

Westmead Development

Equality Impact Assessment

February 2023

Quality information

Prepared by	Checked by	Verified by	Approved by
Nina Hees Graduate Consultant	Laura Walker Associate Director	Laura Walker Associate Director	Laura Walker Associate Director
Lucy Jones Graduate Consultant			

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Prepared for:

Westminster City Council

Prepared by:

AECOM Limited
Aldgate Tower
2 Leaman Street
London E1 8FA
United Kingdom
aecom.com

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1. Introduction

1.1 Purpose

AECOM has been commissioned by Westminster City Council ('the Council') to undertake an Equality Impact Assessment (EIA) of the Westmead Development.

As a public sector organisation, the Council has a duty under the Equality Act 2010 and the associated Public Sector Equality Duty (PSED) to ensure that the development does not lead to unlawful discrimination (direct and indirect), and that it advances equality of opportunity and fosters good relations between those with a protected characteristic¹ and all others. An EIA is often used by public sector organisations to demonstrate how this duty has been discharged. It is the Council's policy that EIAs are undertaken and updated for projects throughout their development.

An EIA is a systematic assessment of the effects of plans, policies, or proposals on groups with protected characteristics as defined by the Equality Act 2010 as well as low income households. The purpose of this EIA is to consider how the development of the Westmead site contributes to the realisation of equality effects on residents and the community affected and will support the Council to fulfil its equality duties in relation to the PSED for the development proposal.

The EIA provides a consideration of potential direct and indirect equality impacts (both adverse and beneficial) associated with the construction and operational phases of the development. The approach draws on evidence from secondary data sources as well as feedback from consultation and engagement processes and information from construction planning undertaken for the project.

1.2 Context

Westmead was built in the early 1970s and no longer meets modern design standards. The site was previously used as a Care Home until late 2019/ early 2020 when the residents were offered alternative accommodation in Beachcroft Development located in Maida Vale. This Extra Care facility was built specifically to rehouse Westmead residents and other Care Home residents affected by redevelopment proposals.

In September 2020, a planning application (20/05708/COFUL) was submitted for the demolition of the existing Westmead building and construction of a 6-storey building to provide 65 residential dwellings together with associated car and cycle parking and public realm enhancements.² This proposal contained units with a mixture of sizes (31 x 1 bed, 21 x 2 bed, 12 x 3 bed and 1 x 4 bed) and 41% of the floorspace (24 units) for affordable housing. This site is situated within the administrative boundary of Westminster and comprises a site area of approximately 0.37ha. This application received planning consent in 2021.

In October 2022, the Council published 'Our Strategy for a Fairer Westminster'³ which places residents at the centre of decision-making to build an inclusive and diverse community. One of the key ambitions within this strategy is 'Fairer Housing' which prioritises

¹ Protected characteristics are defined under the Equality Act 2010: age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex, sexual orientation and marriage/civil partnership.

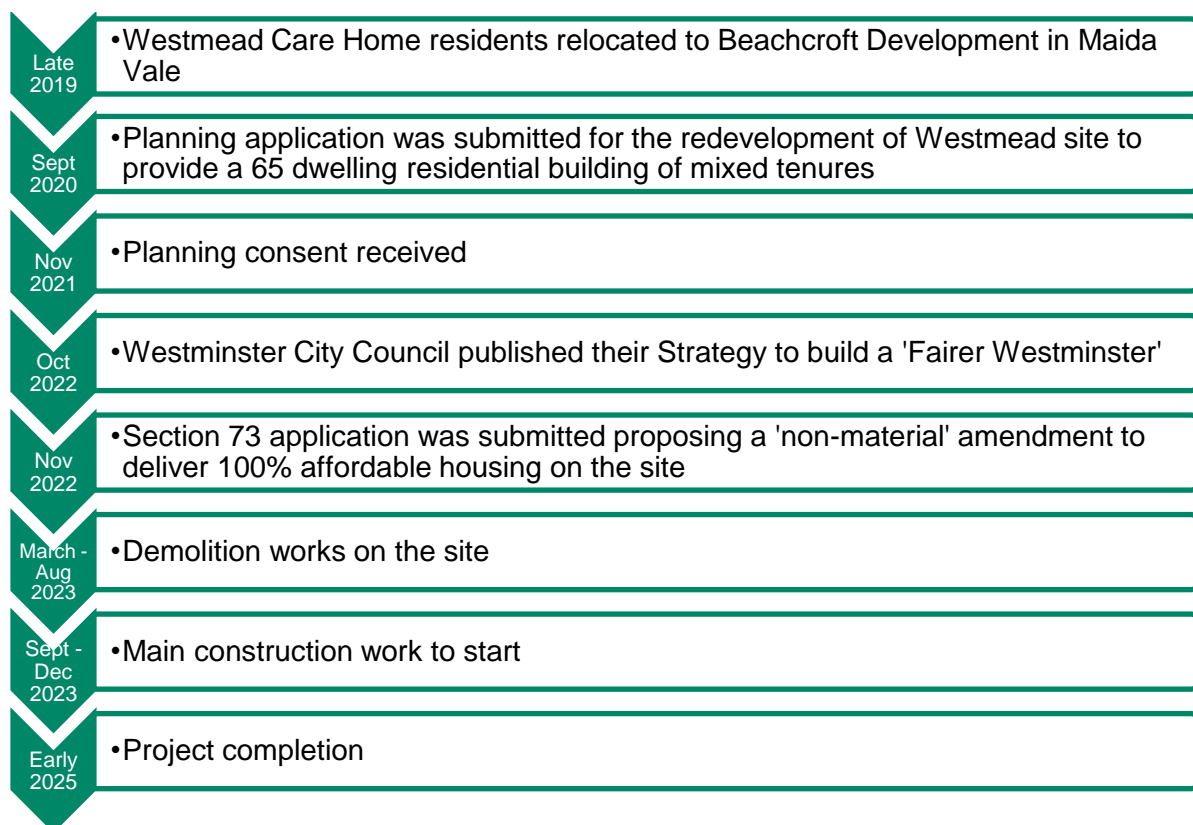
² City of Westminster (2020). Planning – Planning Application Documents (20/0578/COFUL). Available at: <https://idoxpa.westminster.gov.uk/online-applications/applicationDetails.do?keyVal=QGHIPGRP06A00&activeTab=summary>

³ Westminster City Council (2022). Our Strategy for a Fairer Westminster 2022-2026. Available at: <https://www.westminster.gov.uk/sites/default/files/media/documents/Fairer%20Westminster%20Strategy.pdf>

the delivery of 'genuinely affordable housing', the majority of which is council rented units. The strategy sets a target of 70% council-owned developments by 2026.

This strategy led to a section 73 application being submitted for Westmead in November 2022. This proposed a minor material amendment to the consented scheme of a change in tenure, for the 41 private residential units to become a mix of intermediate (22 dwellings) and social rented units (19 dwellings). In addition to the existing 24 affordable units (14 intermediate and 10 social rent units), this will deliver a split of 31 intermediate units and 34 social rented units across the site to produce 100% affordable housing.⁴ The site is expected to be mobilised in March 2023 and project completion is scheduled for early 2025.

Figure 1-1 Timeline of key events and milestones in the redevelopment of the Westmead site



1.3 Report structure

Following on from this introduction section, the remainder of the report is structured as follows:

- **Section 2: Methodology** – setting out the approach to collecting evidence and assessment of impacts;
- **Section 3: Policy and legislation review** – providing context through review of relevant national, regional and local policy and legislation associated with equalities and housing regeneration;
- **Section 4: Summary of the development** – an overview of the development;
- **Section 5: Equalities baseline** – using secondary data sources such as Census 2011 and 2021 data to form an understanding of residents living within the area;

⁴ City of Westminster (2022). Planning – Application Summary (22/07921/COFUL). Available at: <https://idoxpa.westminster.gov.uk/online-applications/applicationDetails.do?keyVal=RLR06GRPN1B00&activeTab=summary>

- **Section 6: Assessment of potential equality effects** – an appraisal of impacts and equality effects of the proposals using the evidence gathered; and
- **Section 7: Conclusions and next steps**– conclusion of equality impacts and the Council's due regard to the PSED. This section also contains continued actions recommended for enhancing positive equality impacts and minimising potential negative impacts based on available evidence to date.

2. Methodology

2.1 Introduction

This section sets out the approach to assessing the equality impacts of the development proposals for Westmead. The assessment considers how the proposals could impact (both positively and negatively) current residents who share protected characteristics within and surrounding the site of the proposed development. In considering the direct impacts of the development proposals, this EIA takes a 'worst case scenario'.

The approach for undertaking this EIA and compiling this report follows a three-stage process:

1. Desk-based review - including review of relevant national, regional and local policies and legislation, the proposal documents and secondary datasets relating to groups with protected characteristics;
2. Appraisal of potential impacts - informed by a consideration of the policy context, consultation responses, equalities baseline data; and
3. Providing recommendations and conclusions.

The approach is based on our understanding of the Equality Act 2010, particularly section 149 regarding the PSED, and supporting technical guidance produced by the Equality and Human Rights Commission (EHRC) as well as AECOM's in-house approach to conducting EIAs.

2.2 Desk-based review

In addition to a review of recent relevant national, London-wide and local policies and legislation, the desk-based review included the following:

- Review of all relevant documentation regarding the planning application including design information, relevant assessment work and construction management plan information;
- Review of national and local datasets to develop an equalities baseline profile of groups with protected characteristics within and surrounding the site including Census 2011 and 2021 data; and
- Review of the consultation and engagement activities to date in relation to the proposals undertaken by the Council to identify any issues of relevance to this EIA.

2.3 Assessment of impacts

The assessment of equality impacts takes into account the information gathered through the above activities. A judgement is made as to how the development would contribute to the realisation of effects for people with protected characteristics as defined in the Equality Act 2010. These protected characteristics are:

- **Age:** this refers to persons defined by either a particular age or a range of ages. This can include children (aged under 16), young people (aged 16-25), older people or pensioners (i.e. those aged 65+), the elderly/very old (i.e. those aged 85+);
- **Disability:** a disabled person is defined as someone who has a physical or mental impairment that has a substantial and long-term adverse effect on their ability to carry out normal day-to-day activities. It can also include people who have progressive conditions such as HIV, cancer, or multiple sclerosis (MS) - even where someone is able to carry out day to day activities;

- **Gender reassignment:** this refers to people who are proposing to undergo, are undergoing, or have undergone a process for the purpose of reassigning their gender identity;
- **Marriage and civil partnership:** marriage or civil partnership can be between a man and a woman or between two people of the same sex;
- **Pregnancy and maternity:** pregnancy is the condition of being pregnant or expecting a baby. Maternity refers to the period after the birth. In the non-work context, protection against maternity discrimination is for 26 weeks after giving birth;
- **Race:** the Equality Act 2010 defines race as encompassing colour, nationality (including citizenship) and ethnic or national origins;
- **Religion or belief:** religion means any religion a person follows. Belief means any religious or philosophical belief, and includes those people who have no formal religion or belief;
- **Sex:** this refers to a man or to a woman or a group of people of the same sex, while gender refers to the wider social roles and relationships that structure men's and women's, boys' and girls' lives;
- **Sexual orientation:** a person's sexual orientation relates to their emotional, physical and/or sexual attraction and the expression of that attraction.

Although income is not classed as a protected characteristic under the Equality Act 2010, the assessment also considers equality implications from the perspective of low income households.

The assessment considers both disproportionate and differential impacts on groups with protected characteristics. A disproportionate equality effect arises when an impact has a proportionately greater effect on protected characteristic groups than on the general population overall at a particular location. For the purposes of this EIA, disproportionality arises:

- where an impact is predicted for the study area, where protected characteristic groups are known to make up a greater proportion of the affected resident population than their representation in Westminster or London; or
- where an impact is predicted on a community resource which is predominantly or heavily used by protected characteristic groups (e.g. primary schools attended by children; care homes catering for elderly people).

A differential equality effect is one which affects members of a protected characteristic group differently from the rest of the general population because of specific needs, or a recognised vulnerability associated with their protected characteristic.

In some cases, protected characteristic groups are subject to both disproportionate *and* differential equality effects. The EIA considers impacts on groups of people and not those on specific individuals.

The criteria used to determine disproportionate or differential impacts with respect to protected characteristics groups include:

- People who share a protected characteristic form a disproportionately large number of those adversely affected by the proposals;
- Amongst the population affected by the proposals, people who share protected characteristics are particularly vulnerable or sensitive to a possible impact in relation to their possessing a specific protected characteristic;

- The proposals may either worsen or improve existing disadvantage (e.g. housing deprivation or economic disadvantage) affecting people who share a protected characteristic;
- People with shared protected characteristics amongst the affected population may not have an equal share in the benefits arising from the proposals. This can be either due to direct or indirect discrimination or where the groups experience particular barriers to realising such benefits, unless suitable mitigations are proposed to overcome those barriers; and
- The proposals may worsen existing community cohesion amongst the affected local population or exacerbate conflicts with community cohesion policy objectives.

2.4 Conclusion and next steps

The final section of this report sets out conclusions on the equality impacts as well as setting out recommendations for mitigating against any residual or newly identified adverse impacts and opportunities for enhancing equality of opportunity.

3. Policy and legislative context

3.1 Legislation

Equality Act 2010 and the Public Sector Equality Duty (PSED)

The Equality Act 2010 is a major piece of UK legislation which provides the framework to protect the rights of individuals against unlawful discrimination and to advance equal opportunities for all. Section 149 of the Equality Act sets out the PSED to which Westminster City Council, as a public body, is subject to in carrying out all its functions.

Those subject to the PSED must, in the exercise of their functions, have due regard to the need to:

- Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act;
- Advance equality of opportunity between people who share a protected characteristic and those who do not; and
- Foster good relations between people who share a protected characteristic and those who do not.

These are sometimes referred to as the three aims or arms of the PSED. The Act explains that having due regard for advancing equality involves:

- Removing or minimising disadvantages suffered by people due to their protected characteristics;
- Taking steps to meet the needs of people from protected groups where these are different from the needs of other people; and
- Encouraging people from protected characteristics groups to participate in public life or in other activities where their participation is disproportionately low.

The Act states that meeting different needs involves taking steps to take account of disabled people's disabilities. It describes fostering good relations as tackling prejudice and promoting understanding between people from different groups. It states that compliance with the duty may involve treating some people more favourably than others.

The duty covers the following eight protected characteristics: age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex and sexual orientation as described Section 2.5 of this report.

Public authorities also need to have due regard to the need to eliminate unlawful discrimination against someone because of their marriage or civil partnership status. This means that the first arm of the duty applies to this characteristic, but that the other arms (advancing equality and fostering good relations) do not apply.

3.2 National policy

National Planning Policy Framework (July 2021)

The National Planning Policy Framework (NPPF)⁵ was originally published in March 2012, with revisions in July 2018, February 2019 and most recently in July 2021. The NPPF

⁵ Ministry of Housing, Communities & Local Government (2021). National Planning Policy Framework. Available at: https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/1005759/NPPF_July_2021.pdf

reconsolidates the economic, social and environmental objectives of the Government's planning system. While the NPPF does not contain specific guidance on equalities, it does emphasise the importance of sustainable development and the need to support a healthy and just society. This is reflected in the key dimensions of sustainable development which relate to the economic, social and environmental roles of the planning system:

- The economic role contributes to building *“a strong, responsive and competitive economy, by ensuring that sufficient land of the right type is available in the right places and at the right time to support growth, innovation and improved productivity; and by identifying and coordinating the provision of infrastructure”*;
- The social role supports strong, vibrant and healthy communities by *“ensuring that a sufficient number and range of homes can be provided to meet the needs of present and future generations; and by fostering well-designed, beautiful and safe places, with accessible services and open spaces that reflect current and future needs and support communities’ health, social and cultural well-being”*; and
- The environmental role contributes to protecting and enhancing the *“natural, built and historic environment; including making effective use of land, helping to improve biodiversity, using natural resources prudently, minimising waste and pollution, and mitigating and adapting to climate change including moving to a low carbon economy”*.

The NPPF identifies key principles that local planning authorities should ensure that they consider, including:

- Local strategies to improve health, social and cultural wellbeing for all;
- The delivery of sufficient community and cultural facilities and services to meet local needs; and
- The requirement to plan for the needs of different groups within communities, including how the size, type and tenure of housing should be assessed and reflected in planning policies.

In Chapter 5, the NPPF outlines how planning policy should deliver a sufficient supply of homes that meets the needs of groups with specific housing requirements. Local housing need assessments should inform the minimum number of homes needed and the size, type and tenure of housing should be assessed and reflected in local planning policies to accommodate different groups in the community, such as those who require affordable housing, families with children, older people and people with disabilities.

3.3 Regional policy

The London Plan 2021

The London Plan 2021⁶ is a new plan aiming to be more ambitious and focused than previous London Plans. It is underpinned by the concept of Good Growth – growth that is socially and economically inclusive and environmentally sustainable. As the overall strategic policy framework for London, it sets out integrated economic, environmental, transport and social goals for the development of the capital over the next 20-25 years. A number of policies outlined in the Plan are relevant to the proposed redevelopment, including tackling deprivation, promoting equality and inclusivity, and enabling different groups to share in the benefits of development, specifically:

⁶ GLA (2021). The London Plan. The Spatial Development Strategy for Greater London. Available at: https://www.london.gov.uk/sites/default/files/the_london_plan_2021.pdf

- GG1 'Building strong and inclusive communities' requires early engagement with stakeholders and local communities in the development of proposals, ensuring London continues to generate economic and other opportunities that are beneficial to everyone. Continue to support and promote the creation of a London where all Londoners including children and young people, older people, disabled people and people with other protected characteristics, can move around with ease and enjoy the opportunities the city has to provide.
- GG4 'Delivering the homes Londoners need' understands that for many Londoners the type of home they want, and should reasonably be able to expect, is out of reach – and this consequently has implications for the makeup and diversity of the city. Creating a new housing market in which all those involved in planning and development must: support the delivery of the strategic target of 50% of all new homes being genuinely affordable, and create inclusive communities where houses meet high standards of design and provide for identified needs.
- Policy SD10 'Strategic and local regeneration' requires Boroughs to identify Strategic areas for Regeneration in Local Plans and develop policies that are based on a thorough understanding of the demographic of the communities, their needs and local circumstances. In order for regeneration initiatives to contribute to Good Growth it is important they tackle poverty, disadvantage, inequality and the causes of deprivation, address social, economic and environmental barriers and they benefit existing residents and businesses in an area. Regeneration initiatives must be undertaken in collaboration with local communities, involving a broad spectrum of groups, people and businesses to develop a shared vision of the area.
- Policy D4 'Inclusive design' requires Boroughs to support the creation of inclusive neighbourhoods by embedding inclusive design and collaborating with local communities to ascertain needs. An inclusive design approach helps to ensure the diverse needs of all Londoners are integrated into Development plans and proposals from the outset.
- Policy H1 'Increasing housing supply' sets out Boroughs ten year housing targets which must be included in their Development Plan Documents (Westminster's ten year target for net housing completion is 9,850).
- Policy H4 'Delivering affordable housing' outlines the strategic target for 50% of all new homes delivered across London to be genuinely affordable. The London SHMA (Strategic Housing Market Assessment) identified that 65% of London's need is for affordable housing; this policy therefore aims to maintain and advance the opportunity for all members of society to access
- Policy H8 'Loss of existing housing and estate development' requires that loss of existing housing should be replaced by new housing at existing or higher densities with at least the equivalent level of overall floorspace. Boroughs, housing associations and their partners must also consider alternatives before considering the demolition and replacement of affordable homes. Regardless of whether an estate regeneration project includes the demolition and replacement of affordable homes, it is important that all such schemes are delivered with existing and new residents in mind.

Inclusive London: Mayor's Equality, Diversity and Inclusion Strategy (2022)

The Mayor's Equality, Diversity and Inclusion Strategy⁷ (EDIS) was published in May 2018. It sets out how inequalities, barriers and discrimination experienced by groups protected by

⁷ GLA (2018). Mayor's Equality, Diversity and Inclusion Strategy. Available at: <https://www.london.gov.uk/what-we-do/communities/mayors-strategy-equality-diversity-inclusion>

the Equality Act will be addressed by tackling issues such as poverty and socio-economic inequality.

The strategy presents 39 equality, diversity and inclusion strategic objectives. These were replaced in November 2022 by the Mayor who published a new set of 14 equality objectives⁸. These include working with councils and other partners to:

- Increase the provision of genuinely affordable homes for the benefit of those groups and communities that are most likely to live in overcrowded, poor quality or unaffordable housing.
- Increase the number of homes that meet Londoners' diverse housing needs including, year-on-year, the pace of provision of affordable specialist and supported housing.
- Address the specific barriers that prevent some rough sleepers exiting rough sleeping and rebuilding their lives.
- Improve Londoners' air quality and access to green space and lower the city's carbon emissions so that inequalities in exposure to harmful pollution and climate risks are reduced.
- Address the specific barriers faced by those groups of Londoners most likely to experience financial hardship, helping them understand and access their entitlements and available support.

Objectives also include working with employers, education and skills providers, and voluntary and community organisations, so that as many Londoners as possible can participate in, and benefit from, employment opportunities in London. This includes providing employability and skills support for those who are disadvantaged in London's enterprise and jobs market and increasing the diversity of the workforces in vital sectors in London. These include the digital, construction, creative and built environment sectors.

The strategy aims to encourage inclusive growth in London through better planning and provision of business support, including access to finance for people from ethnic minority groups, women and disabled-led businesses, and to help save and sustain diverse cultural places and spaces by promoting good growth. Finally, the EDIS includes widening access to youth services, addressing health inequalities, and closing the digital exclusion gap.

London Housing Strategy (2018)

This strategy's central priority is to build many more homes for Londoners - particularly genuinely affordable homes. This includes policies for:

- Identifying and bringing forward more land for housing;
- Improving the skills, capacity and building methods of the industry;
- Ensuring homes are genuinely affordable;
- Working towards half of new homes built being affordable;
- Protecting London's existing social housing;
- Well-designed, safe, good quality, and environmentally sustainable homes; and

⁸ GLA (2022). Mayor's Equality, Diversity and Inclusion Strategy. Available at: <https://www.london.gov.uk/programmes-strategies/communities-and-social-justice/mayors-strategy-equality-diversity-and-inclusion/mayors-equality-diversity-and-inclusion-strategy-objectives-2022>

- Meeting London's diverse housing needs.

Better homes for local people - The Mayor's Good Practice Guide to Estate Regeneration (February 2018)

The Mayor's Good Practice Guide to Estate Regeneration sets out the expectations for how local authorities and housing associations should engage with residents as part of all estate regeneration schemes, whether or not they include the demolition of homes. The guide outlines the Mayor's three Better Homes for Local People principles, specifically:

- **An increase in affordable housing** - Local authorities should consider alternative options for demolition. Should demolition be pursued then like-for-like provision of floorspace for affordable housing on estate regeneration projects should be provided. Gap funding is available through GLA housing grants to ensure financial viability of affordable housing provision if required. Where possible, local authorities should also endeavour to increase the density of estates to maximise potential for an increase in affordable homes. Landlords should adopt local lettings policies for new affordable homes for rent to help ensure that local people benefit from the additional homes being built.
- **Full rights to return or remain for social tenants** - Where estate regeneration plans involve the demolition of existing homes, councils and housing associations should seek to phase projects wherever possible, with the aim of ensuring that households can remain on the estate by moving no more than once. Social tenants who have to move as a result of estate regeneration plans, either through a single move or a temporary move off the estate, should be:
 - provided with a full right to a property on the regenerated estate of a suitable size, at the same or a similar level of rent, and with the same security of tenure. Households who are currently overcrowded should be offered homes large enough for their needs. Households who under-occupy their current homes should not automatically qualify for a new home with the same number of bedrooms. For example, landlords may choose to limit the number of bedrooms offered to under-occupiers to a maximum of one greater than their need.
 - awarded high priority in the local allocations policy should they need to move into a new home temporarily as a result of estate regeneration. Any offer of alternative accommodation should be reasonable, in that it meets the needs of the household in terms of the number of bedrooms and any special requirements (such as wheelchair accessibility or adaptations).
 - offered the maximum home loss compensation permitted by legislation by landlords if they meet the statutory criteria and are displaced from their homes due to estate regeneration.
 - awarded 'disturbance costs' of moving home by the landlord. This means paying the reasonable costs of moving, such as removal costs, telephone and utility connection and installation costs, and the provision of new carpets and curtains. Tenants who must move more than once should receive home loss payments for each move.

Furthermore, councils and landlords should work together to make sure that private tenants on estates being considered for regeneration are aware of their options and rights, including signposting them towards alternative housing options. Councils may also have duties towards private tenants under homelessness legislation. Additional support and assistance should be offered to more vulnerable households living on estates, regardless of their

tenure. In some cases, this may mean that they want to move out of the area or into specialist accommodation.

Where councils or housing associations propose to let homes on short-term tenancies, they should ensure that new tenants are fully informed about any plans to regenerate the estate and are aware of their rights, including how they differ from those on secure tenancies. Short-term tenants should be reminded of these differences to avoid confusion at a later stage. They should also be given as much advance notice as possible of planned regeneration, so that alternative accommodation can be found if necessary.

3.4 Local policy

City Plan 2019 – 2040 (2021)

The City Plan 2019 – 2040 was adopted in April 2021 and contains a number of policies which are relevant to promoting equality and tackling existing disadvantage, and to the renewal of Westminster, including:

- **Objective 1** of the City Plan is to “increase the stock of high-quality housing and provide variety in terms of size, type and tenure to meet need and promote mixed and inclusive communities, with a clear focus on affordability and family homes.”
- **Objective 2** of the City Plan is to “ensure those from disadvantaged backgrounds benefit from the opportunities [job growth] presents.”
- **Objective 8** of the City Plan is to “promote quality in the design of buildings and public spaces ensuring that Westminster is attractive and welcoming”
- **Policy 1 Westminster’s spatial strategy** sets out the ambition for the Borough to grow, thrive and inspire by:
 - Supporting intensification and optimising densities in high quality new developments that showcase the best of modern architecture and integrate with their surroundings, to make the most efficient use of land.
 - Delivering at least 20,685 homes with 35% of new homes affordable.
- **Policy 7 Managing development for Westminster’s people** requires development to be ‘neighbourly’: considering daylight, sense of enclosure and privacy, protecting and enhancing the local natural and historic environment, not overburdening local infrastructure, contributing to greening, improving sustainable infrastructure and making appropriate waste management arrangements.
- **Policy 8 Stepping up housing delivery** requires the number of new homes to be built in Westminster to exceed 20,685 over the plan period. Existing housing will be protected, except where redevelopment or affordable housing would better meet need.
- **Policy 9 Affordable housing** requires that the affordable housing provision will be divided between ‘intermediate’ affordable housing for rent and sale (60%) and social and affordable rent (40%). The Council will maximise the provision of additional affordable housing in designated housing renewal areas.
- **Policy 11 Housing for specific needs** sets out that residential development will provide a housing mix to secure mixed and inclusive communities and contribute towards meeting Westminster’s housing needs for different groups.
- **Policy 12 Housing quality** proposes that all new homes be designed to a standard that ensures the safety, health and well-being of its occupants.

The EIA for the City Plan outlines some measures for helping to mitigate the impact of intermediate housing affordability criteria:

- Households on the council's social housing register have high priority for intermediate housing.
- Targets will be set to ensure a proportion of new intermediate housing is affordable to households on the register with lower quartile incomes – and so may be affordable to households also registered for social housing.
- Westminster Employment Service also helps homeless households into employment which will help homeless households to be eligible for intermediate housing. (Currently c50% of homeless households are in some form of employment).

Westminster Housing Renewal Strategy (2010)

In 2010, the Council published a Housing Renewal Strategy⁹ that set out plans for housing renewal over a number of years and a number of programmes are underway. The key objectives of the strategy are to:

- Increase the supply and quality of affordable homes to meet a variety of local needs, including housing for families;
- Improve the quality of the local environment with outstanding green and open spaces and housing that promotes low energy consumption and environmental sustainability;
- Promote a high quality of life for people of all ages and backgrounds, in safe, cohesive and healthy neighbourhoods, supported by a range of high-quality housing and excellent community facilities;
- Enable people to maximise economic opportunity in Westminster with support for training, employment and enterprise, and housing tenures which help those in work to remain in the city; and
- Create a more distinct sense of neighbourhood, ending the physical divide between Westminster's estates and surrounding local streets.

Housing Strategy: Direction of Travel Statement (2015)

In 2015, a Housing Strategy Direction of Travel Statement was published, which set out the Council's intentions to deliver existing housing renewal programmes and to work towards housing renewal becoming business as usual. The strategy built on the draft Housing Strategy that was consulted on in June and July 2015. It sets out the direction that the Council intends to take with regards to new affordable housing, intermediate housing, disposal of affordable properties, reviewing CityWest¹⁰ homes, the private rented sector and energy efficient homes.

It also provides a direction for residents' health, housing and support for vulnerable people, older peoples' housing, flexibility in allocating social housing and homelessness.

⁹ Westminster Council (2010). Westminster Housing Renewal Strategy. Available at: http://transact.westminster.gov.uk/docstores/publications_store/wcc_housing_renewal_report2010_lowres.pdf

¹⁰ CityWest Homes provides housing services for over 12,000 social housing tenants and 9,000 leaseholders for Westminster City Council. It was set up as an arms-length management organisation (ALMO) in 2002 and returned to Council control in September 2018.

Policy for Tenants in Housing Renewal Areas (August 2019)

The Council's Policy for Tenants in Housing Renewal Areas¹¹ sets out the rehousing options, headline financial compensation and the general processes that will be followed when homes occupied by council tenants need to be acquired. It also sets out the general approach to be taken when homes occupied by other tenants (including private and temporary accommodation) need to be acquired.

The policy states that all tenants will be supported by a named officer and have access to an independent advisor. Additional assistance will be provided to vulnerable tenants and the Council may work with third parties, including family members, social services and health practitioners to identify and address any special needs. Tenants will be entitled to claim two sorts of financial payment:

- **A home loss payment** – a statutory payment amount set by the Government to compensate them for having to move at a time which is not of their choosing; and
- **A disturbance payment** – to cover all the reasonable costs of moving. If a tenant has opted to return to the Housing Renewal Area but needs to move away temporarily while the new homes are built, they will be entitled to two disturbance payments.

Council tenants, including secure¹² or flexible¹³ or those in community supportive housing (sheltered housing), have the right to a new social home in the Housing Renewal Area. They have the following options:

- Option 1: Move straight into one of the new social homes, if this is possible; or
- Option 2: Move into another social home in Westminster for a temporary period, but then move into one of the new social homes in the Housing Renewal Area once these are ready.
- Tenants that don't want to move into one of the new homes can also take the following option:
- Option 3: Move into another social home in Westminster, this might be in the same general area, or in another part of Westminster. They could also move into community supportive housing if they are eligible and 60 or over.

For tenants that want to become homeowners:

- Option 4: Tenants will have high priority for any new intermediate homes built in the housing Renewal Area and which are for sale, so they can get on the housing ladder. To qualify for this option, tenants will need to be eligible for 'intermediate housing'¹⁴ and be able to afford to buy the new intermediate homes.

The policy sets out the rehousing process for tenants as follows:

- Stage 1: The Housing Needs Survey – at this stage the tenant considers their options and the Council finds out about who is in the household, the type of new home needed and any particular needs the tenant has.

¹¹ Westminster Council (2019). Policy for Tenants in Housing Renewal Areas. Available at:

https://www.westminster.gov.uk/sites/default/files/policy_for_tenants_in_housing_renewal_areas_2019_final.pdf

¹² A tenancy that can only be bought to an end by the landlord by a court order and an order will only be granted by the court if one of the statutory grounds for possession is made out and other statutory tests are met.

¹³ A flexible tenancy is a form of secure tenancy with a fixed term.

¹⁴ Intermediate housing refers to housing for working people that aren't eligible for social housing but can't afford market housing. This is let through the Council's intermediate housing service called Homeownership Westminster.

- Stage 2: The Assessment – at this stage a detailed assessment is undertaken of the size and type of new home needed.
- Stage 3: Rehousing begins – at this stage the option chosen is confirmed in writing and generally cannot be changed. Rehousing will then start.

All homeless households that have been placed in temporary accommodation by the Council will be visited and advised of the relevant timescales, such as when they will need to move and the processes that will be followed. They will generally be offered alternative temporary accommodation but households in temporary housing do not have a right to remain in or return to the Housing Renewal Area and the above options do not apply to them. Temporary accommodation can be in different locations, and some is outside London. All households in temporary accommodation in Housing Renewal Areas will be prioritised for alternative temporary accommodation in London. Households with the highest needs will always be prioritised for temporary accommodation in Westminster and adjoining boroughs. In order to avoid households moving twice, where a household in temporary accommodation is estimated to be within twelve months of being able to successfully bid or be made offers for social housing, they will be awarded additional priority to bring this forward.

The policy states that every effort to communicate will be made by the Council with private tenants as early as possible to explain what is happening and when. All private tenants will be visited at least once and informed as to where they can get further advice, particularly if they are at risk of being homeless as a result of housing renewal. Those at risk of homelessness will be referred to the Council's Early Intervention Trailblazer Service¹⁵. Additional support will be offered to vulnerable households where it is needed.

The policy was consulted on in January and February 2019 and was also subject to an EIA.

Our Strategy For a Fairer Westminster 2022-26¹⁶

The Fairer Westminster Strategy for 2022 to 2026 was set to help build a more inclusive city that celebrates diversity. The Council's ways of working will be centred around diversity and inclusion, openness and transparency, and partnership and collaboration.

Five key outcomes are detailed in the Strategy, which will support decisions at the Council. These include Fairer Communities; Fairer Housing; Fairer Economy; Fairer Environment; and Fairer Council. The target strategies for Fairer Housing and Fairer Communities are most relevant to this report and detailed below:

Fairer Housing:

- The housing needs of residents, families and social care users are met through the provision of greener and more genuinely affordable housing, the majority of which is for council rent, aiming for 70% on council-owned developments.
- Homelessness is reduced due to increased support.
- Private rented sector properties are well managed.
- Our tenants and lessees are consistently satisfied with our housing services, and the improved condition and energy efficiency of our housing stock.

¹⁵ <https://www.crisis.org.uk/ending-homelessness/resources-for-practitioners/prs-database/westminster-city-council-housing-solutions-trailblazer-service/>

¹⁶ City of Westminster (2022). Fairer Westminster strategy. Available at: <https://www.westminster.gov.uk/our-new-strategy-build-fairer-westminster>

Fairer Communities:

- Poverty and inequality are reduced, making Westminster a healthier and more equitable place.
- The city is a safe place where all discrimination is tackled and everyone feels welcome.
- Westminster provides excellent public health and social care services, and physical activity opportunities that ensure all adults can stay healthy and thrive as they age.
- Westminster is a great place for children to grow up, with its cultural and learning opportunities, active communities, and excellent schools.
- Community and voluntary sector organisations are empowered to prosper in Westminster.

4. Summary of the development

4.1 Current site

The Westmead site (outlined in Figure 4-1) is 0.37 hectares and is located on the Western edge of the City of Westminster. The site is bound by Tavistock Crescent to the North and Tavistock Road to the South. Buildings adjacent to the site include the council-owned Falldon House to the West, Harford House to the North and Leamington House to the South all of which provide social housing. While to the East is the Anglican Communion Office and Consultative Council.

The site is close to Westbourne Park tube station with direct links to major public transport hubs (Paddington station, Edgware Road, Euston Square and King's Cross St Pancras).

The site was previously home to Westmead Care Home and has been vacant since the care home residents were relocated in late 2019/2020.

Figure 4-1 Site Location Plan



Source: Westminster City Council (2020)

4.2 Planning application

The approved planning application includes the following:

- The demolition of the existing building and construction of a 6-storey building (including lower ground level with a setback sixth floor) to provide 65 residential dwellings (Use Class C3), together with associated landscaping, refuse storage, car and cycle parking and public realm enhancements

The section 73 application includes the following amendment to condition 1:

- Provision of the 22 private 1B2P units to be Intermediate mix (London Living Rent);
- Provision of the 19 remaining private units (2B4P, 3B5P and 3B6P) to be Social Rent mix;
- Minor changes to the dwelling layouts, namely relocation of the door, so the bathrooms within the dwellings are accessible from the hallway, rather than from the bedroom;
- Overall, the proposed development will provide 100% affordable housing and will be in accordance with London Housing Design Guide.

The mixture of dwelling sizes remains the same as per the accommodation schedule split by tenure seen in Table 4-1 below.

Table 4-1 Accommodation schedule and tenure split

	1B2P	2B4P	3B5P	3B6P	4B5P	Total number of units
Intermediate Rent						
Level LG	-	-	-	-	-	-
Level UG	6	-	-	-	-	6
Level 01	7	-	-	-	-	7
Level 02	6	-	-	-	-	6
Level 03	6	-	-	-	-	6
Level 04	6	-	-	-	-	6
Total number of units	31					31
Social Rent						
Level LG	-	6	-	-	1	7
Level UG	-	1	4	-	-	5
Level 01	-	2	1	-	-	3
Level 02	-	5	1	1	-	7
Level 03	-	5	1	1	-	7
Level 04	-	2	2	1	-	5
Total number of units		21	9	3	1	34

Source: City of Westminster (2022)

Further, the section 73 application seeks to amend condition 14 to the following:

- 'Prior to the ramp works, the detailed design of the vehicle ramp shall be submitted to the Local Planning Authority. The ramp shall then be installed in accordance with these details.

Reason: To make sure that the ramp is suitably designed for vehicles for which it has been designed, to avoid blocking the surrounding streets as set out in 27 and 29 of Westminster's City Plan 2019-2040 (adopted April 2021)'.

4.3 Affordable housing for intermediate rent

Intermediate housing is a type of affordable housing targeted at individuals who already live and work in Westminster but struggle to afford market rent and do not qualify for social rent.¹⁷ Residents in Westminster can apply for the intermediate housing waiting list through 'Home Ownership Westminster'.

The section 73 application includes plans to provide 31 intermediate units. These will be:

- Retained by the Council and available for intermediate rent;
- Comprised of 31 1 bedroom units; and
- Allocated through a Local Lettings Plan (LLP) which will ensure that households in the Westbourne area have top priority.

4.4 Affordable housing for social rent

Social housing is provided by local councils to local residents who register to the social housing waitlist, typically low income families and vulnerable individuals.

In Westminster, the shortage of available homes has limited the number of applicants who are offered a home and has accumulated a long waiting time. As of November 2021, there were over 4,100 households waiting: 2,300 homeless households, 1,300 tenants awaiting transfer and 490 households in other priority groups.¹⁸ The waiting time for re-housing varies dependent on the property size required, from over two years for a studio or 1 bed to 19 years for 4 or more beds.

The section 73 application includes plans to provide 34 social rent units. These will be:

- Retained by the Council and available for social rent;
- Comprised of 21 2 bedroom units, 12 3 bedroom units and 1 4 bedroom unit; and
- Allocated through a Local Lettings Plan (LLP) which will ensure that households in the Westbourne area have top priority.

4.5 Construction works

Construction works consist of demolishing the existing 42-bed care home and constructing a new residential building with 65 dwellings across 6 storeys. The construction period is 80 calendar weeks and will consist of the following:

¹⁷ Westminster Community Homes (2023). Types of Accommodation. Available at:

<https://www.westminstercommunityhomes.org.uk/how-to-apply#:~:text=Intermediate%20Rent%20Housing%20for%20working%20households%20who%20would,you%20must%20be%20registered%20with%20Home%20Ownership%20Westminster.>

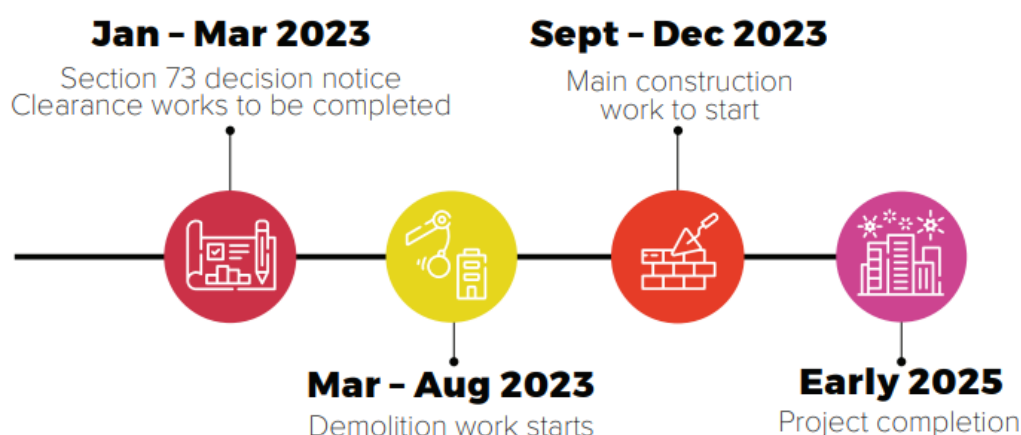
¹⁸ City of Westminster (2023). How to apply for social housing. Available at: <https://www.westminster.gov.uk/housing/register-social-housing/how-apply-social-housing>

- External works to include the formation of new footpaths, soft landscaping and enhanced hard finishes;
- Demolition of existing building sited on the footprint of the new development;
- Construction of new substructure foundations, piling and beams;
- Installation of drainage and provisions for utility services;
- Construction of new concrete framed residential building, complete with mainly brickwork façade, flat roofs and composite windows;
- Construction and completion of all internal finished and installation of new permanent services; and
- Completions of remaining external landscaping one the project concludes full decant.

As shown in Figure 4-2 below, demolition is expected to begin on 31st March 2023 followed by the commencement of the main contract in October 2023 and project completion in April 2025.

Figure 4-2 Key construction works dates

KEY DATES



Source: City of Westminster (2022)

The construction site will operate between:

- Monday to Friday between 08:00 – 18:00
- Saturday between 08:00 – 13:00
- No Out of Hours, Sunday, or Bank Holiday working (unless approved by the Council)

Piling, excavation and demolition work will only take place:

- Monday to Friday between 08:00 – 18:00
- Not at all on Saturdays, Sundays, bank holidays and public holidays

Construction traffic will enter the site via the main vehicle access gates on Tavistock Crescent. If practically possible, all vehicles making deliveries will use these access gates to drive onto the site and turn around to avoid the need for vehicles to reverse out. Should the vehicles unloading and offloading be larger, they will require the closure of Tavistock Crescent for short periods of time avoiding busy traffic times (generally between 08:00 and 17:00).

Unloading/loading of larger vehicles may also take place via a tower crane from a designated zone situated on Tavistock Road. A protective gantry will be erected over the public footpath to enable pedestrian foot traffic to continue as usual during lifting operations.

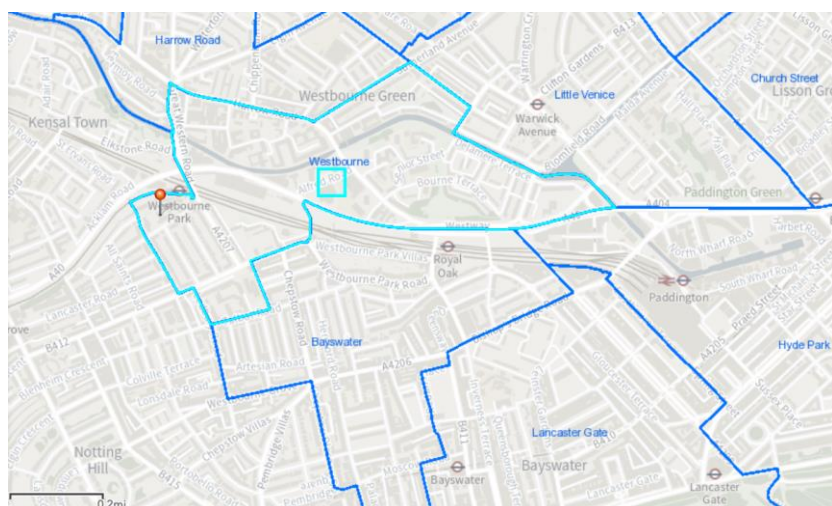
5. Equalities baseline

5.1 Introduction

A baseline profile of the population living around the site is necessary to enable an assessment of the potential impacts the development may have on groups with protected characteristics.

This section outlines the equalities baseline relevant to the proposals. This includes analysis of Census 2011 and Census 2021¹⁹ data and other datasets from the Office for National Statistics (ONS). Where possible, the most recently available data is presented at four geographical levels relevant to the study area. These are, in increasing size, Westminster Lower Super Output Area (LSOA, E01032513), the Westbourne Ward (E05000648), Westminster Borough, and London.

Figure 5-1 Westminster ward boundary, with pin marking location of the proposed development



Source: City of Westminster (2023)²⁰

5.2 Protected characteristics

5.2.1 Population

According to the most recent data available, the Westminster LSOA is home to 1,234 people. As shown in Table 5-1, the LSOA is the only geography exhibiting a slight population decrease, by about 3.3% between 2001 to 2020. Contrastingly, populations across the remaining geographies are increasing. Westbourne Ward was home to 14,924 people mid-2020, which has grown by nearly 50% since 2001. This is significantly higher than the population change in London, where the population has increased by 22.9% respectively. An increasing population indicates that the demand for housing is continually increasing.

¹⁹ It should be noted that although the most recent Census for England and Wales took place in March 2021, full Census 2021 data is scheduled for release in March 2023. As such, 2011 data is presented for all four geographies supported by 2021 data at the available geographical levels.

²⁰ City of Westminster (2023). Ward finder. Available at: <https://lbhf.maps.arcgis.com/apps/webappviewer/index.html?id=968c0f263cc241d4934638b4d7e81c6b>

Table 5-1 Population size and change (%) by geographical area from 2001 to 2020²¹

Year	LSOA	Westbourne	Westminster	London
2001	1,442	10,075	181,286	7,322,400
2011	1,355	12,759	219,396	8,204,400
2020	1,394	14,924	269,848	9,002,500
Percentage Change	-3.3%	+48.1%	+48.9%	+22.9%

5.2.2 Age

Table 5-2 Table 5-2 provides the population age breakdown in 2020 across the four geographical areas. Westminster LSOA has a high proportion of children aged 0 to 15 (22%) compared to Westminster and London, and the highest proportion of elderly at 14.4% across all geographies. Westbourne Ward has the highest proportion of children (22.68%) across the geographies and the lowest proportion of elderly aged 65+ (10.57%).

Notably, the proportion of children in Westminster Borough and London are decreasing, from 16.9% to 13.0% and 20.6% to 19.2% between 2020 and 2021 respectively. Updated 2021 estimates were not available at LSOA or Ward level.

Table 5-2 Age breakdown (%) by geographical area, 2020²²

Age range (years)	LSOA	Westbourne	Westminster	London
0-15	22.0	22.68	16.9	20.6
16-64	63.6	66.75	70.5	67.2
65 and over	14.4	10.57	12.6	12.2

Greater London Authority Population Projections estimate that by 2040 the greatest population increase is expected in the 65 and over age group, which will increase by about 117% in Westbourne Ward compared to 60% for Westminster Borough.²³ While child populations (aged 0-15) are expected to decrease at both Ward and Borough level, by ~18% and ~27% respectively.

The high proportion of children and elderly is important as they can be disproportionately affected by environmental impacts during site construction. For example, evidence shows that traffic-related noise has increased health risks for older people (Halonen, J.) and lower health-related quality of life in children (Hjortebjerg, D. et al, 2015). Both groups are also more vulnerable to the effects of poor air quality compared to the overall population. Older people are also more vulnerable to the environmental, safety and accessibility impacts of construction activities associated with construction projects.

5.2.3 Disability

According to the 2021 Census, 19.2% of the LSOA population reported having a disability that limits their day-to-day activities. And 18.5% at Ward level. Figures are lower for Westminster Borough (13.8%) and London (13.2%) reporting a limiting disability. While the population with a long-term health problem whose day-to-day activities are not limited are underrepresented at both the LSOA and Ward level compared to the Borough and London.

²¹ ONS: Census 2001: Usual resident population (KS001); Census 2011: Population Density 2011 (QS102EW); Mid-year population estimates ward level; Population estimates – small area based by single year of age – England and Wales; Census 2021: Population change between 2011-2021, Local Authorities in England and Wales. All available at: <https://www.nomisweb.co.uk/query/select/getdatasetbytheme.asp>

²² ONS: 2020 Population estimates – small area based by single year of age – England and Wales; 2021 Population estimates – local authority based by five-year age band. All available at: <https://www.nomisweb.co.uk/query/select/getdatasetbytheme.asp>

²³ GLA population projections (2016) <https://data.london.gov.uk/dataset/a713a4be-0891-42f0-b5d4-3bcb7e7525a0>

Consequently, the proportion of residents who have no physical or mental health conditions were lower for both LSOA and Ward levels than that of the other two geographies.

Table 5-3 Limiting long-term illness or disability (%) by geographical area, 2021²⁴

Level of disability	LSOA	Westbourne	Westminster	London
Day-to-day activities limited a lot	9.6	9.6	6.5	5.7
Day-to-day activities limited a little	9.6	8.9	7.3	7.5
Long-term physical or mental health conditions but day-to-day activities not limited	4.0	3.8	4.7	5.2
No long-term physical or mental health conditions	76.8	77.6	81.5	81.5

Disabled people, including those with weak respiratory systems, or people who suffer health problems more generally associated with weaker lungs may be disproportionately impacted by traffic related emissions and dust as well as dust and emissions created through construction of infrastructure (Font et al, 2014).

5.2.4 Gender reassignment

Until the 2021 Census, there were no official statistics relating to gender reassignment and the UK Census only collected data relating to sex (gender assigned at birth). The 2021 Census included the optional question “Is the gender you identify with the same as your sex registered at birth?”, for which findings are presented at the Borough and London geographies in Table 5-4.

Of those who responded, the majority (90%) of Westminster’s population identify with the same gender as their sex registered at birth, while 0.7% identify with a different gender. Similarly, in London 91.2% of the population identify with their gender assigned at birth, and 10% identify with an alternative gender.

Table 5-4 Gender identity (%) in Westminster and London, 2021²⁵

Gender identity	Westminster	London
Gender identity the same as sex registered at birth	90.0	91.2
Gender identity different from sex registered at birth but no specific identity given	0.4	0.5
Trans woman	0.1	0.2
Trans man	0.1	0.2
Non-binary	0.1	0.1
All other gender identities	0.0	0.0
Not answered	9.2	7.9

²⁴ ONS (2021): Disability (TS038). Available at: <https://www.nomisweb.co.uk/query/construct/summary.asp?mode=construct&version=0&dataset=2056>

²⁵ ONS (2021). Gender identity (detailed) (TS070). Available at: <https://www.nomisweb.co.uk/query/construct/summary.asp?mode=construct&version=0&dataset=2087>

5.2.5 Marriage and civil partnership

Across all four geographies, the majority of the population over 16 years old are not married. The LSOA (53.9%), Ward (56.6%) and Borough (54.4%) level all sit above the London average of 46.2%.

According to the 2021 Census, the proportion of the population who are married is highest in London (39.3%) compared to the other geographies, particularly the LSOA level which represents the lowest married population at 27%. While the LSOA has the largest divorced population at 11%, compared to the Ward (8.9%), Borough (7.6%) and London (7.3%) levels.

The proportion of people over 16 years old in a same-sex marriage was marginally lower at the LSOA level (0.3%) than London (0.4%), and those in a registered same-sex civil partnership was 0.2% for both geographies.

Table 5-5 Legal partnership status (%) by geographical area, 2021²⁶

Legal partnership status	LSOA	Westbourne	Westminster	London
Never married	53.9	56.6	54.4	46.2
Married: opposite sex	27.0	27.6	31.1	39.3
Married: same-sex	0.3	0.2	0.6	0.4
In a registered civil partnership: opposite sex	0.4	0.1	0.1	0.1
In a registered civil partnership: same-sex	0.2	0.2	0.4	0.2
Separated	3.1	3.0	2.4	2.3
Divorced	11.0	8.9	7.6	7.3
Widowed	4.0	3.6	3.4	4.2

5.2.6 Pregnancy and maternity

Census 2011 data showed that 17.8% of households within the Westbourne Ward were lone-parent households, of which ~12% have dependent children.²⁷ In comparison, lone-parents represented 18% of households in the Westminster LSOA, of which 11.6% had dependent children. However, the 2021 Census reported an increased to 21% lone-parent households, of which 12.8% with dependent children²⁸.

Pregnant women are more vulnerable to the adverse effects of air pollution as a result of construction activities, including an increasing risk of miscarriage (Leiser et al, 2019) as well premature births and low birth weights.

5.2.7 Race

Table 5-6 shows the percentage breakdown of ethnic groups by geographical area. Overall, non-white ethnic groups compose over 50% of the LSOA and Westbourne areas (60.3% and 60.9% respectively), compared to significantly lower proportions in Westminster (44.9%) and London (46.2%).

There is a higher proportion of White/Black Caribbean, African, Bangladeshi, Caribbean and Arab residents in the LSOA and Westbourne Ward compared with the Borough and London levels. The Arab population compose the largest minority group in the LSOA at 11.7% and

²⁶ ONS (2021). Legal partnership status (TS002). Available at: <https://www.nomisweb.co.uk/query/construct/summary.asp?mode=construct&version=0&dataset=2022>

²⁷ ONS (2011). Household composition (KS105EW). Available at: <https://www.nomisweb.co.uk/query/construct/summary.asp?mode=construct&version=0&dataset=605>

²⁸ ONS (2021). Household composition (TS003). Available at: <https://www.nomisweb.co.uk/query/construct/summary.asp?mode=construct&version=0&dataset=2023>

13.2% at the Ward, compared to the Borough (7.6%) and London (1.6%) geographies. The African population compose the second largest minority group in the LSOA (9.6%) and Ward (11.0%).

Table 5-6 Ethnic group (%) by geographical area, 2021²⁹

Ethnic group		LSOA	Westbourne	Westminster	London
White	English, Welsh, Scottish, Northern Irish or British	19.9	19.5	28.0	36.8
	Irish	1.9	1.6	1.8	1.8
	Gypsy or Traveller	0.0	0.0	0.0	0.1
	Roma	1.1	0.5	0.7	0.4
	Other	16.8	17.5	24.6	14.7
Mixed/ Multiple Ethnic Groups	White/ Black Caribbean	3.5	1.5	1.0	1.5
	White and Black African	1.2	1.5	1.0	0.9
	White and Asian	1.1	1.0	1.8	1.4
	Other	4.0	2.9	2.7	1.9
Asian/ Asian British	Indian	1.5	1.8	3.9	7.5
	Pakistani	0.8	1.0	1.2	3.3
	Bangladeshi	7.1	5.5	3.7	3.7
	Chinese	0.6	1.8	3.2	1.7
	Other	4.0	4.3	4.7	4.6
Black/ African/ Caribbean/ Black British	African	9.6	11.0	8.1	7.9
	Caribbean	4.9	4.2	2.1	3.9
	Other Black	2.3	1.8	0.8	1.7
Other Ethnic Group	Arab	11.7	13.2	7.6	1.6
	Other	8.3	9.2	5.9	4.7

5.2.8 Religion or belief

Of those identifying with a religion, the majority identify as Christian at the LSOA (38.1%), Borough (37.3%) and London (40.7%) level. While the largest religious group in the Westminster Ward is Muslim (37.2%). The LSOA level also represents a significantly higher proportion of Muslims (33.3%) than the Borough (20%) and London (15%) geographies. Further, Buddhist groups are overrepresented amongst the LSOA population compared to the other three geographies.

Table 5-7 Religion or belief (%) by geographical area, 2021³⁰

Religion	LSOA	Westbourne	Westminster	London
Christian	38.1	32.7	37.3	40.7
Buddhist	1.7	0.9	1.3	0.9
Hindu	0.2	0.8	2.2	5.1

²⁹ ONS (2011). Ethnic group (KS201EW). Available at:

<https://www.nomisweb.co.uk/query/construct/summary.asp?mode=construct&version=0&dataset=608>

³⁰ ONS (2021). Religion (KS209EW). Available at:

<https://www.nomisweb.co.uk/query/construct/summary.asp?mode=construct&version=0&dataset=2049>

Religion	LSOA	Westbourne	Westminster	London
Jewish	0.2	0.8	2.8	1.7
Muslim	33.3	37.2	20.0	15.0
Sikh	0.2	0.1	0.3	1.6
Other religion	0.6	0.7	0.9	1.0
No religion	17.5	18.0	25.9	27.1
Religion not stated	8.1	8.8	9.4	7.0

5.2.9 Sex

Table 5-8 reveals that Westminster LSOA has a higher proportion of female residents (53.8%) compared to males (46.2%). The proportion of females at the LSOA level is higher than all other geographies, consequently composing the smallest proportion of males. Westbourne Ward also has a slightly higher percentage of females (50.2%) compared to males (49.8%), as does Westminster and London.

Table 5-8 Proportion (%) of residents by sex and geographical area, 2021³¹

Sex	LSOA	Westbourne	Westminster	London
Female	53.8	50.2	51.6	51.5
Male	46.2	49.8	48.4	48.5

Life expectancy in the Ward is 82 for females, and 75 for males³². Although females tend to live longer than men across all these geographies, life expectancies are lower at the Ward level than in the Borough and London. Females live an average of 87 years in Westminster Borough and 84 years in London, while males an average of 85 and 80 years in the Borough and London respectively.³³

5.2.10 Sexual orientation

Error! Reference source not found.-9 shows the proportion of adults by their identified sexual orientation for London and Westminster Borough. Westminster Borough has a higher proportion of adults identifying as Gay or Lesbian (3.5%) compared to London (2.2%). London has marginally higher proportion of adults identifying as Pansexual (0.4%) and Queer (0.1%), than Westminster Borough (0.3% and 0.0% respectively).

Table 5-9 Sexual orientation (%) in Westminster and London, 2021³⁴

Sexual orientation	Westminster	London
Straight or Heterosexual	83.3	86.2
Gay or Lesbian	3.5	2.2
Bisexual	1.5	1.5
Pansexual	0.3	0.4
Asexual	0.1	0.0
Queer	0.0	0.1
All other sexual orientations	0.0	0.0

³¹ ONS (2021). Sex (TS008). Available at:

<https://www.nomisweb.co.uk/query/construct/summary.asp?mode=construct&version=0&dataset=2028>

³² ONS (2021). Life expectancy by census ward. Available at: <https://www.ons.gov.uk/visualisations/dvc479/map/index.html>

³³ ONS (2021). Life expectancy estimates, all ages, UK. Available at:

<https://www.ons.gov.uk/peoplepopulationandcommunity/healthandsocialcare/healthandlifeexpectancies/datasets/lifeexpectancyestimatesallagesuk>

³⁴ ONS (2021). Sexual orientation (detailed) (TS079). Available at:

<https://www.nomisweb.co.uk/query/construct/summary.asp?mode=construct&version=0&dataset=2086>

Sexual orientation	Westminster	London
Not answered	11.2	9.5

5.3 Socio-economic profile

The socio-economic profile of the area considers several factors including levels of deprivation, employment, education, health, housing, transport and connectivity; access to services and facilities; public realm and open space; safety, security and well-being; and community cohesion.

These factors are pertinent to those with protected characteristics and inequality and, as such, provide additional baseline information relevant to the assessment of equality effects.

5.3.1 Deprivation

According to the English Indices of Deprivation 2019, the proposed Westmead housing development is in one of the 20% most deprived LSOAs of England and Wales.³⁵

Supplementary indices for deprivation also rank the area:

- In the top 10% most deprived areas nationally for Income Deprivation Affecting Older People Index (IDAOPI) which measures the proportion of those aged 60+ who experience income deprivation; and
- In the top 10% most deprived areas nationally for Income Deprivation Affecting Children Index (IDACI) which measures the proportion of all children aged 0 to 15 living in income deprived families.

5.3.2 Employment

The Westmead development sits within the top 20% most deprived in terms of employment deprivation which measures the proportion of the working age population involuntarily excluded from the labour market.³⁶

Table 5-10 indicates the economic activity and inactivity levels of populations at varying geographical levels. Of those who are economically active in the LSOA, 49.0% are in employment and 6.2% are unemployed. This falls below the levels at the Borough level (55.6% and 4.0% respectively) and in London (59.4% and 4.1% respectively). The LSOA also has a higher percentage of economic inactivity (42.7%) compared to the Ward (42.5%), Borough (37.9%) and London (33.8%) levels.

Table 5-10 Economic activity status (%) by geographical area, 2021³⁷

Economic activity status	LSOA	Westbourne	Westminster	London
Economically active: in employment	49.0%	48.4%	55.6%	59.4%
Economically active: unemployed	6.2%	6.1%	4.0%	4.1%
Economically inactive	42.7%	42.5%	37.9%	33.8%

³⁵ Ministry of Housing, Communities & Local Environment (2019). English indices of deprivation 2019. Available at: <https://www.gov.uk/government/statistics/english-indices-of-deprivation-2019>

³⁶ Ibid48

³⁷ ONS (2021). Economic Activity status (TS066). Available at: <https://www.nomisweb.co.uk/query/construct/summary.asp?mode=construct&version=0&dataset=2083>

Table 5-11 **Error! Reference source not found.** presents a detailed breakdown of employment sectors by geographical area for 2011. This highlights that there are a relatively higher proportion of employee jobs in associate professional & technical occupations, as well as managers, directors, senior officials. Particularly at the LSOA level, the majority work in professional (21.7%) and associate professional (15.8%) occupations.

Table 5-11 Employee jobs by broad sector group (%) across different geographical areas, 2011³⁸

Occupation	LSOA	Westbourne	Westminster	London
Managers, directors, senior officials	9.5	13.8	22.5	14.6
Professional occupations	21.7	25.3	30.6	25.8
Associate professional & technical occupations	15.8	15.3	17.3	15.3
Administrative & secretarial occupations	4.9	8.2	6.6	8.5
Skilled trades occupations	7.5	4.9	3.4	7.5
Caring, leisure & other service occupations	13.6	9.3	6.1	7.7
Sales & customer service occupations	10.5	8.7	5.1	6.3
Process plant / machine operatives	4.5	5.5	2.7	5.0
Elementary occupations	12.0	9.1	5.7	9.2

The proposed Westmead development sits within the top 10% most deprived LSOAs nationally in terms of income deprivation.³⁹ In 2018, the median income for Westbourne Ward was £31,300 and the lower quartile income was £20,500. The ward's median income was significantly lower than that of Westminster (£42,800).⁴⁰

In September 2020, the claimant rate in the Westminster Borough was 5.5% (an increase of 2% since 2019), with men and those over 50 claiming the most benefits. Westbourne had one of the highest claimant rates and experienced the largest increase in claimant rate (i.e., the rate of people claiming unemployment-related benefits) in comparison to the previous year, at 178%.⁴¹

5.3.3 Education

Educational attainment (**Error! Reference source not found.**5-12**Error! Reference source not found.**) at the LSOA and Westbourne Ward levels show higher proportions of residents with no qualifications (23.2% and 21.4% respectively) relative to London (16.2%) and Westminster (12.9%). However, the proportion of residents with level 4 qualifications and above in the LSOA and Westbourne Ward are lower (37.1% and 43.3% respectively) compared to London (46.7%) and Westminster (57.7%). Those undertaking an apprenticeship are marginally higher at the LSOA level (3.3%) compared to the other three geographies.

³⁸ ONS (2021). Occupation (TS063). Available at: <https://www.nomisweb.co.uk/query/construct/summary.asp?mode=construct&version=0&dataset=2080>

³⁹ Ibid48

⁴⁰ City of Westminster (2018). Westbourne Ward Profile. Available at: <https://www.westminster.gov.uk/sites/default/files/westbourne-ward-profile.pdf>

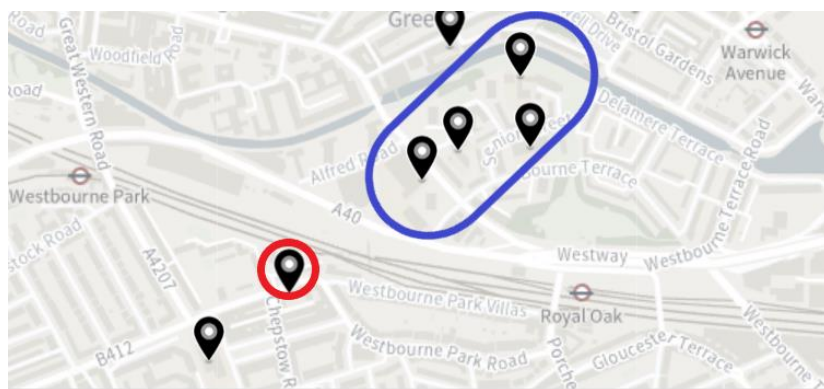
⁴¹ City of Westminster (2020). Westminster Employment Service. Available at: <https://committees.westminster.gov.uk/documents/s39523/WES%20Presentation%20091120.pdf>

Table 5-12 Educational attainment (%) by different geographical area, 2021⁴²

Educational attainment	LSOA	Westbourne	Westminster	London
No qualifications	23.2	21.4	12.9	16.2
Level 1 qualifications	6.9	6.2	4.9	7.7
Level 2 qualifications	11.3	9.6	6.9	10.0
Apprenticeship	3.3	2.9	2.1	3.2
Level 3 qualifications	14.1	13.4	12.4	13.2
Level 4 qualifications and above	37.1	43.3	57.7	46.7
Other qualifications	4.0	3.2	3.2	3.1

There are no schools within the immediate site. However, there are three primary schools within the boundaries of Westbourne Ward. As shown in Figure 5-2, this includes Our Lady of Dolours RC, Edward Wilson, and St Mary Magdalene CofE primary schools (in blue) and Westminster Academy secondary school (in red).

Figure 5-2 Location of schools in Westbourne Ward



Source: London Datastore. (2023)⁴³

5.3.4 Health

The health of people in Westminster is varied. Westminster is one of the 20% most deprived local authorities in England in the health deprivation and disability domain, and about 27% (6,900) of children live in low-income families.⁴⁴ On the other hand, life expectancy for men and women is higher than the national average. Despite this, life expectancy in Westminster can vary dramatically depending on where people live. Men living in the least deprived areas live 13.5 years longer than men living in the most deprived areas, while for women this gap is 7.4 years.

In terms of health issues within the Borough, rates of childhood obesity, incidence of tuberculosis and sexually transmitted infections among adults, are all worse than the England average. High rates of childhood obesity are noteworthy as there is a children's playground near the site. This playground may provide children opportunities for physical exercise, which may be reduced if it is negatively impacted during construction. On the other hand, excess weight in adults, the rate for alcohol-specific hospital admission among those under 18, teenage pregnancy, and rates of self-harm, are all better than the England average.^{Error! Bookmark not defined.}

⁴² ONS (2021). Highest level of qualification (TS067). Available at: <https://www.nomisweb.co.uk/query/construct/summary.asp?mode=construct&version=0&dataset=2084>

⁴³ London Datastore. (2023). Available at: <https://apps.london.gov.uk/schools/>

⁴⁴ Public Health England (2020). Local Authority Health Profile 2019. Available at: <https://fingertips.phe.org.uk/static-reports/health-profiles/2019/E09000033.html?area-name=Westminster>

In terms of health facilities in the Ward, there are three general practices observable on Google Maps⁴⁵: Woodfield Road Medical Centre, Grand Union Health Centre, and The Westbourne Green Surgery. There are no opticians in the Ward, and one dental practice: Harrow Road Dental Practice.

5.3.5 Housing

There were approximately 5,683 residential properties in Westbourne Ward in 2017⁴⁶. According to the 2021 Census (table 5-13), 63.5% of households at the LSOA level were socially rented and 15.4% were privately rented. This compared to 55.2% socially rented and 24.5% privately rented at the Ward level. Both the LSOA and Ward level sit significantly higher than the Borough and London levels which have lower proportions of social rent and higher proportions of private rent. The 2021 Census data indicates that only 18.8% of LSOA households and 18% of Ward households are owned, compared to 27.4% in the Borough and 45.2% in London.

Table 5-13 Tenure (%) by geographical area, 2021⁴⁷

Tenure	LSOA	Westbourne	Westminster	London
Owned	18.8	18.0	27.4	45.2
Social rented	63.5	55.2	28.3	23.1
Private rented	15.4	24.5	43.3	30.0

The median property price for Westbourne ward in 2017 was £600,000, less than the median price in Westminster by 44%.⁴⁶Error! Bookmark not defined.

Error! Reference source not found.5-14 shows occupancy rates (based on the ONS definition - number of bedrooms occupied⁴⁸) derived from the 2021 Census. In 2011, the LSOA and Westbourne Ward observed higher proportions of overcrowded households, at 20.9%, compared to Westminster Borough (10.3%) and London (11.1%).

Table 5-14 Household overcrowding and under-occupation (%) by geographical area, 2011⁴⁹

Overcrowding (bedrooms)	LSOA	Westbourne	Westminster	London
1 below standard	17.5	15.7	8.1	8.9
2+ below standard	3.4	5.2	2.2	2.2
Total	20.9	20.9	10.3	11.1

5.3.6 Transport and connectivity

Westbourne Ward has good public transport accessibility compared to other areas of London. The Regent's Canal, which runs just north of the site (across the Westway A40) includes a walking a cycling route along it. The nearest underground tube station is Westbourne Park, which lies southwest of the Ward. The station provides access to the Circle and Hammersmith and City lines. Royal Oak and Warwick Avenue stations lie west of

⁴⁵ Google Maps accessed in January 2023.

⁴⁶ City of Westminster (2018). Westbourne Ward Profile. Available at: <https://www.westminster.gov.uk/sites/default/files/westbourne-ward-profile.pdf>

⁴⁷ ONS (2021). Tenure (TS054). Available at: <https://www.nomisweb.co.uk/query/construct/summary.asp?mode=construct&version=0&dataset=2072>

⁴⁸ This analysis uses the 'bedroom standard' measure of overcrowding, which determines how many bedrooms households need based on the ages, genders and relationships of members. Households are overcrowded if they have fewer bedrooms than they need. They are under-occupying if they have more bedrooms than they need.

⁴⁹ ONS (2011). Occupancy rating (bedrooms) (QS412EW). Available at: <https://www.nomisweb.co.uk/query/construct/summary.asp?mode=construct&version=0&dataset=544>

the Ward, about 20-minute walk from the site each, with access to the Circle and Hammersmith and City lines, and Bakerloo line respectively. The nearest major rail station is Paddington to the west, about 30-minute walk from the site. Paddington rail station provides access to various tube lines and serves as a link to Heathrow Airport and Great Western Railway. Several bus routes operate throughout the Ward, including the 28 (Kensal Rise to Wandsworth), 31 (Camden Town to White City), and 328 (Golders Green to Chelsea Worlds End and Limerston Street).

The site has a Public Transport Accessibility Level (PTAL) output of 4, which is relatively high considering the 0-6 scale.⁵⁰ Figure 5-3 indicates that the proposed Westmead development has high levels of accessibility compared to the surrounding area, due to its proximity to Westbourne Park underground station.

The proposed development plan includes a cycle store, which may encourage physical activity and commuting by cycling and positively impact health of tenants, particularly given the site is relatively accessible by cycling.

Figure 5-3 PTAL access levels



Source: TfL (2023)⁵¹

5.3.7 Public realm and open space

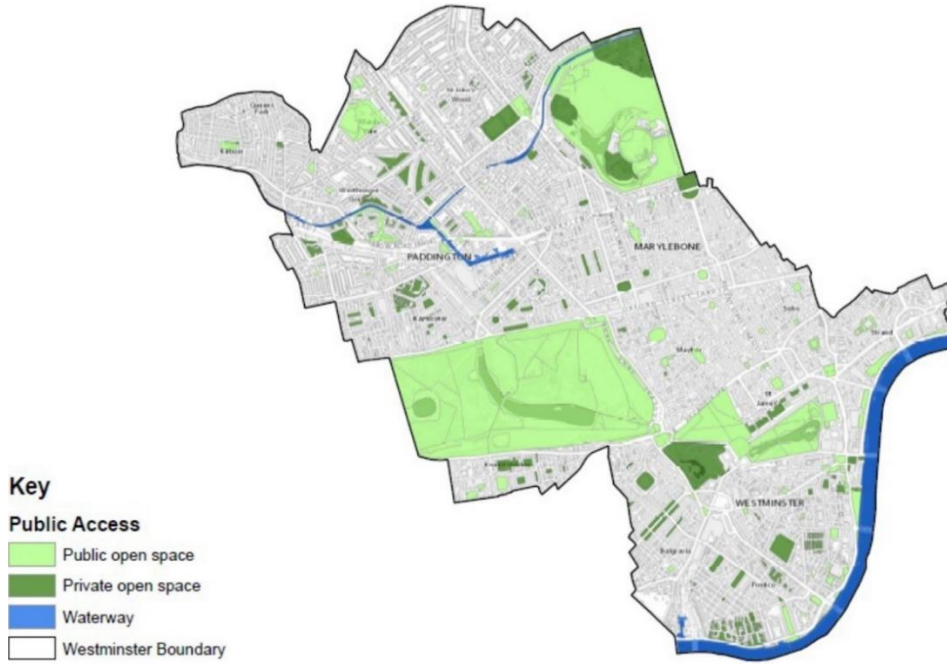
The closest open space to the site is a small children’s playground (400 ft northwest). Two additional gardens were identified during a site visit, including Tavistock Crescent Community Garden and Tavistock Square Garden (0.1 mile southwest). In addition, the Regent’s Canal includes a walking and cycling route running along it. Westbourne Ward also hosts the Westbourne Green Open Space, located about 1 mile east from the site (also across the Westway A40).

The open and green spaces in Westminster Borough are reproduced below in **Error!**
Reference source not found..

⁵⁰ Transport for London (2023). Public Transport Accessibility. Available at: <https://tfl.gov.uk/info-for/urban-planning-and-construction/planning-with-webcat/webcat?input=w11+1ba&PlaceHolderText=eg.+NW1+6XE+or+530273%2C+179613&scenario=Base+Year&type=Ptal&zoomLevel=15&places=Stations+stops+and+piers>

⁵¹ TfL (2023). Available at: <https://tfl.gov.uk/info-for/urban-planning-and-construction/planning-with-webcat/webcat>

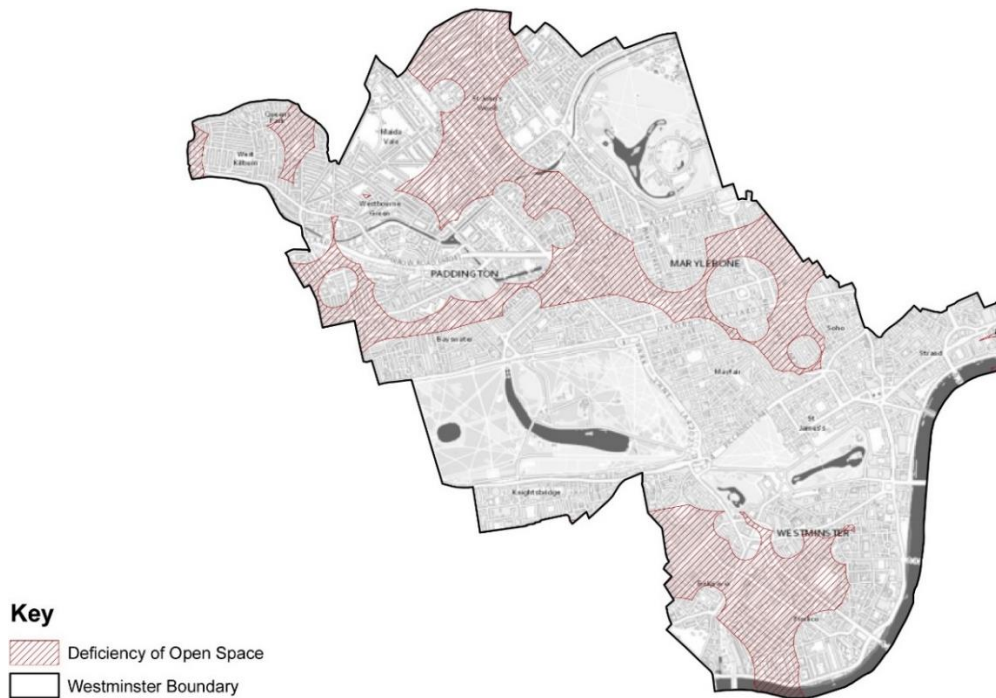
Figure 5-4 Westminster map of open and green spaces



Source: City of Westminster (2019).⁵²

Error! Reference source not found.5 shows areas deficient of open and green spaces in Westminster Borough. As shown, majority of Westbourne Ward is not classified as deficient in open space, as noted in the Partnership Approach to Open Spaces and Biodiversity in Westminster. However, the exact location of the site, and immediate surroundings, are classified as deficient.

Figure 5-5 Westminster map of open space deficiency areas



⁵² City of Westminster (2019). Partnership Approach to Open Spaces and Biodiversity. Available at: <https://www.westminster.gov.uk/media/document/ev-env-007---a-partnership-approach-to-open-spaces-and-biodiversity>

Source: City of Westminster (2019)⁵³

The proposed development plan includes two flats on the lower ground floor with private gardens, another five with direct access to the communal gardens, and units on the other floors with balconies which will provide open space and outdoor access.

5.3.8 Safety and security

The top three reported crimes within Westbourne Ward for September 2022 were harassment (27 instances) followed by assault without injury (10 instances), and other miscellaneous violence (8 instances). The Ward had a rate of 11 crimes per 1000 residents within the monthly report period, as opposed to 23 across the Borough and 8 across London.⁵⁴

Over the last two years, from January 1st, 2021, to December 31st, 2022, the Metropolitan Police Service recorded 220 crimes in the Westminster, majority of which (69 instances) were violence against a person without injury, followed by violence against a person with injury, drug trafficking, and arson and criminal damage at 21, 21, and 20 instances respectively. Violence against a person without injury was also recorded amongst the top three most frequent crimes on the Ward and Borough geographical levels⁵⁵. From the City Survey 2021, when asked the question “*How safe do you feel in the area you live?*”, 62% of those in Westbourne Ward answered ‘very safe’ and 27% ‘fairly safe’.⁵⁶

5.3.9 Community cohesion

To ensure healthy communities which are functional, safe, and enjoyable places to live and work, it is important to promote community cohesion and good relations between different groups. Encouraging civic engagement and ensuring dialogue with all people in the community; particularly those belonging to protected characteristic groups, is an important step in working towards community cohesion. For people belonging to protected characteristic groups, their feelings of a lack of cohesion (or exclusion) may be more acute than those of other people.

According to the City Survey 2021, 98% of the community within Westbourne Ward agree that people from different backgrounds get on well. In terms of civic engagement, about 12% of the residents spend time helping to improve the community, and 13% are interested in helping more to improve the community, compared to about 75% not being interested according to the City Survey 2017 (no findings from 2021 available).⁵⁷

⁵³ City of Westminster (2019). Partnership Approach to Open Spaces and Biodiversity. Available at:

<https://www.westminster.gov.uk/media/document/ev-env-007---a-partnership-approach-to-open-spaces-and-biodiversity>

⁵⁴ Metropolitan Police Service (2023). Available at: <https://www.met.police.uk/a/your-area/met/westminster/westbourne/>

⁵⁵ Metropolitan Police Service (2023). Recorded Crime: Geographic Breakdown. Available at:

https://data.london.gov.uk/dataset/recorded_crime_summary

⁵⁶ City of Westminster (2022). Available at: <https://www.westminster.gov.uk/media/document/westbourne-ward-profile---2022>

⁵⁷ City of Westminster (2018). Westbourne Ward Profile. Available at:

<https://www.westminster.gov.uk/sites/default/files/westbourne-ward-profile.pdf>

6. Assessment of impacts

6.1 Introduction

The assessment of equality impacts considers the potential impacts on affected people sharing protected characteristics arising from the Westmead Housing development. It considers:

- Beneficial and adverse operational impacts on future residents of the site; and
- Direct and indirect construction impacts on surrounding residents to the site.

The assessment is based on the development as set out in the planning application (2020) and minor material amendments outlined in the section 73 application. This is a high-level assessment based on the legislation and policies in action, information and data sources available for review in this report and addresses impacts relevant to the key equality themes set out in the framework in Table 6-1.

Table 6-1 EIA assessment framework

Theme	EIA objectives
Housing	<ul style="list-style-type: none">• Increase in affordable housing for local people• High-quality housing meeting the diverse needs of residents• Improvement in living conditions of previous tenants through relocation
Neighbourhood and Community	<ul style="list-style-type: none">• Clear, transparent, inclusive and meaningful engagement with local residents, stakeholders and the local community• Mitigation of potential negative environmental and safety impacts of construction on local residents
Wider impacts	<ul style="list-style-type: none">• Provide employment and educational opportunities, for disadvantaged and underrepresented groups

6.2 Housing

6.2.1 Potential beneficial impacts

6.2.2 Net increase in intermediate rent housing

The application includes the provision of 31 new affordable units which will be available for intermediate rent.

Specific groups with high needs for access to housing and high representation amongst those living in Westminster include people from Black, Asian and Middle Eastern households, women, people aged 25-44 and 45-65, households with children and lone parents.⁵⁸ These groups could particularly benefit from new housing associated with the proposals, except where affordability barriers could limit these opportunities⁵⁹. The median annual income in Westbourne ward is £31,300 compared with £42,800 for Westminster and, as such, intermediate rent housing in the area may be beyond the means of many local residents. The Council has yet to determine the rent levels for the new housing and it is

⁵⁸ Westminster Council (2018) Cabinet Report: Supply and Allocation of Social Housing 2022-23
<https://committees.westminster.gov.uk/ieDecisionDetails.aspx?ID=1721>

⁵⁹ Human City Institute (2017) Forty Years of Struggle: A Window on Race and Housing, Disadvantage and Exclusion
<https://humancityinstitute.files.wordpress.com/2017/01/forty-years-of-struggle.pdf>

recommended that this should include a mix of lower rental quartile and London Living rent⁶⁰ to help to make it more affordable to local people.

These homes will be retained by the Council and made available through the intermediate housing waiting list. The Council has committed to developing a Local Lettings Plan (LLP) for the new intermediate rent housing supply which prioritises those living in Westminster. Proposed principles for the LLP are set out in the Supply and Allocation of Social Housing 2022/23 Cabinet Report⁶¹. It is recommended that the Council consider additional criteria in the LLP for the new intermediate rent housing supply to prioritise: those who are homeless; those living in overcrowded households; those needing a move on medical or welfare grounds; and those needing to move to a particular locality within our district where hardship would otherwise be caused. Evidence reveals that in 2021, there were 2,300 homeless households on the housing register, and 8.7% of homes within the LSOA are overcrowded and 19.1% within the Westbourne Ward.

6.2.3 Net increase in social rent housing

The application includes the provision of 34 new affordable units which will be available as social rent. The latest wait list figures (from November 2021) reveal that there are currently over 4,100 households in Westminster on the social housing waiting list. Protected characteristic groups are typically overrepresented on the social housing register, particularly those from low income households.

These homes will be retained by the Council and made available through the social housing waiting list. The Supply and Allocation of Social Housing 2022/23 Cabinet Report identifies that the demand for social housing will continue to exceed estimated supply during 2022/23 and consequently identifies priority groups to receive projected lettings. This includes homeless households (45% of projected social housing lettings 2022/23), existing WCC tenants (32%) including those that are overcrowded and need to move on medical grounds, and those on the housing register (23%) including people moving from supported housing and on medical grounds. These projections should inform the LLP for Westmead and prioritise local residents within these key groups, particularly the 2,300 homeless households on the housing register and 8.7% of homes that are overcrowded.

6.2.4 Net increase in wheelchair accessible housing

The development will result in a net increase of seven wheelchair accessible units. The provision of accessible housing could enable those with limited mobility to remain 'at home' living independently and maintain positive mental and physical wellbeing.

These homes will be retained by the Council and made available through the social housing waiting list. The provision of affordable homes could also alleviate financial pressures of market rent for disabled people who typically face additional living costs.

Evidence reveals that Westminster is one of the 20% most deprived local authorities in England in the health deprivation and disability domain. In the Westmead LSOA, 19.2% of the population have a disability which limits their day-to-day activities compared to 13.8% in the Borough. As such, the increase in the number of units at Westmead could provide a benefit that can be shared by disabled people living in the local area.

⁶⁰ London Living Rent levels are derived from average local incomes and ward-level house prices using a multi-stage process. Broadly, the rent for a 2-bedroom property is based on one-third of the local median household income, and across London as a whole comes to around £1,030 a month, or two thirds of the median monthly market rent in London of £1,500 reported by the Valuation Office Agency for 2018/19. Rents for LLR homes vary according to their number of bedrooms. Using the two-bedroom rents for each ward as a benchmark, the rent for a 1-bedroom home is 10% lower, for a 3-bedroom home 10% higher and for a 4-bedroom home 20% higher. As a final affordability safeguard, the rent for any individual unit must be at least 20% below its assessed market rent. <https://www.london.gov.uk/programmes-strategies/housing-and-land/improving-private-rented-sector/london-living-rent>

⁶¹ Westminster Council (2018) Cabinet Report: Supply and Allocation of Social Housing 2022-23 <https://committees.westminster.gov.uk/ieDecisionDetails.aspx?ID=1721>

6.2.5 Affordable housing provision to local residents

The Council has developed a Local Lettings Plan (LLP) for the allocation of intermediate and social housing at Westmead. The purpose of an LLP is to prioritise meeting local housing need in line with the Council's Housing Allocations Policy. The Westminster Housing Allocation Scheme⁶² (as of March 2020) requires applicants to be a permanent resident of Westminster for three years at the date of application and prioritises groups as identified within section 167 of the Housing Act 1996.

The Allocation Scheme also reveals a high demand for, and insufficient supply of, affordable housing in the Borough. Evidence reveals a high take-up of affordable housing in the local area surrounding Westmead. Affordable social rent currently composes 64% of rent in the LSOA compared to 28% at the Borough level. Thereby, this development is meeting the housing needs of the local population.

The development could particularly benefit vulnerable groups within the local area. Protected characteristics are typically overrepresented across applications for the affordable housing register. Similarly, evidence reveals that the LSOA has an overrepresentation of elderly people, disabled people, ethnic minorities, Muslims, lone parents and unemployed people than the Borough and regional levels. Thereby, vulnerable local residents could benefit acutely from the availability of 65 new affordable units.

6.2.6 Improved living conditions for previous residents

The site was previously known as Westmead Care Home and provided specialist care for 42 residents with dementia, mental health conditions and physical disabilities. In late 2019/ early 2020, these residents were relocated to a brand-new care home facility called Beachcroft House as a result of Westmead no longer meeting modern design standards and requiring significant investment to maintain occupation.

This new development is located in North Westminster in Maida Vale, a ten-minute drive from Westmead, and was specifically developed for the relocation of Westmead residents. This new care facility comprises an 84-bed residential care home for elderly patients with disabilities and dementia as part of Westminster's Specialist Housing Strategy for Older People. The development provides additional features to Westmead including a shared community space with a library, lounge, cinema room, assisted bathrooms and outside space. There were no planning application objections submitted against Beachcroft House. Therefore, indirect positive impacts of this project include an increased standard of living with minimal displacement of the previous Care Home residents.

6.3 Neighbourhood and Community

6.3.1 Potential beneficial impacts

6.3.2 Community engagement and consultation

Equality legislation emphasises the importance of supporting positive relations between different groups, whilst local community cohesion policy supports group interaction, fair treatment, equal opportunity, and a sense of common belonging, including empowering local communities to shape decisions affecting their lives.

The proposed Westmead housing development is in one of the 20% most deprived LSOAs nationally, creating a complex and nuanced range of community needs. The extent to which benefits of the proposals are shared amongst all members of the community, including

⁶² City of Westminster (2020). Housing Allocation Scheme March 2020. Available at: <https://www.westminster.gov.uk/housing-policy-and-strategy/allocations-scheme>

people with protected characteristics, will depend in part on engagement efforts to reflect their views in the planning process.

As part of the initial planning application for the development, effective engagement was undertaken with affected local residents. The planning application for a mixed tenure development received 400 objections, describing overwhelming local concern. Themes of these objections include parking impacts, light and view obstructions, using the site to meet local housing need and limited affordable housing. In particular, stakeholders objected to the proposal falling significantly short of the 50% minimum affordable housing threshold as set out in the Mayor of London's Plan. Following the submission of the section 73 application proposing a minor material amendment to provide 100% affordable housing, split between intermediate and social rent units, there has been only one objection. This demonstrates that the Council has paid due regard to their PSED and amended the proposals to better meet the needs of local residents and advance equality of opportunity.

The Council is undertaking further engagement with local residents through the publication of the monthly newsletter 'Westmead News'⁶³. The purpose of this newsletter is to inform local residents on current and upcoming stages of the development. For example, the first December issue confirmed that the procurement process has started.

Once the contractor has been onboarded in August 2023, continual engagement will also be undertaken by a Resident Liaison Officer. The Liaison Officer will have a specific phone number and email contact for resident queries to be filtered directly to the contractor. This demonstrates that the Council recognise that the needs of local residents should be heard and safeguarded throughout the construction process.

6.3.3 Potential adverse impacts and proposed mitigation

The Westmead development could potentially result in adverse impacts affecting protected characteristic groups living in the local community during construction and operation. The following sections summarise these potential impacts including how the Council have implemented mitigation against these as a fulfilment of their PSED outlined in the Equality Act 2010.

6.3.4 Construction impacts on St Andrew's House

St Andrew's House is an Anglican Communion Office and Consultative Council located approximately 10m to the East of the site. The Council recognise that the close proximity of a religious building to the site has the potential to generate adverse impacts on those from religious groups as a result of the development.

The Anglican Communion is one of the world's largest Christian communities with members in 165 countries across the world. There is no central authority in Anglicanism and provinces are guided by recommendations from the four instruments, including the Anglican Consultative Council. Communion members work and worship across national borders to bring a range of insight and experience to national and international endeavours.

The Council undertook a site visit and engagement discussion with St Andrew's House in 2022 to identify the use of the building and any potential impacts. The stakeholder was fully engaged on potential impacts to activities taking place on site including noise and dust impacts, and right to light impacts.

St Andrew's House confirmed that the building is not used for regular religious services and is closed off to public use. The freeholder leases the building facilities out for religious seminars undertaken by Communion members visiting from overseas. The building includes office space and overnight rooms as well as a main seminar room. Therefore, the stakeholder confirmed that construction will not affect the ability for religious groups to

⁶³ City of Westminster (2022). Westmead News. Available at: <https://www.westminster.gov.uk/housing-renewal/westmead>

access a regular place of worship and there is expected to be minimal impacts on the use of the building for religious seminars.

Further, concerns about ownership and right of way have been resolved or mitigated in collaboration with St Andrews and compensation for right to light has been issued.

6.3.5 Right to light impacts on neighbouring residential properties

The Council identified residential properties on roads surrounding the development site (Fallodon House, Harford House, Leamington House and St Andrew's House) where their Right to Light (RtL) may be affected by the proposed housing development. For properties, particularly residential properties, which do experience a loss of light, equality effects may arise for residents who share protected characteristics. This may arise where a resident is more sensitive than other people, due to a protected characteristic, for example a disability.

Work has been undertaken on behalf of the Council to check the extent and nature of the rights affected. The Daylight and Sunlight report⁶⁴ concludes that the development will generate very limited effects to the majority of neighbours. Some residences of Fallodon House, Harford House and Leamington House could experience deviations from the Building Research Establishment's targets driven by the balconies and decking design of neighbours. When the impact of these design features are taken into account, the scheme aligns with the guidance. A localised daylight impacts on St. Andrew's House was also identified due to the windows opening directly onto the site. However, these impacts are expected to affect a small number of bedrooms and are considered acceptable given the height of the new Westmead development. Therefore, the overall development design responds to neighbours RtL while maximising housing delivery.

All parties who could suffer an expected RtL injury have been notified and engaged with. The Council have identified approximately 62 properties that may experience impact on their RtL. These residents are entitled to compensation for any reduction in the value of their property or standard of living as a result of the new residential development.

6.3.6 Traffic impacts for neighbouring residents during construction

The dense residential neighbourhood surrounding the site could generate negative accessibility impacts for local residents during construction. The potential closure of the main road and obstruction of residences by large construction vehicles is a concern for most redevelopment projects.

To minimise the potential impacts for Westmead, the Council chose to locate the site entrance on Tavistock Crescent as a better alternative to Tavistock Road. This site entrance avoids closure of the main road and mitigates large-scale disruption to traffic and local residents. Construction parking will also be self-contained to prevent obstruction on Tavistock Crescent.

There is still potential for large vehicles to require road closure for onloading and offloading construction materials, albeit for short periods of time. This could have a disproportionate impact on those who are more dependent on private vehicles to access key services such as disabled people and older people or carers visiting vulnerable people in neighbouring properties.

As a means of mitigating this impact residents would be informed in advance of any road closures or diversions. A Resident Liaison Officer would be employed during construction to engage with local residents and the monthly 'Westmead News' newsletter would also

⁶⁴ City of Westminster (2020). Daylight and Sunlight Report. Available at: https://idoxpa.westminster.gov.uk/online-applications/files/18DC698C0365E8E7C0878C8A331076AB/pdf/20_05708_COFUL-DAYLIGHT_AND_SUNLIGHT_REPORT-6576409.pdf

communicate future road closures to local residents. This would help to further provide notice of potentially closed routes and the need for alternative parking at key times during the construction period.

6.3.7 Potential air and noise impacts during construction

There is a tendency for people belonging to protected characteristic groups to experience poorer health. In the case of poor air quality, as a result of construction-related emissions, children, older people, and disabled people are more vulnerable to adverse health effects. Especially in the case of disabled people, those with weak respiratory systems, or suffering from health problems more generally associated with weaker lungs, may be disproportionately impacted by emissions and dust created through construction and maintenance activities (Font et al, 2014). Pregnant women are also more vulnerable to the adverse effects of air pollution including an increasing risk of miscarriage as well premature births and low birth weights.⁶⁵

The Air Quality Assessment⁶⁶ submitted alongside the planning application in 2020 confirmed that mitigation measures are in place to minimise the risk of adverse dust effects and the proposed development is not expected to generate additional vehicle movements or significant emissions to air. The construction management plan further states that the burning of material on the site will not be permitted and all necessary precautions to prevent the occurrence of emissions will be taken.

The construction works are also likely to result in increased noise levels in the surrounding area. Some residents will be more sensitive to the effects of these construction impacts than others. For example, those who spend more time at home will be subjected to longer periods of adverse noise impacts including older people, people with disabilities and long-term limiting illnesses and pregnant women/ women on maternity or those caring for small children. Some groups with protected characteristics also have differential sensitivity to noise. For example, people with dementia have an increased sensitivity to noise and light.⁶⁷ Children are also susceptible to increased noise levels in some instances particularly with regards to cognitive impairment.⁶⁸ Autistic children can be particularly sensitive to their environment and, in some cases, can be extremely distressed by loud noise.

The construction management plan outlines that to mitigate the noise and vibration impacts associated with construction a Site Noise Risk Assessment⁶⁹ has been undertaken to identify the state risk category and best practice measures have been agreed on. The noise assessment undertaken by an acoustics team concluded that there is no reasoning why planning permission should not be granted for the proposed development based on noise impacts and that any activities which exceed noise level standards will be immediately halted.

Further, a noise and dust monitoring system will be implemented on the Westmead site to ensure all activities are contained within the 76dB limit. A 24-hour real time monitoring system will also be used to send electronic alerts to project team members should there be a breach of best practice. The Resident Liaison Officer also provides a contact for residents to report unexpected noise and air impacts, such as operations outside of construction time.

⁶⁵ Leiser, C, Hanson, H, Sawyer, K, Steenblik, J, Al-Dulaimi, R, Madsen, T, Gibbins, K, Hotaling, J, Oluseye Ibrahim, Y, VanDerslice, J & Fuller, M (2019) Acute effects of air pollutants on spontaneous pregnancy loss: a case-crossover study, *Fertility and Sterility*, Volume 111, Issue 2, 2019, Pages 341-347.

⁶⁶ Westminster City Council (2020). Air Quality Assessment. Available at: https://idoxpa.westminster.gov.uk/online-applications/files/269933F93800326B1BF12A58E6F79F1F/pdf/20_05708_COFUL-AIR_QUALITY_ASSESSMENT-6576343.pdf

⁶⁷ Social Care Institute for Excellence – Dementia Friendly Environments <https://www.scie.org.uk/dementia/supporting-people-with-dementia/dementia-friendly-environments/noise.asp>

⁶⁸ World Health Organisation Children and Noise <https://www.who.int/ceh/capacity/noise.pdf>

⁶⁹ City of Westminster (2020). Acoustic Design Statement. Available at: https://idoxpa.westminster.gov.uk/online-applications/files/9F539F8ACB074E48915A5E408ADC84A8/pdf/20_05708_COFUL-NOISE_ASSESSMENT-6576542.pdf

6.3.8 Potential for security impacts during construction

There are potential security impacts for local residents during construction. The Council have decided against the closure of a residential pathway running East of Fallodon House and adjacent to the Westmead site boundary. Hoardings in place at the site boundary could potentially reduce natural surveillance during the construction period. This poses a security risk to local residents and an increased risk of crime as perpetrators may perceive a lower risk of being caught. There is particular risk to women and other vulnerable groups walking alone at night who are more likely to be victims of crime.

Mitigation for this risk includes the provision of temporary lighting along the pathway to increase security for users of the pathway during the construction period.

6.3.9 Potential for safety impacts during construction

Local residents, particularly children, may be at risk to safety hazards resulting from the on-site and construction traffic activities during the construction period. There is a children's playground located immediately North-West of the site for children up to 11 years of age and requires children under 5 years of age to be accompanied by an adult. The playground will remain open during construction. The area also has a relatively high proportion of young residents when compared with Westminster and London.

The construction management plan for the site includes measures to ensure safety such as hoardings and site security. However, education sessions in local schools led by the Westmead Contractor could raise awareness of the potential dangers entering construction sites. These sessions could form part of procurement requirements and as part of wider community engagement commitments for the contractor.

6.4 Wider impacts

6.4.1 Potential creation of new construction-related employment opportunities

The local area has low levels of educational attainment and high levels of unemployment compared to the Ward and Borough level. Equality effects may arise where employment or training is not available to groups with protected characteristics, for example where recruitment criteria or policies make it harder for some groups to access opportunities. The development proposals could create an opportunity for construction-related jobs and there is potential for those seeking work to benefit from this employment. This includes young people, especially those from ethnic minority backgrounds who suffer from disproportionately higher rates of unemployment.⁷⁰

It is recommended that, as part of the procurement process for a contractor for the works, that a commitment be made to developing an Employment, Education and Skills Plan setting out measures for working with schools and young people in the area. This should include recruiting new apprentices/ workers from the immediate area. The contractor should also provide evidence of their commitment to equal opportunities with regards to employment, for example as a Disability Confident Status employer.

6.5 Summary of potential impacts

⁷⁰ ONS (2022) Annual Population Survey: Unemployment. Available at: <https://www.ethnicity-facts-figures.service.gov.uk/work-pay-and-benefits/unemployment-and-economic-inactivity/unemployment/latest>

Table 6-2 provides a summary of the potential construction and operational impacts of the proposals. This provides an assessment of groups with protected characteristics who are likely to be disproportionately or differentially affected by each of the impacts. As defined in section 2 of this report:

- A *disproportionate* equality effect arises when an impact has a proportionately greater effect on protected characteristic groups than on the general population overall at a particular location.
- A *differential* equality effect is one which affects members of a protected characteristic group differently from the rest of the general population because of specific needs, or a recognised vulnerability associated with their protected characteristic.

In some cases, protected characteristic groups are subject to both disproportionate *and* differential equality effects.

The table also provides a brief overview of planned mitigation to minimise adverse impacts as well as activities in place to enhance opportunities resulting from beneficial impacts.

It is envisaged that this table can be used to monitor equality effects as the development progresses.

Table 6-2 Summary of potential equality impacts of Westmead Housing development proposals

Impact	Disproportionately/Differentially Affected Protected Characteristic Groups ⁷¹											Overview of potential impacts	Planned mitigation/ EIA recommendations	
	Age			Sex	Ethnicity	Religion	Disability	Transgender	Sexual Orientation	Pregnancy/ Maternity	Low Income Households			
	Children	Young People	Older People											
Housing														
Beneficial	Net increase of 31 affordable housing units for intermediate rent.	✓	✓		✓		✓						Intermediate rent housing is likely to benefit those on middle incomes. Groups who are highly represented on WCC's affordable housing waiting list include people from black ethnic backgrounds, those aged 25-65 years old, households with children and lone parents.	<p>Planned Mitigation:</p> <p>Local Letting Plan to be developed to prioritise applicants living in the Westbourne area.</p> <p>EIA Recommendation:</p> <p>The LLP should also prioritise (where criteria are met): applicants from the Westbourne area including those who are homeless, residents from overcrowded households who cannot afford private rent and those who need moving due to medical or welfare grounds.</p> <p>The rent levels for the new housing should include a mix of lower rental quartile and London Living rent to help to make it more affordable to local people.</p>
	Net increase of 34 affordable housing units for social rent	✓		✓	✓	✓	✓				✓		Social rent housing is likely to benefit protected characteristic groups and low income households who are overrepresented on the social housing register. Key priority groups identified by projected lettings include those who are homeless, overcrowded households and those who require relocation based on medical grounds.	<p>Planned Mitigation:</p> <p>Local Letting Plan to be developed to prioritise applicants living in the Westbourne area.</p> <p>EIA Recommendation:</p> <p>The LLP should also prioritise (where criteria are met): protected characteristic groups, and housing register applicants from the local area including those who are homeless, existing WCC tenants and those on the housing register.</p>
	Net increase of 7 wheelchair accessible social rent units.				✓			✓						The provision of wheelchair accessible units could enable local residents with limited mobility to live independently. The availability of these units as social rent assists the cost of living for disabled people who face additional living costs.

⁷¹ As there are no disproportionate or differential effects identified for marriage/civil partnership this protected characteristic has not been included in the table. Low income is not a protected characteristic but is considered as part of the EIA process by the Council.

Impact	Disproportionately/Differentially Affected Protected Characteristic Groups ⁷¹												Overview of potential impacts	Planned mitigation/ EIA recommendations
	Age			Sex	Ethnicity	Religion	Disability	Transgender	Sexual Orientation	Pregnancy/ Maternity	Low Income Households			
	Children	Young People	Older People											
Affordable housing provision to local residents	✓	✓	✓		✓	✓	✓					✓	A Local Lettings Plan (LLP) for the allocation of affordable housing is likely to meet the housing needs of vulnerable local residents with protected characteristics. Protected characteristic groups that are overrepresented within the local area include older people, disabled people, minority ethnicities, Muslims, lone parents and unemployment.	Planned Mitigation: Local Letting Plan to be developed to prioritise the allocation of housing to vulnerable protected characteristic groups in the local area.
Improved living conditions for previous residents			✓				✓						Westmead Care Home previously occupied the site until the relocation of residents to a brand-new care facility in Maida Vale with additional modern services.	N/A
Neighbourhood and community														
Beneficial	Effective consultation and community engagement with affected groups to contribute to sharing benefits of the proposals.	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	All local residents, including those with protected characteristics living in adjacent social housing, were engaged with. Objections demanded an increase in affordable units, which was mitigated by a section 73 application for 100% affordable housing.	Planned Mitigation: Resident Liaison Officer on site who can be by email and phone with any resident enquiries. Monthly 'Westmead News' newsletter updating residents on current and upcoming works.
Adverse with mitigation	Potential construction impacts on St. Andrew's House					x							Engagement with St. Andrew's House confirmed that the building is not used for regular religious services and is closed off to public use.	Planned Mitigation: Right to light compensation has been issued.
	Right to light impacts on neighbouring residential properties						x						A RtL assessment was undertaken, and the Council identified approximately 62 properties that may experience impact on their RtL. All parties who could suffer an expected RtL injury have been notified and engaged with.	Planned Mitigation: Residents who can expect RtL injury are entitled to compensation for any reduction in the value of their property or standard of living.

Impact	Disproportionately/Differentially Affected Protected Characteristic Groups ⁷¹											Overview of potential impacts	Planned mitigation/ EIA recommendations	
	Age			Sex	Ethnicity	Religion	Disability	Transgender	Sexual Orientation	Pregnancy/ Maternity	Low Income Households			
	Children	Young People	Older People											
Traffic impacts for neighbouring residents during construction			x				x						The Council chose to locate the site entrance on Tavistock Crescent as a better alternative to Tavistock Road. There is still potential for large vehicles to require temporary road closure for onloading and offloading construction materials, which could adversely affect those who depend on their cars for access to services such as healthcare.	<p>Planned Mitigation:</p> <p>The Resident Liaison Officer and monthly 'Westmead News' newsletter communicate future road closures to local residents.</p>
Potential air and noise impacts during construction	x		x	x			x			x	x		Air Quality Assessment and Site Noise Risk Assessments confirmed that the appropriate mitigations are in place to minimise the risk of adverse effects.	<p>Planned Mitigation:</p> <p>Precautions to prevent the occurrence of emissions will be taken, including no burning of materials on site and halting any activities which exceed permitted noise levels.</p> <p>EIA Recommendation:</p> <p>The Resident Liaison Officer as a permanent contact for residents to report unexpected noise and air impacts to</p>
Potential for security impacts during construction	x	x	x	x	x	x	x	x	x	x			The lack of natural surveillance along the pathways adjacent to the site boundary presents a security risk during construction, especially to young women and other vulnerable groups at night.	<p>Planned Mitigation:</p> <p>Provision of temporary lighting to increase surveillance on footpath.</p>
Potential for safety impacts during construction	x												The Council perceives a minimal risk to safety associated with the children's playground and have chosen not to close the facility during the construction period.	<p>Planned Mitigation:</p> <p>Site safety and hoardings as included in construction management plan.</p> <p>EIA Recommendation:</p> <p>Education sessions in local schools led by the Westmead Contractor to highlight the potential dangers of playing on construction sites.</p>

Wider impacts												
Beneficial	Potential creation of new construction-related employment opportunities		✓		✓		✓				Local residents seeking employment are likely to benefit from the creation of construction-related jobs, particularly young people and ethnic minorities who are overrepresented in unemployment.	EIA recommendation: Develop an Employment, Education and Skills Plan setting out measures for working with schools and young people in the area.

7. Conclusions and next steps

This EIA has identified potential positive impacts on many protected characteristic groups and how the Westmead development will contribute to improvements in the area through a new increase in affordable housing which meets the needs of local residents. The EIA has identified potential beneficial equality effects of the proposed development as follows:

- A new increase of 65 residential properties on-site. These include:
 - 31 intermediate rent units. The net increase in intermediate rent should benefit people with priority for affordable housing and who struggle to afford market rent. Affordability barriers may make it harder for certain groups, including ethnic minority groups to access the intermediate rent units.
 - 34 social rent units. The net increase in social rent should target protected characteristic groups and key groups identified through projected lettings for social housing in 2022/23.

The Council has committed to a Local Lettings Plan to prioritise the provision of affordable homes to local residents in the most need;

- A net increase of seven wheelchair accessible households enabling those with limited mobility to remain 'at home' living independently and maintain positive mental and physical wellbeing;
- An indirect impact of improved living conditions for the previous residents of Westmead Care Home. These residents were relocated to a brand-new care facility called Beachcroft House in Maida Vale in late 2019/ early 2020. Westmead no longer met modern design standards, while Beachcroft House offers additional facilities such as shared community space; and
- Construction could provide direct employment opportunities which can be shared by groups with protected characteristics.

Westminster City Council have demonstrated due regard to their PSED through a series of mitigation activities throughout the planning application stage. These include:

- Submitting a section 73 application following the publication of 'Our Strategy for a Fairer Westminster' and resident objections to the planning application (2020), proposing a minor material amendment to deliver 100% affordable housing on the site;
- A Construction Management Plan has been developed for construction works associated with the proposals. This considers site logistics, environmental mitigation and construction control measures which demonstrate the minimal environmental impact construction is expected to have on the local area. This should be developed with ongoing engagement from local residents throughout the construction phase;
- Community engagement with local residents and affected properties, including St. Andrew's House. A series of objections to the underrepresentation of affordable housing was mitigated through the submission of a section 73 application. While engagement with the Anglican Communion identified no religious impacts and mitigated against the potential environmental impacts of construction;
- An Air Quality Assessment and Acoustic Design Statement were published alongside the planning application in 2020. These considered the potential environmental impacts of construction and confirmed mitigation strategies during construction;

- A Right to Light assessment has been undertaken and identified approximately 62 properties that may experience RtL injuries. A high-density scheme in a close urban setting which is redevelops a building will result in impacts on neighbouring properties which cannot realistically be avoided. However, residents will be entitled to compensation for any reduction in the value of their property or standard of living caused by the development; and
- The Contractor has appointed a dedicated Resident Liaison Officer who can be contacted by residents via email and phone.

7.1 Next Steps

The key issues identified through this initial EIA for different groups with protected characteristics are summarised alongside provisional high-level recommendations in Table 6-2.

This identifies priority groups for which there are differential and disproportionate impacts as a result of the proposals including older people, disabled people and people from ethnic minority groups.

The following paragraphs provide a summary of suggested recommendations and continued actions for enhancing the benefits and minimising adverse equality effects of the development.

- A Local Lettings Plan (LLP) is being developed for the letting of the new homes on site including both intermediate homes and social housing. Priority is being given to those living in the local area including people with protected characteristics, those from homeless and overcrowded households. It is also recommended that rent levels for the new housing should include a mix of lower rental quartile and London Living rent to help to make it more affordable to local people.
- Mitigate against the potential security and safety impacts of the development through increased lighting along the Falldon House pathway and Contractor-led education session in local schools regarding safety on and near to construction sites.
- Jobseekers in the area should be able to share in newly created employment opportunities in the construction of the development and be supported to ensure that they aware of job opportunities in the area. A carefully designed procurement process would help to ensure that recruitment involving contractors during the construction stage is inclusive and that opportunities are available to all groups with protected characteristics. This should include a requirement for contractors to adhere to national or local schemes to promote employment amongst under-represented equality groups, e.g. Disability Confident accreditation and Fairness, Inclusion and Respect criteria.
- The development of a contractor-led local Employment, Education and Skills Plan could help to provide some benefits to local groups including children and young people. Examples of how contractors could support the plan include:
 - Providing a guaranteed apprenticeship(s)/roles for jobseekers from the Westbourne LSOA or Westminster Ward; and
 - Volunteering at local schools to provide 'expert talks' in assemblies, STEM clubs and/or online learning materials etc.
- Monitoring of equality impacts should be included as part of a Monitoring and Evaluation Plan for the proposed development. This should use Table 6-2 of this report as a basis on which to track and update impacts throughout continued design, development and construction. The Monitoring and Evaluation Plan should also seek to review how the proposed benefits of the scheme will be realised by groups with protected characteristics. This could draw on the experience of local residents with regards to their

involvement in identifying limitations of the mixed tenure application and their experience of the new housing. It is recommended that a member of the project team is given responsibility for tracking and updating the equalities actions within the monitoring plan.

The proposals will require the continued procurement of services for the construction of the new housing and landscaping improvements. The PSED will apply to the procurement process because it is a non-delegable duty and procurement is a 'function' of the Council. Therefore, in circumstances where the Council chooses to "contract out" part or all of a function (for example construction of the housing) to another entity (for example a contractor), the Council cannot absolve itself from its responsibility to fulfil the PSED.

The Council should ensure that compliance with PSED is factored in throughout the procurement process, for example;

- In the PIN and OJEU notices;
- As part of the criteria to be assessed at the selection stage, the evaluation methodology should be designed with the EIA in mind and tenderers' soft and hard proposals on how to address issues identified in the EIA should be clearly set out; and
- As a contractual condition of the Contract entered into with the developer, ensuring that the condition is properly monitored and the terms of the Contract are enforced.

Guidance on embedding the PSED into the procurement process from the Equality and Human Rights Commission⁷² states will be that the Council will be able to factor in a potential contractor's ability to fulfil contractual obligations related to the PSED in its evaluation of tenders and has the right not to award the contract to the most economically advantageous tender where the Council has established that the tender would not comply with current obligations in environmental, social or employment law.

The EIA is a predictive assessment and considers the effects of the development on groups of people rather than on individuals. The recommendations outlined are therefore suggested to minimise effect on recognised groups with protected characteristics living in the area at the time of the assessment.

This EIA should be considered as a live document, and should be updated, refreshed and the actions within it monitored on a regular basis. This should include a monitoring update on the status of identified potential impacts and associated mitigation. This may result in updates both to assessment of the impacts and to the recommendations relating to the proposed mitigation measures.

⁷² Equality and Human Rights Commission (2013) Buying Better Outcomes: Mainstreaming equality considerations in procurement - A guide for public authorities in England
https://www.equalityhumanrights.com/sites/default/files/buying_better_outcomes_final.pdf

