regeneration may present a challenge to those who have different information and communication needs. This includes, but is not limited to, people with cognitive or learning disabilities, people with low literacy levels, older people, people with visual or hearing impairments and people who use English as a second language.</p> <p>Due to the COVID 19 pandemic, engagement and consultation has increasingly had to utilise digital tools, however this can exclude those who are less likely to be online, such as older people and disabled people.</p> <p>Some groups, such as children and young people, disabled people, and people from ethnic minority backgrounds, are more likely to face barriers to engagement. Consultation should 'go the extra mile' to speak with these groups, including holding events in a variety of different venues and times (COVID-19 regulations permitting).</p>	<ul style="list-style-type: none"> Older people Disabled people Ethnic minority groups 	<p>Risks</p> <ul style="list-style-type: none"> Residents do not fully understand or appreciate the Scheme, or are unable to engage properly with the process. Some residents may end up accepting an offer without fully understanding the implications of what is happening. 	<ul style="list-style-type: none"> The Council has developed a robust engagement approach that has been ongoing since the early stages of the project. Engagement has been undertaken through a variety of mechanisms to ensure residents are kept informed of rehousing information, updates around the wider redevelopment and opportunities to provide feedback on the process. The consultation process was also moved online and extended during the Spring 2020 COVID-19 lockdown. The consultation process has taken several forms to encourage participation and ensure that emerging designs were formed in collaboration with residents.⁵⁹ Such processes included: <ul style="list-style-type: none"> Community Futures Group: the steering committee has continued to play a key role in the delivery of the scheme during consultation. Dedicated consultation space: a vacant shop at No 9 Ebury Bridge Road has been used to provide a welcoming and accessible space for residents to visit. Resident drop-ins: the designated redevelopment architects have provided themed sessions for residents to provide feedback. Subjects such as public realm, placemaking, re-housing and phasing have been covered. Ebury Bridge website: a website has been created to provide an accessible platform for up to date scheme information. 	<p>This impact is considered to be managed overall through the mitigation measures set out.</p> <p>To manage any residual effects, it is recommended that the Council:</p> <ul style="list-style-type: none"> Continue to share up-to-date information about the renewal, including what is going on before, during and after all stages of the renewal process with residents, businesses and community resources. This provides the means for residents to understand the options available in order to make an informed decision on what actions they should take and when. This includes timely delivery of information and keeping websites up to date. Information should continue to be available in a variety of formats where it may be required (i.e., braille, audio, large print or translated) and be clear, concise and without jargon and easy to read. Residents should continue to have the opportunity to provide feedback in a way which is suitable for them. Information and communication strategies should continue to factor in COVID-19 social distancing strategies for as long as is required. The use of third party organisations who can help with communication such as translators should continue to be an option to overcome any potential language barriers or a local disability organisation who can act as mediator to ensure

⁵⁸ City of Westminster (2019) Ebury Bridge News April 2019. Available at: https://www.westminster.gov.uk/sites/default/files/203_1_wcc_ebury_bridge_newsletter_april_issue_21_aw.pdf

⁵⁹ Westminster City Council (2020) 'Statement of Community Involvement'

Potential equality effects	Affected groups	Impact of redevelopment	Existing Westminster Council mitigations	Recommendations and Overall Equality Impact
			<ul style="list-style-type: none"> – Online consultation tool: for those unable to attend consultation events in person, or wanting to provide anonymous feedback, an online tool has been developed. – Newsletters: 43 editions of the Ebury Bridge Newsletter have been distributed over the last four years. Each copy provides details on how to give feedback. – Leaflet drops: all residents within a 1 km radius of the Estate have received leaflets and booklets with the option to provide feedback. – Targeted consultation meetings: the project team have met with 15 different amenity and resident groups in the area on a one-to-one basis. – Exhibition: a public exhibition was held over a two-week period. Three events took place on Saturday's and in the evenings to ensure participation.⁶⁰ – Mail out information packs: A printed pack has been distributed to all households with final design information, with a feedback form and link to provide feedback online. – Phone calls: Follow up phone calls have been made to suit different communication needs, to enable those who may find using online methods more difficult to provide feedback – Face to face meetings: In exceptional situations where it is required and the resident is not presenting symptoms, arrangements can be made to meet face to face using social distancing guidelines. 	information is clearly understood and the right questions are asked.

4.3 Impact on businesses during redevelopment

The following table describes the potential impacts of the renewal option on protected characteristic groups, with a focus on the businesses on the Estate during the renewal process. These impacts have been identified through a review of published literature and through engagement with residents. Potential disproportionate effects on particular groups based on the demographic analysis of the Estate are also identified. Finally, existing measures in place to mitigate or enhance impacts are set out.

Table 4.2: Impact on businesses during redevelopment

Potential equality risks	Affected groups	Impact of Redevelopment	Existing Westminster Council mitigations	Recommendations
<p>Potential loss of business Independent small businesses including shops, cafes and restaurants, play an important role in supporting the vitality and vibrancy of local communities and often operate from smaller premises, such as those that might be found on a housing Estate. Redevelopment can result in the permanent loss of such businesses, with the potential to affect self-employed business owners. ethnic minority groups and older people may be particularly affected by the loss of a business as they are more likely to be self-employed. .</p>	<ul style="list-style-type: none"> • Older people • Ethnic minority groups 	<p>Risk</p> <ul style="list-style-type: none"> • Relocation may cause businesses on site to permanently close. 	<p>Although there is no statutory obligation to relocate impacted businesses, in order to prevent businesses from facing closure, and their staff facing redundancy, the Council has developed support for businesses on the Estate.</p> <p>There is no formal Council policy for businesses, however the Council has worked with the affected businesses on a one-to-one basis to discuss their options. The Council has also hired an independent company to develop a retail support document to assist with advice, relocating, and business planning, and each business has received personal visits, multiple telephone calls and email conversations as part of this development.</p>	<p>In 2019, feedback from businesses showed that they felt they had not been as engaged as residents in the redevelopment process. Following this, further actions were taken by the Council to improve their business response (see column, left).</p> <p>This impact is considered to be managed overall through the mitigation measures set out.</p>
<p>Financial implications associated with business relocation The renewal process could result in the relocation of businesses. Should businesses relocate to new industrial or commercial premises elsewhere, it is likely that access to finance will be required to secure a new location. ethnic minority groups and older people are more likely to experience difficulty accessing</p>	<ul style="list-style-type: none"> • Older people • Ethnic minority groups 	<p>Risk</p> <ul style="list-style-type: none"> • Potential costs from disruption to business trading. 	<p>All businesses have been offered the first right of refusal on the new units available within the redevelopment. The new non-residential space within the</p>	<p>To manage any residual effects, is recommended that the Council:</p>

⁶⁰ Westminster City Council (2020): 'Ebury Bridge Estate Renewal: Second round consultation CFG'.

financial support, which could add further financial strain in securing alternative premises for business continuity following relocation.

Potential redundancy of employees associated with business loss or relocation

Estate renewals may require businesses to relocate and may result in extinguishment. These changes may create direct redundancies or result in indirect redundancies by current staff being unable to access future employment at a different location. This can affect groups who are more likely to face barriers to employment than others.

- Older people
- Disabled people
- Ethnic minority groups

Risk

- Cost of relocation and securing new premises, either on a temporary or permanent basis.
- Difficulty finding affordable premises nearby may cause businesses to close.

site will be designed to be flexible in size to meet changing future occupier demands.
Those who wish to sell their business have also been offered the chance to do so. As of July 2021, two businesses had accepted compensation from the Council and had vacated their premises.

One business, a pharmacy, was identified by the Council as providing essential services to those living on the Estate. The pharmacy will remain open in its current location until 2026 and will be offered right of first refusal of premises on the new estate.

Existing businesses have also been offered bespoke business development support identified in the Retail Support Plan in order to ensure they are equipped to maximise the opportunity that the regeneration will bring and deal with the challenges of temporary relocation, such as information on how they might diversify their business, and help and support related to setting up an online shop, marketing, and developing business plans.

A 'meanwhile use' facility is currently open on the Estate, providing retail units and office space for local businesses as well as temporary retail lets for local start-ups.

- continue to work proactively through face to face engagement with vulnerable business owners and employees;
- continue to provide business development support to help businesses deal with periods of incontinuity and change;
- ensure businesses are fully informed of the timescales that would affect them as soon as possible; and
- signpost to resources for finding employment or other support if an owner or employee is facing redundancy.
- Continue to work proactively with businesses to provide development support as identified in the Retail Support Plan.

Impact of redundancy on health and well-being

Involuntary job loss due to redevelopment and renewal can have disproportionate health and well-being effects for certain groups.

Older workers are at an increased risk of cardiovascular disease due to increased stress resulting from contributing factors such as a lower likelihood of re-employment, a substantial loss of income and the severance of work-based social interactions.

Redundancy can create an increased risk of family tension and disruption, and that job loss for a parent can have detrimental effects on children including lowered self-esteem and socio-psychological well-being.

- Children
- Older people

Risk

- Relocation may cause businesses to close and staff to be made redundant.
- Redundancy may lead to increased levels of stress and anxiety for staff.
- Possible redundancy of parents may negatively impact children's wellbeing.

Impacts on the existing customer base of businesses

Estate renewal has the potential to result in relocation of local businesses currently operating on the Estate. Depending on the geography of where affected parties relocate to, such relocation from the local area might disrupt local customer bases that have been developed over time, ultimately resulting in a loss in business.

- Ethnic minority groups

Risk

- Potential relocation of business and customers may result in a loss of business, which may cause staff to be made redundant.

Impacts on local customers

Estate renewal has the potential to close or relocate businesses and facilities used by the local population on the Estate, particular specific ethnic groups. Depending on the geography of where affected businesses relocate to, such relocation might make it harder for people to access local businesses and facilities they regularly use. It is also acknowledged that the total extinguishment of some businesses may be necessary, which might also result in the loss of service delivered to the local consumers.

- Older people
- Disabled people
- Ethnic minority groups

Risk

- Potential temporary relocation of customers may result in a loss of business, which may cause staff to be made redundant.
- Relocation of businesses may limit residents' ability to access them
- Relocation or closure of businesses may impact on the social cohesion of the local community and customers, leading to isolation

4.4 Impact on community following redevelopment

The following table describes the potential impacts of the renewal option on protected characteristic groups, with a focus on the Estate and wider community following the renewal process. These impacts have been identified through a review of published literature and through engagement with residents. Potential disproportionate effects on particular groups based on the demographic analysis of the Estate are also identified.

Table 4.3: Impact on community following redevelopment

Potential equality effects	Affected groups	Impact of Redevelopment	Recommendations
<p>Improved housing provision: Renewal can lead to improvements in housing provision within the regeneration area therefore improving appropriateness, accessibility and affordability, as well as its quality and efficiency in energy consumption. Warm and insulated homes can help prevent against the health and wellbeing impacts of living in a cold home. Children living in cold homes are more than twice as likely to suffer from a variety of respiratory problems than children living in warm homes. Cold housing can negatively affect children's educational attainment, emotional wellbeing and resilience. Effects of cold housing are also evident among older people in terms of higher mortality risk, physical health and mental health.</p>	<ul style="list-style-type: none"> Children Older people Disabled people Ethnic minority groups 	<p>Opportunity</p> <ul style="list-style-type: none"> Total of 781 new homes, including 239 new council properties All new homes built to new building, space and accessibility standards. High quality homes with lower energy and maintenance costs Homes built to meet the needs of residents Large uplift in new homes. Private balconies for all homes 	<p>The regenerated Estate will provide improved housing, with respect to appropriateness, accessibility and affordability. In order to further enhance measures:</p> <ul style="list-style-type: none"> ensure final housing mix that is delivered meets the needs of current and future residents; and provide new housing that exceeds current minimum building standards e.g. Decent Homes Standard.
<p>New employment opportunities: Renewal can act as a means of promoting economic growth and supporting job creation. For example, property development can contribute to urban economic regeneration by enabling local stores to grow and expand, and through attracting investment to the area and revitalising neighbourhoods. It can also facilitate improved connectivity between communities and places of employment and education. Improved opportunities to access employment and education can serve to help address issues of inequality and improve social mobility.</p>	<ul style="list-style-type: none"> Older people Disabled people Ethnic minority groups Women Young people 	<p>Opportunity</p> <ul style="list-style-type: none"> New construction employment onsite (varying by the amount of construction required for the job). Improved commercial spaces for new and existing businesses. Reprovision of retail units with an increased floor space Employment opportunities through temporary retail space at Ebury Edge Opportunity for young local start-ups at Ebury Edge with discounted rent. Fat Macys training programme for locals living in temporary accommodation. Current Social Value plan ideas being explored by Westminster City Council include employment opportunities within the management of the new site itself; and provision of employment and skills training to residents of the estate. 	<p>The regenerated Estate will provide new retail space and opportunities for employment. Where possible, current businesses are receiving support (as outlined above) to relocate to the new Estate. Beyond improving outcomes for existing businesses, there are also opportunities to improve equality outcomes by:</p> <ul style="list-style-type: none"> working with owners of new businesses in the renewal area to employ local people, focussing on groups that are vulnerable to unemployment e.g. people from minority ethnic groups, disabled people, young people. Continuing to work with social enterprises in the area to prioritise commercial space for social enterprises in order to support and encourage positive social outcomes as well as economic activity in the local area, such as with Fat Macys at Ebury Edge.
<p>Improved public realm and green space Renewal offers an opportunity to improve the public realm. The ability to access and use the public realm is vitally important to ensuring people feel that they are active members of their society. This includes basic activities such as using local shops or meeting up with people in a shared space outside close to home. In addition the opening up of green space has been shown to impact positively on both physical and mental health. Inner-city green space can promote social cohesion and instil a sense of community. Social contact is especially important for the health and wellbeing of older people. Green space can also have a positive role in a child's cognitive development, their wellbeing, and is linked to lower BMIs. Access to green space has also been shown to have positive health benefits for disabled people, and people with autism or learning difficulties in particular.</p>	<ul style="list-style-type: none"> Children Older people Disabled people Ethnic minority groups 	<p>Opportunity</p> <ul style="list-style-type: none"> New civic squares Provision of high-quality green space Increased provision of good quality and accessible play space for all ages 	<p>The regenerated Estate will provide additional green space and play space. In order to further enhance measures:</p> <ul style="list-style-type: none"> involve the local community in planning and designing improvements to the public realm and green spaces, specifically targeting protected characteristic groups that are likely to benefit from improvements e.g. children, older people and disabled people; and ensure that inclusive design principles are followed in the design of public spaces.
<p>Provision of community resources and improved social cohesion Community resources provide important places of social connection and promote wellbeing for many groups. For example, community hubs can provide an accessible centre point for local activities, services and facilities. They allow for a cross section of the community to be brought together in a safe place, allowing for better social cohesion and helping to address social isolation. An opportunity to socialise can have a positive effect on the loneliness of older people and disabled people, which may in turn provide positive health benefits. Social contact and out-of-classroom learning can also improve the wellbeing of children.</p>	<ul style="list-style-type: none"> Children Older people Disabled people Ethnic minority groups Pregnant women LGBT 	<p>Opportunity</p> <ul style="list-style-type: none"> New community hub in the Central Square New nursery New fitness centre Lifetime car club membership for all residents Cycle parking provision The Council are developing a Social Value plan to further promote social cohesion and integration on the estate. As part of the design, development and implementation of this scheme, the council will ensure the involvement of residents on the estate. Current Social Value plan ideas being explored by Westminster City Council include neighbourhood integration events, food growing through college outreach programmes, and extra support provided to older people and disabled people to enable them to use the community spaces. 	<p>The regenerated Estate will provide new community resources including a nursery and community space. In order to further enhance measures:</p> <ul style="list-style-type: none"> continue to involve the local community in decisions about which resources should be incorporated into the area, specifically targeting protected characteristic groups that are likely to benefit from improvements; work with the Carly's Angels temporary space childcare providers when developing the new nursery, in recognition of the success of the project; ensure analysis is undertaken to understand on any potential pressure on public services that could result from redevelopment (e.g. extra pressure on schools and health care services). Continue to develop the Social Value plan to improve social cohesion on the estate, and include all current ideas under consideration mentioned previously.

Potential equality effects	Affected groups	Impact of Redevelopment	Recommendations
<p>Tackling crime and disorder</p> <p>Levels of crime have in part been attributed to the urban environment. It has been argued that the opportunity for some forms of crime can be reduced through thought-out approaches to planning and design of neighbourhoods and towns. Reducing potential for crime can affect those more likely to fear crime or be a victim or witness of crime.</p>	<ul style="list-style-type: none"> • Young people • Disabled people • Ethnic minority groups • LGBT people • Men • Older people • Women • Children 	<p>Opportunity</p> <ul style="list-style-type: none"> • Enhanced lighting • On site security and management of communal space to deal with any anti-social behaviour or other problems • Design Out Crime officer assisting with the design of the new estate • Access to communal space controlled by key-fob access. 	<p>The regenerated Estate will provide an opportunity to incorporate new security measures. This can be enhanced by:</p> <ul style="list-style-type: none"> • following Crime Prevention Through Environmental Design (CPTED) and Secure by Design principles in designing the built environment and public realm;⁶¹ • applying recommendations for safety and security (see above) in design where relevant (e.g. CCTV, design that avoids vandalism).
<p>Improved access, mobility and navigation:</p> <p>Renewal processes open up opportunities to create spaces and places that can be accessed and effectively used by all, regardless of age, size, ability or disability, using principles of inclusive design. There are a number of equality groups who can experience difficulties with access, mobility and navigation who could benefit from improvements in this area.</p> <p>Children who cannot move about safely and independently on foot and bicycle often become less physically active, reducing opportunities for children to develop certain cognitive, motor and physical skills – as well as contributing towards childhood obesity risks.</p>	<ul style="list-style-type: none"> • Children • Older people • Disabled people 	<p>Opportunity</p> <ul style="list-style-type: none"> • Improved and increased pedestrian and cycle routes through Estate • Separate pedestrian access points to Estate • Segregated walking and cycling route through Estate • Electric vehicle charging points • Clear signage and wayfinding • Estate meets car free standard (excluding disabled parking) for residential developments as set out in the London Plan 2021. • Total of 42 disabled car parking spaces, an increase from seven on the current estate. 	<p>The regenerated Estate will improve connectivity and accessibility across the Estate. To enhance this, it is recommended to:</p> <ul style="list-style-type: none"> • ensure the design of movement networks specifically addresses the mobility needs of vulnerable groups. This can be achieved by applying principles of inclusive design;⁶² and • apply design that creates a safer environment for all transport users by managing potential conflicts between modes.

⁶¹ Jeffery (1971) 'Crime Prevention Through Environmental Design'. Sage publications

Secured by Design (2014) 'Secured by Design: Reducing crime by good design'. Available at: <https://mbp.co.uk/wp-content/uploads/2017/06/Secured-by-Design-Reducing-Crime-by-Good-Design-reduced.pdf>

⁶² Design Council (2006) 'The Principles of Inclusive Design'. Available at: <https://www.designcouncil.org.uk/sites/default/files/asset/document/the-principles-of-inclusive-design.pdf>

Department for Transport (2005) 'Inclusive mobility' Available at: <https://www.gov.uk/government/publications/inclusive-mobility>

Department for Transport (2007) 'Manual for Streets'. Available at: <https://www.gov.uk/government/publications/manual-for-streets>

5 Conclusions and action plan

This chapter sets out the conclusion of the Equality Impact Assessment addendum as well as an equality action plan with assigned responsibilities.

5.1 Conclusion

The EqIA has identified a number of risks, opportunities and potential impacts that could arise for those with protected characteristics, as a result of the potential use of the CPO in the development of the site. The details of these impacts are set out in detail in Chapter 5: Impact Assessment.

The assessment has found that, where any negotiations of property acquisition to facilitate the redevelopment is deemed to not be possible and compulsory purchase must be used as a last resort, equality risks have been addressed. There is, therefore, a case for the use of the CPO, if it is required to facilitate the development. This must be weighed against the acknowledged potential risks set out above. In this case, the Council has sought to mitigate these through a range of reasonable and proportionate measures focused on engagement, compensation options, and the benefits of the redevelopment in order to improve the outcomes of the redevelopment for the current and future Estate community.

5.2 Action Plan

Table 5.1: Action Plan

The following action plan seeks to establish activities and responsibilities to continue to identify and address equality issues where they arise. It is the responsibility of Westminster Council to implement any recommendations and mitigations identified.

Recommendation	Potential impact addressed	Timeframe	Responsibility
Work proactively and constructively through engagement with residents using a variety of mediums, keeping up-to-date records of changing needs and circumstances	Loss of social cohesion and access to community resources Difficulty accessing finance Appropriate and accessible housing Affordable housing Health effects Impact of redundancy on health and well-being Information and communication	Ongoing during redevelopment period until completion of redevelopment	Westminster City Council, especially the engagement team Independent resident advisor
Continue to hold community meetings and events during the process of redevelopment, including events for residents who have relocated in order to remediate feelings of social isolation	Loss of social cohesion and access to community resources	Ongoing during redevelopment period until completion of redevelopment	Westminster City Council
Continue to offer support to those in private accommodation through the Trailblazer service;	Loss of social cohesion and access to	Ongoing during redevelopment period until	Westminster City Council

Recommendation	Potential impact addressed	Timeframe	Responsibility
	community resources	completion of redevelopment	
Continue to ensure that access to community resources is maintained throughout the redevelopment process where possible.	Loss of social cohesion and access to community resources	Ongoing during redevelopment period until completion of redevelopment	Westminster City Council
Continue to share up-to-date information about the redevelopment, including what is going on before, during and after all stages of the redevelopment process with residents, businesses and community resources. This provides the means for residents to understand the options available in order to make an informed decision on what actions they should take and when. This includes timely delivery of information and keeping websites up to date.	Information and communication	Ongoing during redevelopment period until completion of redevelopment	Westminster City Council, especially the engagement team
Residents should continue to have the opportunity to provide feedback in a way which is suitable for them	Information and communication	Ongoing during redevelopment period until completion of redevelopment	Westminster City Council, especially the engagement team
Information should continue to be available in a variety of formats where it may be required (i.e., braille, audio, large print or translated) and be clear, concise and without jargon and easy to read	Information and communication	Ongoing during redevelopment period until completion of redevelopment	Westminster City Council, especially the engagement team
Information and communication strategies should continue to factor in COVID-19 social distancing strategies for as long as is required	Information and communication	Ongoing during redevelopment period until completion of redevelopment	Westminster City Council, especially the engagement team
The use of third party organisations who can help with communication such as translators should continue to be an option to overcome any potential language barriers or a local disability organisation who can act as mediator to ensure information is clearly understood and the right questions are asked	Information and communication	Ongoing during redevelopment period until completion of redevelopment	Westminster City Council, especially the engagement team
Continue to communicate rehousing options to residents, including processes for accessing Council housing and affordable housing being built as part of the redevelopment	Access to finance (e.g. costs associated with moving home) Access to finance (Affordable housing)	Ongoing during redevelopment period until all original residents are rehoused in the new Estate	Westminster City Council, especially the engagement team
Develop a CEMP as part of the demolition and construction works and ensure that the accessibility of the Estate is planned for as part of this.	Health effects Accessibility and mobility in the area	Ongoing	Westminster City Council, contractors
Provide extra support for residents, particularly vulnerable residents, to make the two moves as smooth as possible. Where possible, these vulnerable residents should be relocated in a single move	Health effects	Ongoing	Westminster City Council

Recommendation	Potential impact addressed	Timeframe	Responsibility
Consider the use of Property Guardians, people who will reside in and oversee the property for a short term, to secure the vacant Estate properties	Safety and security	Ongoing until completion of demolition and construction	Westminster City Council
Continue to monitor the security of the Estate and consider additional security where concerns are flagged. However, any enhanced security measures should only be implemented as a last resort, if deemed necessary, and in conjunction with remaining residents	Safety and security	Ongoing until completion of demolition and construction	Westminster City Council
Ensure any blue badge / accessible parking is retained for homes requiring it;	Accessibility and mobility in the area	Ongoing	Westminster City Council, design team
Continue to work proactively through face to face engagement with vulnerable business owners and employees	Potential loss of business Financial implications associated with business relocation Potential redundancy of employees associated with business loss or relocation	Ongoing until completion of commercial space	Westminster City Council, especially the engagement team
Continue to provide business development support to help businesses deal with periods of discontinuity and change	Potential loss of business Financial implications associated with business relocation Potential redundancy of employees associated with business loss or relocation	Ongoing until completion of commercial space	Westminster City Council
Ensure businesses are fully informed of the timescales that would affect them as soon as possible	Potential loss of business Financial implications associated with business relocation	Ongoing until completion of commercial space	Westminster City Council, , especially the engagement team
Signpost to resources for finding employment or other support if an owner or employee is facing redundancy	Potential redundancy of employees associated with business loss or relocation Impact of redundancy on health and well-being	Ongoing until completion of commercial space	Westminster City Council
Continue to work proactively with businesses to provide development support as identified in the Retail Support Plan.	Potential loss of business Financial implications	Ongoing	Westminster City Council

Recommendation	Potential impact addressed	Timeframe	Responsibility
	associated with business relocation		
Ensure final housing mix that is delivered meets the needs of current and future residents	Improved housing provision	Ongoing	Westminster City Council, design team
Provide new housing that exceeds current minimum building standards e.g. Decent Homes Standard.	Improved housing provision	Ongoing	Westminster City Council, design team
Work with owners of new businesses in the redevelopment area to employ local people, focussing on groups that are vulnerable to unemployment e.g. people from ethnic minority groups, disabled people, young people.	New employment opportunities	Ongoing	Westminster City Council
Continue to work with social enterprises in the area to prioritise commercial space for social enterprises in order to support and encourage positive social outcomes as well as economic activity in the local area, such as with Fat Macys at Ebury Edge.	New employment opportunities	Ongoing	Westminster City Council
Involve the local community in planning and designing improvements to the public realm and green spaces, and with which resources should be incorporated into the area, specifically targeting protected characteristic groups that are likely to benefit from improvements e.g. children, older people and disabled people	Improved public realm and green space Provision of community resources and improved social cohesion	Ongoing until completion of public space	Westminster City Council, especially the engagement team
Ensure that inclusive design principles are followed in the design of public spaces.	Improved public realm and green space	Ongoing until completion of public space	Westminster City Council, design team
Work with the Carly's Angels temporary space childcare providers when developing the new nursery, in recognition of the success of the project	Provision of community resources and improved social cohesion	Ongoing	Westminster City Council
Ensure analysis is undertaken to understand on any potential pressure on public services that could result from redevelopment (eg. extra pressure on schools and health care services).	Provision of community resources and improved social cohesion	Ongoing	Westminster City Council,
Continue to develop the Social Value plan to improve social cohesion on the estate, and include all current ideas under consideration mentioned previously.	Provision of community resources and improved social cohesion	Ongoing	Westminster City Council
Follow Crime Prevention Through Environmental Design (CPTED) and Secure by Design principles in designing the built environment and public realm ⁶³	Tackling crime and disorder	Ongoing during redevelopment period until completion of redevelopment	Westminster City Council, design team

⁶³ Jeffery (1971) 'Crime Prevention Through Environmental Design'. Sage publications

Secured by Design (2014) 'Secured by Design: Reducing crime by good design'. Available at: <https://mbp.co.uk/wp-content/uploads/2017/06/Secured-by-Design-Reducing-Crime-by-Good-Design-reduced.pdf>

Recommendation	Potential impact addressed	Timeframe	Responsibility
Apply recommendations for safety and security (see above) in design where relevant (e.g. CCTV, design that avoids vandalism).	Tackling crime and disorder	Ongoing during redevelopment period until completion of redevelopment	Westminster City Council, design team
Ensure the design of movement networks specifically addresses the mobility needs of vulnerable groups. This can be achieved by applying principles of inclusive design, ⁶⁴	Improved access, mobility and navigation	Ongoing during redevelopment period until completion of redevelopment	Westminster City Council, design team
Apply design that creates a safer environment for all transport users by managing potential conflicts between modes.	Improved access, mobility and navigation	Ongoing during redevelopment period until completion of redevelopment	Westminster City Council, design team

⁶⁴ Design Council (2006) 'The Principles of Inclusive Design'. Available at: <https://www.designcouncil.org.uk/sites/default/files/asset/document/the-principles-of-inclusive-design.pdf>
 Department for Transport (2005) 'Inclusive mobility' Available at: <https://www.gov.uk/government/publications/inclusive-mobility>
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