
Ebury Bridge Estate Phase 2 Reserved Matters Application

Equalities Impact Assessment

Addendum

Ebury Bridge Renewal Phase 2 EqIA Addendum

Quality management			
Prepared by:	Tara Barratt Aidan Richardson	Associate Director Senior Consultant	
Authorised by:	Dr Andrew Buroni	Director	
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1 Introduction

1.1 Background

- 1.1.1 This EqIA addendum has been prepared on behalf of Westminster City Council (WCC) in support of the application for approval of reserved matters (appearance, means of access, landscaping, layout, and scale) in relation to Phase 2 pursuant to Condition 2 of planning permission 23/00331/COOUT dated 21 July 2023.
- 1.1.2 A detailed Equalities Impact Assessment (EqIA) was submitted in July 2020 (hereafter referred to as the “original EqIA”) to test Section 149 of the Equality Act 2010, and support the original hybrid planning application ref: 20/04366/COOUT (detailed consent relating to Phase 1, and outline consent for Phase 2 and 3) relating to of the redevelopment of the Ebury Bridge Estate between Pimlico and Belgravia in the City of Westminster.
- 1.1.3 The original EqIA considered the impacts of the redevelopment process on:
- residents and businesses directly affected by the need to relocate for an extended period, in order to facilitate the redevelopment; and
 - the impact of the delivery of the renewed Estate on the current and future Estate community.
- 1.1.4 The original EqIA identified several potential risks and opportunities that if unaddressed could arise from the redevelopment of the Estate, and included an action plan to mitigate the potential for differential and/or disproportionate effects upon those with a protected characteristic.
- 1.1.5 The purpose of this EqIA addendum is to refresh the original EqIA submitted with the hybrid planning permission, and update the position on how the identified impacts have been assessed, monitored and/or resolved to discharge Condition 88 for the Phase 2 reserved matters application.
- 1.1.6 In so doing, Section 149 of the Equality Act 2010 is again considered and tested, to prevent illegal discrimination, to foster opportunities for equality, and to better facilitate opportunities for interaction between those with and without a protected characteristic.
- 1.1.7 The following section outlines the approach to the EqIA addendum in more detail.

1.2 Approach to the EqIA Addendum

Redevelopment context review

- 1.2.1 The original EqIA provided a background to the Estate including its history and current situation, before outlining the details of the preferred scenario for redevelopment.
- 1.2.2 As the preferred scenario has now been selected and demolition/construction has commenced, the update provided in Section 2 of this addendum is based on the current situation of the redevelopment and includes an overview of the following:
- amendments to tenure mix for Phase 1;
 - proposed tenure mix for Phase 2;

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- overview of current residential properties on the Estate; and
- overview of businesses on the Estate.

Equality risks and opportunities review

- 1.2.3 The original EqIA summarised the potential risks and opportunities associated with the Ebury Bridge Estate redevelopment, and the associated protected characteristics that may be differentially or disproportionately affected.
- 1.2.4 The potential risks and opportunities identified, and the potential differential or disproportionate impacts on protected characteristic groups is based on an extensive literature review presented in Appendix B of the original EqIA. On the basis that this original literature review remains robust, where the evidence base has not materially changed, and there is no deviation from the original scope of works (i.e. no new construction or operational activities from those previously defined that might alter the assessment parameters and supporting evidence base required), no update to the equality risks and opportunities section is required for the Phase 2 reserved matters application.

Estate profile and proportionality review

- 1.2.5 Through the use of Ordinance Survey (OS) code point data and surveys, an extensive baseline exercise was undertaken as part of the original EqIA to establish the presence of protected characteristics groups on the Estate. The results of this exercise enabled the assessment of potential differential or disproportionate impacts on protected characteristic groups.
- 1.2.6 While some people will have moved from the Estate as part of the redevelopment process, the protected characteristics previously identified remain the same, and have been carried across to the EqIA addendum. On this basis, no update is required.
- 1.2.7 The original EqIA included an overview of residential properties on the Estate, businesses on the Estate, and community resources on/near to the Estate. On the basis that the redevelopment context review section covers any changes to the Estate itself (i.e. residential properties and businesses), the only item which has been updated as part of the Estate profile and proportionality review, is a review and update to the community resources near to the Estate which serve residents. The results of this analysis are provided in Section 3 of this addendum.

Engagement

- 1.2.8 The action plan provided in Table 12 of the original EqIA was produced to establish activities and those responsible for delivering them following the hybrid planning application submission, and to continue to identify and address any unforeseen equality issues or opportunities where they arise.
- 1.2.9 Representatives from WCC were engaged with on 16 February 2024 to discuss and refine the approach to the EqIA addendum, and seek information on the implementation of the action plan items and outcomes for Phase 1 (based on any specific assessment/recommendation points provided in the original EqIA). A further meeting was held on 1 March 2024 to go through a detailed list of information items to inform the EqIA update.

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1.2.10 The information provided as part of this engagement with WCC have informed Sections 4 and 4 of this addendum.

Phase 1 impact assessment review

1.2.11 The Phase 1 impact assessment review is two-fold: firstly, to measure the equality outcomes of Phase 1 works (which are currently underway); and secondly, to review how the action plan developed as part of the original EqIA has been implemented and delivered during Phase 1, and how effective it has been.

1.2.12 The impact assessment tables provided in the original EqIA (Table 9 to 11) were structured with the following columns:

- potential equality effects;
- potentially affected (protected characteristic) groups;
- potential disproportionate effects (due to demographics);
- existing WCC mitigations; and
- assessment/recommendations.

1.2.13 In order to measure the equality outcomes of Phase 1, an exercise has been undertaken to identify measurable outcomes from the original EqIA based on the existing WCC mitigation measures referred to and associated assessment/recommendations. The original impact assessment tables are replicated, with an additional column to indicate the Phase 1 outcome review.

1.2.14 The engagement undertaken with WCC described in the section above has been used to inform the action plan review.

Phase 2 impact assessment

1.2.15 The Phase 2 impact assessment builds upon the initial hybrid planning application to determine the relevancy of the assessment/recommendation outputs, refreshing the output to better suit the reserved matters application for Phase 2.

1.2.16 A gap analysis has been done as part of this process to identify any potential opportunities to not only demonstrate the elimination of illegal discrimination, harassment, victimisation and any other conduct that is prohibited by the Equality Act 2010 (1)(a); but further advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it (1)(b) and foster greater relations between persons who share a relevant protected characteristic and persons who do not share it (1)(c).

Drawing conclusions and action planning

1.2.17 Consistent with the original EqIA, based on the Phase 1 impact assessment review and Phase 2 impact assessment, a series of conclusions have been drawn and updated at each EqIA stage which set out the effects, the distribution of effect and opportunities to minimise or mitigate the impact.

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- 1.2.18 A series of further recommendations were developed and have been updated for each EqIA stage, to help inform and manage the redevelopment in a way that both minimises the potential for adverse effects, and optimises potential opportunities.
- 1.2.19 An updated action plan has also been developed based on feedback and any lessons learned from Phase 1. As with the original EqIA, the updated action plan defines both the mitigation / support initiative and the responsible party for implementation.

1.3 Methodology for identifying effects

- 1.3.1 The methodology for identifying and assessing potential equality effects remains consistent with the approach described in the original EqIA.

2 Redevelopment Context Review

2.1 Redevelopment status

- 2.1.1 The Phase 1 redevelopment focuses on the delivery of B7 and B8, the construction of which is well underway and is due to be completed in August 2024 and occupied thereafter. Already the primary materials and finishes are visible, and many of the design details and design intent carries over from Phase 1 into Phase 2. Phase 1 provides a quality benchmark which Phase 2 should emulate.
- 2.1.2 The only remaining residential blocks which are part of the Ebury Estate regeneration scheme comprise Bucknill House (which fronts onto Ebury Bridge Road) and Doneraile House. Cheylesmore House is also remaining but is privately owned and does not form part of the regeneration plans. All these residential blocks remain occupied.
- 2.1.3 Bucknill House will need to be demolished to make way for Phase 2. However, this will not take place until its occupants have moved into B8.

2.2 Overview of residential properties on the Estate

- 2.2.1 The original EqIA outlined the number of residents living on- and off-site at the time of writing. An update to this is provided in Table 2.1.

Table 2.1: Residents by tenure type

Tenure type	Number of residents (original EqIA)	Number of residents (EqIA addendum)	Change
Secure tenants living onsite	75	40	-35
Secure tenants offsite waiting to return	59	77	18
Non-secure tenants (Temporary Accommodation)	6	6	0
Private tenants	26	1	-25
Resident leaseholders	27	3	-24
Temporary re-housed leaseholders living onsite	n/a	12	12

Source: Westminster City Council (2024)

2.3 Overview of businesses on the Estate

- 2.3.1 The original EqIA identified commercial properties within the Estate which may be affected by the regeneration of the Estate. An update to this is provided in Table 2.2, including the current status of these businesses.

Table 2.2: Businesses on the Estate

Name	Type	Location	Current status
Vital Property Services	Estate agents	Unit 3, Ebury Bridge Road	Tenant settled and successful relocation

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Name	Type	Location	Current status
Ideal Café	Café	Unit 11-13, Ebury Bridge Road	Tenant settled and successful relocation locally to Lupus Street (0.6 miles away)
Choice Specialist Dry Cleaners	Dry cleaners	Unit 21, Ebury Bridge Road	Accepted compensation – business was on an expired lease and the Council used L&T procedures to bring tenancy to an end.
Ian Bennet Milinery	Hatmaker	Unit 21, Ebury Bridge Road	Remains operational at existing site – agreed to vacate premises on lease expiry (28 March 2024).
Ebury News	Newsagent	Unit 23, Ebury Bridge Road	Accepted compensation – business was on an expired lease and the Council used L&T procedures to bring tenancy to an end.
Tan Cakar	Colourist	Unit 23, Ebury Bridge Road	Remains operational at existing site – relocation option identified and expected to vacate premises Aug/Sept 2024.
Leonora Couture	Bridal/evening wear	Unit 25, Ebury Bridge Road	Remains operational at existing site – actively making enquiries for future relocation
Occasions Party Shop	Party shop	Unit 27, Ebury Bridge Road	Remains operational at existing site – actively making enquiries for future relocation
Greens Pharmacy	Chemist	Unit 29-31, Ebury Bridge Road	Remains operational at existing site – future relocation agreed to Glastonbury House (0.2 miles away)
Mauro Sergio	Hairdressers	Unit 33, Ebury Bridge Road	Remains operational at existing site – future relocation agreed to Ebury Edge (100m away)

Source: Westminster City Council (2024)

Tenure mix

- 2.3.2 Since submission of the original EqIA, a subsequent S73 Permission was granted on 21 July 2023 ref: 23/00331/COOUT to amend the tenure mix across the whole masterplan.
- 2.3.3 Whilst the total number of homes and unit sizes remain consistent with the originally approved hybrid outline application (application ref 20/04366/COOUT as amended) for Phase 1, there has been a change in tenure.
- 2.3.4 As summarised in Table 2.3, the proposed tenure change increases the number of 1 bedroom social homes, reduces the number of intermediate homes and increases the number of 1, 2, 3 and 4 duplex market homes across buildings 7 and 8 as a whole. There has been a reduction in the number of 2, 3 and 4 duplex social homes, and of the reduced intermediate homes, the intermediate rent tenure has been replaced by social rent. All of the proposed intermediate homes will be considered as intermediate ownership for returning residents.
- 2.3.5 The change means that 51% of the homes in Phase 1 will be deemed affordable tenure, reduced from 63%. However across the masterplan the change provides more affordable homes; the proposal presents a 56% uplift (based on affordable habitable rooms) against the predevelopment

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Estate. This is a 5% improvement in comparison to the consented scheme which proposed a 51% uplift (based on affordable habitable rooms) against the pre-development Estate.

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Table 2.3: Updated tenure mix for Phase 1

Type	Social		Social accessible		Intermediate		Intermediate accessible		Market		Market accessible	
	Originally approved provision	Updated provision	Originally approved provision	Updated provision	Originally approved provision	Updated provision	Originally approved provision	Updated provision	Originally approved provision	Updated provision	Originally approved provision	Updated provision
1 bed	13	29	2	2	22	3	2	0	26	30	3	4
2 bed	41	38	5	5	15	7	2	2	33	43	4	5
3 bed	27	19	3	3	3	3	0	0	16	24	2	2
4B Duplex	6	3	0	0	0	1	0	0	0	2	0	0
5B Duplex	1	1	0	0	0	0	0	0	0	0	0	0
TOTAL	88	90	10	10	40	14	4	2	75	99	9	11
Total tenure originally approved/updated	98	100			44	16			84	110		

Note: Replicated from Section 1.10 of the Planning Statement relating to S73 Permission

Key	
	Increased from originally approved hybrid planning application
	Decreased from originally approved hybrid planning application
	The same as originally approved hybrid planning application

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2.4 Phase 2 delivery and detailed proposals

- 2.4.1 Phase 2 will deliver a total of 334 homes across five buildings (B1, B2, B3, B5 and B6).
- 2.4.2 B5 and B6 are taller buildings (16 storeys and 19 storeys, respectively), similar in typology to B7 and B8 (Phase 1), connected at ground level by a single storey podium.
- 2.4.3 B1, B2, B3 are lower buildings comprised of 8 storeys. B2 and B3 have minor differences to plant / ancillary spaces on the ground floor but otherwise the two buildings are identical. B1 is very similar in plan, but narrower.
- 2.4.4 The principles from Phase 1 buildings are taken forward in the design of Phase 2 buildings. Repeating floor plates bring efficiency, flexibility and equality across the masterplan. The proposed tenure mix for Phase 2 is detailed in Table 2.4.

Table 2.4: Proposed detailed tenure mix for Phase 2

Type	Social	Social accessible	Intermediate	Intermediate accessible	Market	Market accessible	Total
1 bed	56	8	3	0	51	0	118
2 bed	83	8	2	0	24	13	130
3 bed	63	8	0	0	10	0	81
4 bed	4	0	0	0	0	0	4
5 bed	1	0	0	0	0	0	1
TOTAL	207	24	5	0	85	13	334

Note: Replicated from the schedule of accommodation prepared for the reserved matters application (P10)

- 2.4.5 Each building also contains the following non-residential uses:
- B1: retail (167sqm) and community space (158sqm);
 - B2: retail space (312sqm);
 - B3: retail space (312sqm); and
 - B5: retail (110sqm) and office space (350sqm).
- 2.4.6 The internal design of community space in B1 (located on the ground floor) will be developed with further consultation, but is designed to provide two large multipurpose rooms to allow flexibility of use. The community space turns two corners, onto Ebury Bridge Road.
- 2.4.7 Retail space in B1 makes up the rest of the Ebury Bridge Road frontage. Ebury Bridge Road is also provided with large retail spaces in B2 and B3 which have multi-aspect views, activating the public realm and facilitating passive surveillance of public realm and shared spaces.
- 2.4.8 At the ground level, B5 will comprise office space with a café. The office space within B5 extends to the first floor as well. B6 is solely residential and does not contain any community, retail or office space.

3 Estate Profile and Proportionality Review

3.1 Introduction

- 3.1.1 As outlined in Section 1.2, no update to the socio-demographic profile of the area has been undertaken on the basis that the protected characteristics previously identified remain the same.
- 3.1.2 Details on residential properties and businesses are included in Section 2 as part of the redevelopment context. The remainder of this section provides an overview of community resources on/near to the Estate.

3.2 Overview of community resources on/near to the Estate

- 3.2.1 Figure 3.1 shows the community resources located within 500m of the Estate. Within 500m of the Estate there are the following community resources:
- ten health care services;
 - two care / nursing homes;
 - five places of worship (all of which are churches);
 - five community services;
 - five educational facilities;
 - one leisure facility;
 - one playground;
 - one police station;
 - one public / village hall / other community facilities;
 - two public conveniences; and
 - ten public parks or gardens.
- 3.2.2 Further details of these are provided in Table 3.1.

Figure 3.1: Community resources within 500m of the Estate

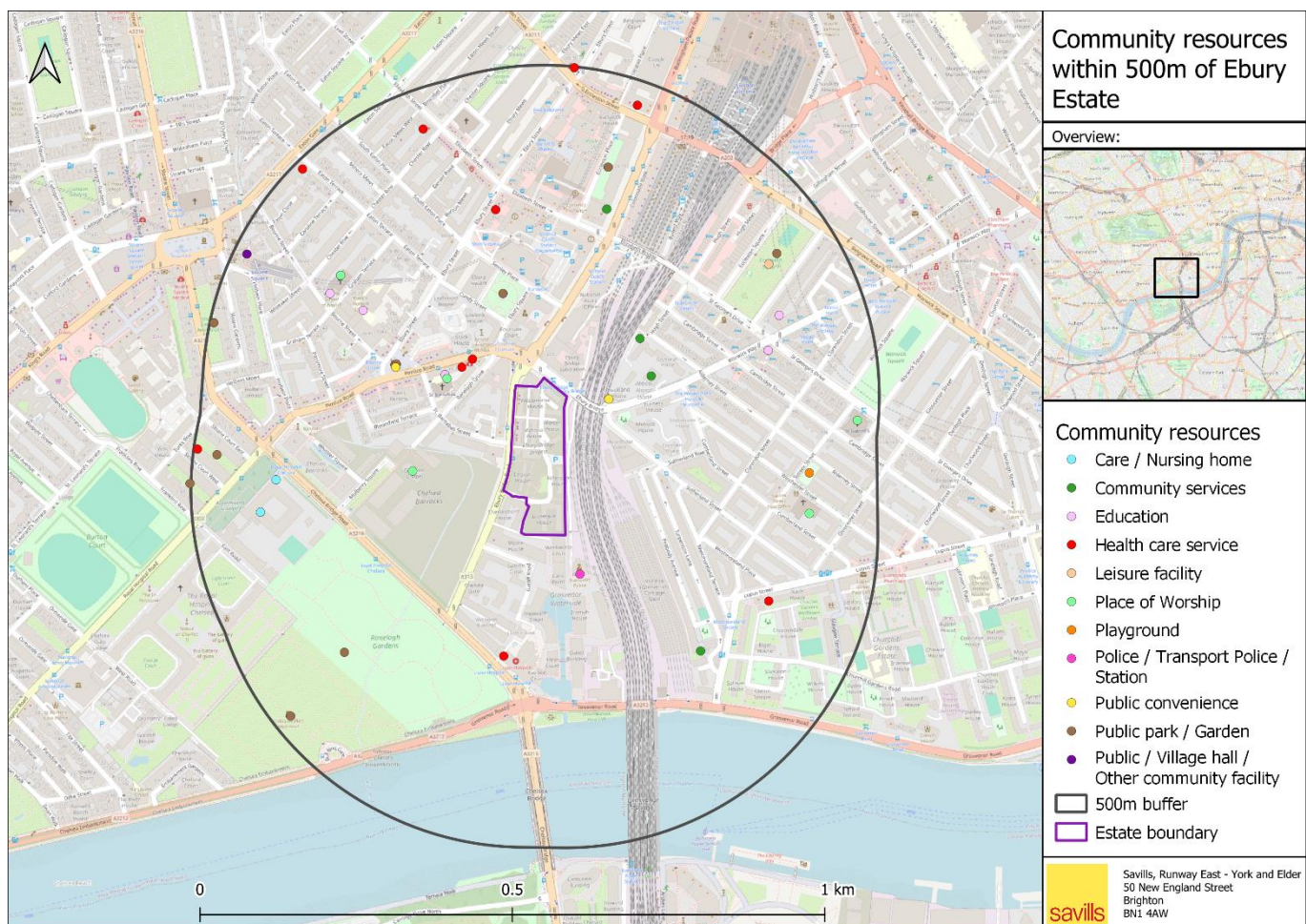


Table 3.1: Community resources within 500m of the Estate

ID	Community resource	Category	Additional notes
1	13 Pimlico Road, London, SW1W 8NA	Health care service	Belgrave Medical Centre
2	2 Eccleston Street, London, SW1W 9LT	Health care service	Belgrave dental hospital
3	27 St George's Drive, London, SW1V 4JB	Education	The Aud Jebsen Ballet School (Royal Ballet School)
4	Bijoux Medi Spa, 149 Ebury Street, London, SW1W 9QN	Health care service	Private medical facility specialising in non-surgical techniques
5	Buckingham Palace Road Garden, Eccleston Place, London, SW1W 9SA	Public park / Garden	Garden
6	Caxton Youth Organisation, Basement, Tintern House, London, SW1V 4JF	Community services	Specialist service working with learning disabled and autistic young people who live in the City of Westminster.
7	Chapel, Margaret Thatcher Infirmary, Royal Hospital, Royal Hospital Road, London, SW1W 8PP	Care / Nursing home	Royal Hospital Chelsea nursing home

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ID	Community resource	Category	Additional notes
8	Church Of The Holy Apostles, 22-34 Winchester Street, London, SW1V 4LY	Place of Worship	Church
9	Victoria Library, 160 Buckingham Palace Road, London, SW1W 9UD	Community service	Public library
10	Doctors Surgery, Basement Office, 26 Eaton Terrace, London, SW1W 8TS	Health care service	Dr Guy O'Keeffe's Practice
11	Eaton Square School, 55-57 Eccleston Square, London, SW1V 1PH	Education	Prep and Nursery Schools, co-educational, independent day schools
12	Ebury Square Gardens, Ebury Square, London, SW1W 8LH	Public park / Garden	Garden
13	Elizabeth Street Dentist, Ground Floor, 85 Elizabeth Street, London, SW1W 9PG	Health care service	Elizabeth Street Dentist
14	Francis Holland School, 32-35 Bourne Street, London, SW1W 8JA	Education	Junior School for girls aged 4-11. From September 2024, the School will relocate to a building just off King's Road, and become Francis Holland Preparatory.
15	Gardens Rear Of 4/36, Sloane Gardens, London, SW1W 8DJ	Public park / Garden	Garden
16	Gardens Rear Of 7/31 Sloane Court West, Turks Row, London, SW3 4TG	Public park / Garden	Garden
17	Gardens Rear Of Burton Court, Turks Row, London, SW3 4TB	Public park / Garden	Garden
18	Ground Floor Community Centre, Glastonbury House, London, SW1V 4NP	Community services	Worship and community centre, Chelsea Youth Club
19	Lupus Street Dental Practice, 145 Lupus Street, London, SW1V 3HD	Health care service	SmileOne Dental Practice
20	Open Space, Eccleston Square, London, SW1V 1PJ	Public park / Garden	Public park
21	Orange Square Farmers Market, Pimlico Road, London, SW1W 8LW	Public park / Garden	Every Saturday 9am-2pm
22	Pimlico Green, Pimlico Road, London, SW1W 8LW	Public park / Garden	Garden
23	Pimlico Road Public Convenience At Junction With Ebury Street And, Pimlico Road, London, SW1W 8NE	Public convenience	Public toilets
24	Public Convenience, Warwick Way, London, SW1V 4HT	Public convenience	Public toilets
25	Ranleigh Gardens, Chelsea Bridge Road, London, SW3 4SR	Public park / Garden	Garden
26	Royal Court Youth Annex, Sloane Square, London, SW1W 8NS	Public / village hall / other community facility	Young Court consists of any work that is happening in the building that artistically collaborates with the season of work in the current Royal Court programme. It exists to encourage young people to access the building and to create

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ID	Community resource	Category	Additional notes
			pathways into the theatre industry through providing new writing, performance and producing opportunities.
27	Sloane Court Clinic, 11 Sloane Court West, London, SW3 4TD	Health care service	Private centre for outpatient adult psychiatry and psychology
28	South Grounds, Royal Hospital, Royal Hospital Road, London, Sw3 4sr	Public park / Garden	Public park
29	St Mary's Church, 28-29 Bourne Street, London, SW1W 8JA	Place of Worship	Church
30	St. Barnabas C Of E School, St Barnabas Street, London, SW1W 8PF	Education	Public Church of England Primary School
31	St. Barnabas Church, St Barnabas Street, London, SW1W 8PF	Place of Worship	Church
32	St. Gabriels Church, Warwick Square, London, SW1V 2AD	Place of Worship	Church
33	Sussex Playground At, 3-13 Sussex Street, London, SW1V 4RZ	Playground	Hard surfaced play space with basketball court and play equipment
34	Thamesbank Centre, Turpentine Lane, London, SW1V 4BD	Community services	Pimlico's Community Centre
35	The Belgravia Surgery, 24 Eccleston Street, London, SW1W 9PY	Health care service	NHS GP
36	The Garrison Chapel, 8 Garrison Square, City Of Westminster, London, SW1W 8BG	Place of Worship	Chapel
37	The Infirmary Royal Hospital, Chelsea Bridge Road, London, SW1W 8PP	Care / Nursing home	Old Soldiers' retirement home and nursing home for ~300 veterans of the British Army.
38	The Lister Hospital, Chelsea Bridge Road, London, SW1W 8RH	Health care service	Private hospital
39	The Surgery, 13a Pimlico Road, London, SW1W 8NB	Health care service	The Belgrave Medical Centre
40	Victoria School Of English, Greycoat Hospital Lower School, 28 Graham Terrace, London, SW1W 8JH	Education	CofE Comprehensive School for girls
41	Tennis Courts, Eccleston Square	Leisure facility	Tennis courts
42	British Transport Police, 3 Ebury Bridge, London, SW1W 8RP	Police / Transport Police / Station	Transport Police

4 Phase 1 Impact Assessment Review

4.1 Phase 1 outcome review

- 4.1.1 The impact assessment tables provided within the original EqIA submitted as part of the hybrid planning application have been reviewed in the context of Phase 1 delivery.
- 4.1.2 The first five columns of Table 4.1 through to Table 4.3 provide context taken from the original EqIA, with the last column providing this addendum's review of the outcomes relating to Phase 1, including delivery of mitigation and support initiatives, lessons learned, and new actions to be considered for the Phase 2 RMA.

Table 4.1: Impact on residents during redevelopment (Phase 1 outcome review)

Potential equality effects	Potentially affected groups	Potential disproportionate effects due to demographics	Existing Westminster Council mitigations	Assessment and recommendations	Phase 1 outcome review
<p>Social infrastructure and access to services:</p> <p>The renewal process involves temporary and permanent resettlement of residents and demolition of housing and community resources. This can lead to the risk of loss of social infrastructure and access to these resources. It can increase residents' distances from facilities or places of social connection located on or near their neighbourhood.</p> <p>This can lead to increased stress and anxiety in children who may need to change school; and loneliness and isolation in older people which can turn to negative health outcomes such as poor mental health and obesity. Disabled people and pregnant women may also experience negative health impacts from this, including increased stress and anxiety.</p> <p>[At the time of writing the original EqlA] within 500m of the Estate there are the following community resources: 15 health care services, one care / nursing home, two children's nurseries, five churches, four community services, eight educational facilities, one leisure facility, one playground, two police stations, five public / village hall / other community facilities, one public convenience and nine public parks or gardens.</p> <p>The loss of social connections may result in disproportionate effects on certain groups on the Estate due to increased distances to community resources such as local schools (e.g. St Barnabas Primary school, St Gabriel's School, Churchill Gardens Primary Academy and Pimlico Academy) or cultural and religious facilities (e.g. St Barnabas'</p>	<ul style="list-style-type: none"> ▪ Children ▪ Older people ▪ People from BAME backgrounds ▪ Disabled people ▪ Pregnant women ▪ Religion and belief 	<p>Due to the following groups being over-represented on the Estate, the distribution of the effect is likely to be larger than comparable areas:</p> <ul style="list-style-type: none"> ▪ Children: the proportion of people under the age of 16 on the Estate is higher than City of Westminster and England (24% compared with 17%, 19% respectively) but in line with Greater London (21%). ▪ There are higher proportions of disabled people (those whose day- to-day activities are limited a little or a lot) within the Estate (17%) when compared with Westminster and Greater London (both 14%), however this figure is in line with the proportion of disabled people in England (17%). ▪ The Estate has a higher proportion of people from a Black, Asian or Minority Ethnic (BAME) background (43%) when compared to England (20%) but lower than Westminster (61%) and Greater London (55%). ▪ Religion and belief: Publicly available data shows that there is a higher proportion of Christian residents on the Estate compared to the rest of the borough. 	<p>To mitigate these effects, the Council has set out the Policy for Tenants in Housing Renewal Areas and Policy for Leaseholders in Housing Renewal Areas (as summarised in section 2.3 [of the original EqlA]) to provide information on housing options, financial compensation and practical support for residents. The key mitigation in this policy that responds to maintaining social connections within the Estate is that all existing Council tenants and resident leaseholders will have a right to return to a new home on the redeveloped Estate.</p> <p>Within the policy, the Council recognises that many tenants and leaseholders have connections to their local area and will want to remain there. A range of rehousing options (including replacement affordable housing options such as social rent and intermediate ownership) are available for tenants and leaseholders who want to stay in or close to the Estate to suit different circumstances. This should help residents to ultimately able to return to the Estate, and therefore continue to access the social infrastructure that is important to them.</p> <p>Where households are rehoused temporarily or permanently, their housing needs will be considered.</p> <ul style="list-style-type: none"> ▪ The Council's rehousing policies and process will provide resident leaseholders with a choice of housing and priority status within existing rehousing systems – where a resident leaseholder cannot return as an owner the Council will offer a Council tenancy. 	<p>This impact is considered to be managed overall through the mitigation measures set out for residents in the Policy for Tenants in Housing Renewal Areas and Policy for Leaseholders in Housing Renewal Areas.</p> <p>To manage any residual effects, it is recommended that the Council:</p> <ul style="list-style-type: none"> ▪ continue to work proactively and constructively through engagement with residents using a variety of mediums, keeping up-to-date records of changing needs and circumstances– particularly those who are most affected by relocation; ▪ continue to hold community meetings and events during the process of redevelopment, including events for residents who have relocated in order to remediate feelings of social isolation; ▪ continue to work with local businesses to prevent business closures and ensure residents in the area can continue to access their services; ▪ continue to communicate rehousing options to residents, including processes for accessing Council housing and affordable housing being built as part of the redevelopment; ▪ continue to offer support to those in private accommodation through the Trailblazer service; ▪ ensure that access to community resources is maintained throughout the renewal process where possible; and ▪ for families with school-aged children, temporary or permanent housing off the Estate should not be at such a distance as to necessitate and involuntary school change. 	<p>The renewal process involves temporary and permanent resettlement of residents. From an equality perspective, unless there is a preference to move further away, it is preferable to remain as close to the original property as possible so as not to disrupt social connections (to people and resources), and the environment individuals are familiar with.</p> <p>It should be noted that no one who required temporary or permanent rehousing was relocated far away from the Estate, unless that was their preference. Furthermore, no children had to move schools due to relocation.</p> <p>In order to support those who have been temporarily relocated, a “keeping in touch” session was coordinated on a monthly basis to help remediate feelings of social isolation. Other events included a Christmas Fair and more generally, site tours of show homes, individual new apartments and the top of buildings.</p> <p>Overall, it can be concluded that the potential loss of social connections (people, infrastructure and resources) has been robustly considered, and effectively mitigated.</p>

Ebury Bridge Renewal Phase 2 EqIA Addendum

Potential equality effects	Potentially affected groups	Potential disproportionate effects due to demographics	Existing Westminster Council mitigations	Assessment and recommendations	Phase 1 outcome review
Church Pimlico and St Mary's Church). Local shops, such as those on Ebury Bridge Road, may also decide to close as a result of the redevelopment.			<ul style="list-style-type: none"> All current Council tenants will have been given the opportunity to complete a Housing Needs Assessment, while current leaseholders have been given the opportunity to express their preferences through a Housing Preferences Assessment. Private tenants have been offered rehousing support through the Trailblazers service based on their income and desired price range for housing. Through this, support will be provided to source suitable and affordable rented accommodation. Support is being offered through the Covid-19 pandemic to safeguard against homelessness. Temporary Accommodation (TA) tenants will be rehoused in Westminster. Currently there are two remaining TA tenants – one will be rehoused on the Estate and one will move into permanent accommodation elsewhere <p>There is also dedicated support available to residents who need to access it, for ongoing information around the redevelopment.</p> <p>In terms of enhancement measures, the redevelopment consists of new community infrastructure.</p>		
<p>Access to finance and affordable housing:</p> <p>Where renewal schemes require residents to resettle, it can lead to an increase in financial outgoings due to costs associated with moving and obtaining new housing. Relocation costs could include removal services, the need to adapt a new home or buy new furniture. Access to the required finance to obtain new housing may be most</p>	<ul style="list-style-type: none"> Young people Older people People from BAME backgrounds Disabled people Women 	<p>Due to the following groups being over-represented on the Estate, the distribution of the effect is likely to be larger than comparable areas:</p> <ul style="list-style-type: none"> The Estate has a higher proportion of people from a Black, Asian or Minority Ethnic (BAME) background (43%) when compared to England (20%) but lower than Westminster (61%) and Greater London (55%). There are higher proportions of disabled people (those whose day- to-day activities are limited a little or a lot) within the Estate (17%) when compared with Westminster and Greater London 	<p>Housing options are available within the Housing Renewal Area (HRA), which include replacement of housing for existing Council tenants and leaseholders on the Estate. A mix of housing options will be available to provide a ladder of housing opportunity. At least 50% will be affordable for social and intermediate rent, including the homes set aside for</p>	<p>This impact is considered to be managed overall through the mitigation measures set out for residents in the Policy for Tenants in Housing Renewal Areas and the Policy for Leaseholders in Housing Renewal Areas.</p> <p>To manage any residual effects, it is recommended the Council:</p> <ul style="list-style-type: none"> continue to work proactively and constructively through engagement 	<p>Compensation and home loss payments are governed by statutory legislation which changes on an annual basis.</p> <p>Disturbance payments are gauged by policy and negotiated on a case by case basis.</p> <p>All legislative and policy requirements have been adhered to during the Phase 1 redevelopment.</p>

Potential equality effects	Potentially affected groups	Potential disproportionate effects due to demographics	Existing Westminster Council mitigations	Assessment and recommendations	Phase 1 outcome review
<p>limited for those at risk of financial exclusion, who have trouble accessing appropriate and mainstream financial services, such as bank accounts, loans and mortgages.</p>		<p>(both 14%), however this figure is in line with the proportion of disabled people in England (17%).</p>	<p>those residents with a right to return to the Estate.</p> <p>For resident leaseholders, an equity loan scheme is available to help with buying one of the new properties which will be of a higher value but will have similar costs to their existing home.</p> <p>As set out above, there is also support for vulnerable private tenants and TA tenants to source suitable housing.</p> <p>The Council has developed strategies to ensure that residents are able to access finance in order to relieve some of the financial burden associated with relocation. These include the following compensation measures:</p> <ul style="list-style-type: none"> ▪ Compensation equal to the open market value of the property (for leaseholders); ▪ Home loss payments, a sum in recognition of the inconvenience of having to move out of an existing property, which is set at a minimum of £6,400 (as of April 2020); and ▪ Disturbance payments for reasonable expenses arising as a direct consequence of the Council purchase of a property. These payments may include costs such as costs of removals (including additional support for vulnerable residents), disconnections and reconnections, redirection of mail, fitting of existing curtains and carpets, early mortgage redemption fees or mortgage and tender fees arising from the purchase of a new property, stamp duty land tax and other fees arising from the purchase of a replacement 	<p>with residents using a variety of mediums, keeping up-to date records of changing needs and circumstances– particularly those who are most affected by financial exclusion, who may be experiencing increased financial insecurity due to Covid-19;</p> <ul style="list-style-type: none"> ▪ continue to communicate rehousing options available to residents, including information for private tenants, Temporary Accommodation tenants and leaseholders on processes for accessing Council housing and affordable housing being built as part of the redevelopment or nearby; ▪ ensure homes built on the Estate provide a mix affordable housing options e.g. social rent and shared ownership/equity options. As of July 2020, the current planned housing mix provides this range of options; and ▪ explore service charge levels in detail to determine whether there are mechanisms to maximise affordability for those wishing to return to the Estate. 	

Potential equality effects	Potentially affected groups	Potential disproportionate effects due to demographics	Existing Westminster Council mitigations	Assessment and recommendations	Phase 1 outcome review
			property and costs of new school uniforms. This compensation and availability of affordable housing options will serve to manage the main financial effects of rehousing.		
<p>Appropriate and accessible housing: Certain groups who currently reside on the Estate may experience adverse effects if temporary or permanent rehousing is not adequate for their needs.</p> <p>Where renewal schemes require the resettlement of many residents, issues can arise regarding sourcing suitable housing that meets the needs of families with children and people requiring adaptable and accessible housing.</p>	<ul style="list-style-type: none"> ▪ Children ▪ Disabled people ▪ People from BAME backgrounds 	<p>Due to the following groups being over-represented on the Estate, the distribution of the effect is likely to be larger than comparable areas:</p> <ul style="list-style-type: none"> ▪ Children: the proportion of people under the age of 16 on the Estate is higher than City of Westminster and England (24% compared with 17%, 19% respectively) but in line with Greater London (21%). ▪ There are higher proportions of disabled people (those whose day- to-day activities are limited a little or a lot) within the Estate (17%) when compared with Westminster and Greater London (both 14%), however this figure is in line with the proportion of disabled people in England (17%). ▪ The Estate has a higher proportion of people from a Black, Asian or Minority Ethnic (BAME) background (43%) when compared to England (20%) but lower than Westminster (61%) and Greater London (55%). 	<p>As set out above, the Council has developed policies to ensure that there is support available for finding appropriate and accessible housing. Where households are rehoused temporarily or permanently, their housing needs will be considered.</p> <ul style="list-style-type: none"> ▪ The Council’s rehousing policies and process will provide resident leaseholders with a choice of housing and priority status within existing rehousing systems. ▪ All current Council tenants will have been given the opportunity to complete a Housing Needs Assessment, while current leaseholders have been given the opportunity to express their preferences through a Housing Preferences Assessment. ▪ Private tenants have been offered rehousing support through the Trailblazers service on the basis of their income and desired price range for housing. Through this, support will be provided to source suitable and affordable rented accommodation. Support is being offered through the Covid-19 pandemic to safeguard against homelessness. ▪ Temporary Accommodation tenants will be rehoused in Westminster. Currently there are two remaining TA tenants – one will be rehoused on the Estate and one will move into permanent accommodation elsewhere. 	<p>This effect is considered to be managed overall through the mitigation measures set out for residents in the Policy for Tenants in Housing Renewal Areas and the Policy for Leaseholders in Housing Renewal Areas.</p> <p>To manage any residual effects, it is recommended that the Council:</p> <ul style="list-style-type: none"> ▪ when re-providing any accessible or adaptable housing as part of the redeveloped Estate, the new housing should ensure there is adequate specialised housing for disabled people including homes for wheelchair users; ▪ when re-providing housing as part of the redeveloped Estate, ensure there is adequate housing to suit the needs of families; this includes providing a enough homes with more than two bedrooms within the total number of units provided, to prevent any overcrowding; ▪ ensure that work begins as early as possible on sites where a large increase in the provision of affordable homes is possible; ▪ continue to work proactively and constructively through engagement with residents using a variety of mediums, keeping up-to date records of changing needs and circumstances – particularly those who are most affected by a loss of affordable and appropriate housing; and ▪ continue to provide information on rehousing options available to residents, including information for private tenants, Temporary Accommodation tenants and leaseholders on processes for 	<p>Housing needs are updated yearly. This has been collated through keeping in touch sessions or through direct communication with residents via email or telephone. The Council maintains a 'Housing Application' which records needs and preferences on the Councils centralised database system.</p> <p>While it has been made clear that not all changes can be accommodated but the Council will endeavour where possible, it should be noted that (as far as practicable), everyone, including those with special requirements received their preferred housing choice as indicated by the Housing Needs/Preferences Assessment responses.</p> <p>Specifically, all rehousing moves were provided adequate sized homes. No overcrowding homes occurred unless the tenant expressed that they wanted to remain in a smaller property. Similarly, those with additional medical/accessibility needs were provided with suitable points in line with the housing allocations policy such as mobility enhanced homes or vulnerable care homes.</p> <p>The majority of residents (a total of 77) who have been permanently rehoused indicated preferential points of relocation and expressed a dislike of new build homes in general (informing their decision to not return).</p>

Potential equality effects	Potentially affected groups	Potential disproportionate effects due to demographics	Existing Westminster Council mitigations	Assessment and recommendations	Phase 1 outcome review
			<p>Those with special accessibility requirements are prioritised through the rehousing process. Where possible they are relocated in the HRA, otherwise housing that suits their needs is sourced in the local area. Adapted and accessible housing has been found for all current tenants requiring it, which meets mobility and housing needs as assessed through the Housing Needs Assessment process. Adaptations may also be funded through disturbance payments.</p> <p>Housing for families will be provided as part of the redevelopment, including replacement housing for families based on the number of bedrooms required, to prevent any overcrowding.</p> <p>The overall housing provision on the Estate will be enhanced by re-providing homes to a higher standard with lower energy and maintenance costs, ensuring housing on the Estate meets residents' needs and involving residents in the design of the new homes.</p>	<p>accessing Council housing and affordable housing being built as part of the redevelopment or nearby.</p>	<p>Overall, on the basis of the information above, it can be concluded that all temporary and permanent rehousing has been adequate for the needs of those who have been affected. Furthermore, an inclusive approach has been taken to prevent discrimination, improve opportunity for equality, and foster greater relations through the significant resident engagement initiatives and events.</p> <p>While the subsequent S73 Permission (granted on 21 July 2023 to amend the tenure mix) resulted in a reduction of family social rented homes being delivered as part of Phase 1, there is still provision across the entire scheme to rehome these families in social rented housing.</p>
<p>Health effects: Evidence has suggested health effects related to housing demolition, such as changes to air quality and noise pollution and effects related to housing displacement, such as social isolation, can arise for particular groups that are represented within the Estate and local area.</p> <p>Some groups, such as older and disabled people can differentially experience both isolation and construction effects, which can create more severe health impacts on these groups.</p>	<ul style="list-style-type: none"> ▪ Children ▪ Older people ▪ Disabled people ▪ Pregnant women 	<p>Due to the following groups being over-represented on the Estate, the distribution of the effect is likely to be larger than comparable areas:</p> <ul style="list-style-type: none"> ▪ Children: the proportion of people under the age of 16 on the Estate is higher than City of Westminster and England (24% compared with 17%, 19% respectively) but in line with Greater London (21%). ▪ There are higher proportions of disabled people (those whose day- to-day activities are limited a little or a lot) within the Estate (17%) when compared with Westminster and Greater London (both 14%), however this figure is in line with the proportion of disabled people in England (17%). 	<p>In order to manage health effects related to stress due to relocating, the Council will be providing rehousing support (as outlined above).</p> <p>To manage health effects related to noise and air quality, demolition works will be monitored closely and disruption will be minimised as much as possible. This would typically be managed through the creation of a Construction Environmental Management Plan (CEMP), which would be implemented by the contractor carrying out the works.</p>	<p>This impact is considered to be managed overall through the mitigation measures set out.</p> <p>To manage any residual effects, it is recommended that the Council:</p> <ul style="list-style-type: none"> ▪ continue to provide ongoing support to residents through the rehousing process; ▪ identify and work with vulnerable people whose protected characteristics may make them more vulnerable to adverse health effects; and ▪ develop a CEMP as part of the demolition and construction works. 	<p>The needs of residents have been actively listened to and accommodated to help manage potential health and equality effects relating to stress from the regeneration project (associated with relocation and general construction works).</p> <p>For example, residents expressed a desire for the Ebury Team to still be available on the Estate. As a result, the team are now based at Ebury Edge in unit 7. The team are available meetings with residents at the office anytime between 1pm and 4pm on Mondays and between 10am and 4pm on Tuesdays. Furthermore, drop in sessions are</p>

Potential equality effects	Potentially affected groups	Potential disproportionate effects due to demographics	Existing Westminster Council mitigations	Assessment and recommendations	Phase 1 outcome review
					<p>held every first Tuesday of the month between 4pm and 6pm. The Resident Liaison Officer can also be contacted with any queries regarding the construction work on the Estate.</p> <p>A preliminary Construction Management Plan (CMP) was submitted as part of the hybrid planning application in June 2020. The purpose of the CMP was to provide an outline to the considerations required for the planning of a construction site in the heart of the busy area of the City of Westminster (including consideration of pollution control, logistics and community liaison). Potential health and equality effects are directly mitigated through controlling the release of environmental pollution (such as air quality and noise) during demolition and construction.</p> <p>The appointed contractor Bouygues undertook further reviews of this document to define the CMP further.</p> <p>It should be noted that a separate Demolition and Environmental Management Plan (DEMP) was submitted and accepted prior to the preliminary CMP to enable the start of demolition.</p>
<p>Safety and security</p> <p>In the lead up to the renewal process and during the decanting and demolition of properties in the area, properties will be vacated and can fall into disrepair. This can attract unwanted activity including anti-social behaviour and crime, which can affect those who are more likely to be a victim or witness of crime or those who are more fearful of crime.</p> <p>It has been suggested that fear of crime can contribute to social isolation, particularly for vulnerable</p>	<ul style="list-style-type: none"> ▪ Young people ▪ Older people ▪ BAME people ▪ Disabled people ▪ LBGT people ▪ Men ▪ Women 	<p>Due to the following groups being over-represented on the Estate, the distribution of the effect is likely to be larger than comparable areas:</p> <ul style="list-style-type: none"> ▪ The Estate has a higher proportion of people from a Black, Asian or Minority Ethnic (BAME) background (43%) when compared to England (20%) but lower than Westminster (61%) and Greater London (55%). ▪ There are higher proportions of disabled people (those whose day- to-day activities are limited a little or a lot) within the Estate (17%) when compared with Westminster and Greater London (both 14%), however this figure is in line with the proportion of disabled people in England (17%). 	<p>Effects on personal security will be managed through security that is in place seven days a week between 7PM and 5AM as well as hoardings used to secure empty blocks and additional lighting. There is also a process in place for reporting and addressing any incidents of Anti-Social Behaviour (ASB) within the Estate. This process has been publicised through the Ebury Bridge newsletter.</p>	<p>This impact is considered to be managed overall through the mitigation measures set out.</p> <p>To manage any residual effects, it is recommended that the Council:</p> <ul style="list-style-type: none"> ▪ consider the use of Property Guardians, people who will reside in and oversee the property for a short term, to secure the vacant Estate properties; and ▪ continue to monitor the security of the Estate and consider additional security where concerns are flagged. However, any enhanced security measures should only be implemented as a last resort, if deemed necessary, and in 	<p>Some anti-social behaviour was reported during the initial delivery of Phase 1. Specifically two primary issues were pointed out: copper theft and smoking in and around the site.</p> <p>WCC subsequently contracted with a security firm who patrol from 6am-6pm every day which has been successful in managing the occurrence of crime and anti-social behaviour, mitigating the potential for social isolation and any associated equality effects for more sensitive individuals (i.e. the potentially affected groups, determined by the literature review carried out in Appendix B of the original EqIA).</p>

Ebury Bridge Renewal Phase 2 EqIA Addendum

Potential equality effects	Potentially affected groups	Potential disproportionate effects due to demographics	Existing Westminster Council mitigations	Assessment and recommendations	Phase 1 outcome review
groups such as women, older people, children and BAME people.				conjunction with remaining residents, as it risks adding to a sense of vulnerability, isolation, and loss of sense of community for residents.	
<p>Accessibility and mobility in the area:</p> <p>Evidence has indicated that during construction the accessibility and mobility of the local area can be affected. Construction can cause difficulties in relation to increased traffic in the local area, reducing parking (construction vehicles and subcontractors in parking), the construction activities blocking access to homes, shops, bus stops and pavements and safe routes, as well as effects on wayfinding.</p>	<ul style="list-style-type: none"> Older people Disabled people 	<ul style="list-style-type: none"> There are higher proportions of disabled people (those whose day-to-day activities are limited a little or a lot) within the Estate (17%) when compared with Westminster and Greater London (both 14%), however this figure is in line with the proportion of disabled people in England (17%). 	<p>The Council is engaging with residents on an ongoing basis around parking and access requirements.</p> <p>Accessibility of the Estate will be considered through the process of construction planning (e.g. ensuring hoarding does not sever the Estate).</p>	<p>The consultation process highlighted that some stakeholders are particularly concerned around parking. There are concerns that the scheme will have a negative impact on existing parking spaces on surrounding local roads.</p> <p>This impact is considered to be managed overall through the mitigation measures set out.</p> <p>To manage any residual effects, it is recommended that the Council:</p> <ul style="list-style-type: none"> ensure any blue badge / accessible parking is retained for homes requiring it; ensure that accessibility of the Estate is planned for and monitored through the construction process through the development of a CEMP. 	<p>The CMP estimates that there would be an average of 25-30 deliveries to site / day of various sized vehicles throughout Phase 1 construction (50-60 trips at peak times).</p> <p>Furthermore, sustainable travel was encouraged for construction workers through the implementation of a Travel Plan.</p>
<p>Information and communication:</p> <p>The process of regeneration often requires two-way communication between residents and the council and or housing authorities for residents to understand the options available to them.</p> <p>The process of relocation itself also requires communication with a variety of organisations including the council, housing associations and removal companies. Such communication could be direct via the phone, face to face or over email, or could be indirect via websites, leaflets etc. Some groups of individuals may find communication more challenging than others and this is likely to depend upon the exact method and format of communication.</p>	<ul style="list-style-type: none"> Older people Disabled people BAME people 	<p>Due to the following groups being over-represented on the Estate, the distribution of the effect is likely to be larger than comparable areas:</p> <ul style="list-style-type: none"> There are higher proportions of disabled people (those whose day- to-day activities are limited a little or a lot) within the Estate (17%) when compared with Westminster and Greater London (both 14%), however this figure is in line with the proportion of disabled people in England (17%). The Estate has a higher proportion of people from a Black, Asian or Minority Ethnic (BAME) background (43%) when compared to England (20%) but lower than Westminster (61%) and Greater London (55%). 	<p>The Council has developed a robust engagement approach that has been ongoing since the early stages of the project.</p> <p>Engagement has been undertaken through a variety of mechanisms to ensure residents are kept informed of rehousing information, updates around the wider redevelopment and opportunities to provide feedback on the process.</p> <p>The consultation process has taken several forms to encourage participation and ensure that emerging designs were formed in collaboration with residents. Such processes included:</p> <ul style="list-style-type: none"> Community Futures Group: the steering committee has continued to play a key role in 	<p>This impact is considered to be managed overall through the mitigation measures set out.</p> <p>To manage any residual effects, it is recommended that the Council:</p> <ul style="list-style-type: none"> monitor the reach and impact of online engagement (in particular, for the duration of the Covid- 19 crisis) to ensure older people, disabled people and BAME people continue to be reached and can provide input to the redevelopment process; continue to advise residents on ways they can meaningfully engage in decision making and understand options available to them; continue to provide services such as language interpretation and face to face engagement; and 	<p>As stated in the original EqIA, the Council has developed a robust engagement approach that has been ongoing since the early stages of the project. This is as summarised in the original EqIA.</p> <p>The engagement approach encapsulates all residents. For example, translation services, audio services and braille can be provided upon request. In addition, WCC have incorporated religious/cultural events and have used their database to capture feedback to positively influence design features to protect those who are vulnerable or have protected characteristics.</p> <p>During the Covid-19 pandemic, virtual support became the versatile approach to communicate with residents. In particular, those contactable through mediums such</p>

Potential equality effects	Potentially affected groups	Potential disproportionate effects due to demographics	Existing Westminster Council mitigations	Assessment and recommendations	Phase 1 outcome review
			<p>the delivery of the scheme during consultation.</p> <ul style="list-style-type: none"> ▪ Dedicated consultation space: a vacant shop at No 9 Ebury Bridge Road has been used to provide a welcoming and accessible space for residents to visit. ▪ Resident drop-ins: the designated redevelopment architects have provided themed sessions for residents to provide feedback. Subjects such as public realm, placemaking, re-housing and phasing have been covered. ▪ Ebury Bridge website: a website has been created to provide an accessible platform for up to date scheme information. ▪ Online consultation tool: for those unable to attend consultation events in person, or wanting to provide anonymous feedback, an online tool has been developed. ▪ Newsletters: 26 editions of the Ebury Bridge Newsletter have been distributed over the last 18 months. Each copy provides details on how to give feedback. ▪ Leaflet drops: all residents within a 1000m radius of the Estate have received leaflets and booklets with the option to provide feedback. ▪ Targeted consultation meetings: the project team have met with 15 different amenity and resident groups in the area on a one-to-one basis. ▪ Exhibition: a public exhibition was held over a two- week period. Three events took place on Saturday's and in the evenings to ensure participation. ▪ Mail out information packs: A printed pack has been distributed to all households 	<ul style="list-style-type: none"> ▪ continue to publish information and seek feedback through a variety of mediums and different formats. 	<p>as telephone services, apps, websites or social media were approached in this manner to overcome restrictions. With the hybrid flexibility of Council staff, emails, letters and newspapers were still provided for. Where possible, and compliant with legislation, face to face visits were curated in line with social distancing practices.</p> <p>Post-Covid, an increased amount of events now cater for either virtual or in-person attendance. Where possible, simultaneously provisions have been presented for items such as consultations, design workshops, or feedback sessions.</p> <p>This demonstrates both a comprehensive and responsive engagement strategy that adapted to meet the challenging circumstance at the time, but also the varying needs of the resident community, and the protected characteristics within it.</p>

Potential equality effects	Potentially affected groups	Potential disproportionate effects due to demographics	Existing Westminster Council mitigations	Assessment and recommendations	Phase 1 outcome review
			with final design information, with a feedback form and link to provide feedback online. <ul style="list-style-type: none"> ▪ Phone calls: Follow up phone calls have been made to suit different communication needs, to enable those who may find using online methods more difficult to provide feedback ▪ Face to face meetings: In exceptional situations where it is required and the resident is not presenting symptoms, arrangements can be made to meet face to face using social distancing guidelines. 		

Table 4.2: Impact on businesses during redevelopment (Phase 1 outcome review)

Potential equality effects	Potentially affected groups	Potential disproportionate effects due to demographics	Existing Westminster Council mitigations	Assessment and recommendations	Phase 1 outcome review
<p>Loss of business and/or employment: The renewal process may result in the temporary or permanent closure and/or relocation of businesses. These changes may create redundancies or result in current business owners and staff being unable to access employment, due to several reasons. These could include: relocation of the business to a location that is difficult to access for staff (those that cannot afford to or are otherwise unable to travel long distances); businesses that are only viable as they serve a specific local need or community (such as BAME communities), or older people who lack the time or resources to re-establish a business.</p> <p>Groups that are most likely to face barriers to employment are most likely to be affected by loss of employment.</p>	<ul style="list-style-type: none"> ▪ Older people ▪ Disabled people ▪ BAME people ▪ Young people ▪ Women 	<ul style="list-style-type: none"> ▪ Publicly available data is not available for businesses as it is based on place of residence. 	<p>Although there is no statutory obligation to relocate impacted businesses, in order to prevent businesses from facing closure, and their staff facing redundancy, the Council has developed support for businesses.</p> <p>There is no formal Council policy for businesses, however businesses will be offered the first right of refusal on the new units available within the redevelopment.</p> <p>As businesses will need to relocate temporarily, the Council will work with them on a phased rent increase over the next three years, to help mitigate financial impacts of moving to a higher value property.</p> <p>Those who wish to sell their business have also been offered the chance to do so. One business has indicated they wish to pursue this, and the Council has provided a figure based on their rateable value to extinguish their lease.</p> <p>One business, a pharmacy, was identified by the Council as providing essential services to those living on the Estate. The Council is currently looking into ways to maintain the pharmacy throughout the redevelopment.</p> <p>Existing businesses have also been offered bespoke business development support in order to ensure they are equipped to maximise the opportunity that the regeneration will bring and deal with the challenges of temporary relocation, such as information on how they might diversify their business.</p>	<p>In 2019, feedback from businesses showed that they felt they had not been as engaged as residents in the redevelopment process. Following this, further actions were taken by the Council to improve their business response (see column, left).</p> <p>This impact is considered to be managed overall through the mitigation measures set out.</p> <p>To manage any residual effects, is recommended that the Council:</p> <ul style="list-style-type: none"> ▪ continue to work proactively through face to face engagement with vulnerable business owners and employees; ▪ continue to provide business development support to help businesses deal with periods of inactivity and change; ▪ maintain businesses in place for as long as possible, if they plan to return to premises on the Estate; ▪ ensure businesses are fully informed of the timescales that would affect them as soon as possible, including when they would need to vacate the premises and the period of time they would be inactive for before being able to reopen on the redeveloped Estate; ▪ consider providing financial support to businesses to facilitate relocation after Council takes possession of a property; and ▪ signpost to resources for finding employment or other support if an owner or employee is facing redundancy. 	<p>Affected businesses were engaged with by face to face engagement, consultation sessions, workshops, business support provision, publications, emails and phone calls.</p> <p>Corporate Property colleagues met with longstanding business owners to understand initial aspirations/concerns to enable businesses to understand their future options. Business development support provided by Retail Revival included a review of individual company performance to support their return or move away from the Ebury Bridge Estate.</p> <p>Any compensation provided was in line with the affected business' lease agreement. Where relocation was possible for those on protected leases, a stepped rent for three years, contribution to legal costs, and cover of moving costs (first move only) was provided. Businesses with unprotected leases (fixed term occupiers) received no financial support but have been informed when new units become available.</p> <p>The status of all affected businesses is detailed in Table 2.2.</p> <p>As stated in the original EqIA, these businesses were given the first right to refusal of the proposed retail space provided as part of the new Estate (on the basis that they can demonstrate the ability to meet the full running costs of the unit, provide a high quality fitout and demonstrate social value).</p> <p>However, as shown in Table 2.2, all businesses affected by Phase 1 have either successfully relocated or have received proportionate compensation.</p>

Potential equality effects	Potentially affected groups	Potential disproportionate effects due to demographics	Existing Westminster Council mitigations	Assessment and recommendations	Phase 1 outcome review
<p>Impact of redundancy on health and wellbeing: Involuntary job loss due to redevelopment and renewal can have differential health and well-being effects for certain groups.</p> <p>Older workers are at an increased risk of cardiovascular disease due to increased stress resulting from contributing factors such as a lower likelihood of re-employment, a substantial loss of income and the severance of work-based social interactions.</p> <p>Redundancy can create an increased risk of family tension and disruption, and that job loss for a parent can have detrimental effects on children including lowered self-esteem and socio-psychological well-being.</p>	<ul style="list-style-type: none"> Children Older people 	<ul style="list-style-type: none"> Publicly available data is not available for businesses as it is based on place of residence. 			<p>No data is available on involuntary job loss, with potential consequential impacts on health, wellbeing and equality. However, provided mitigation measures have been successfully implemented, it can be assumed that this potential equality effect has been successfully managed.</p>
<p>Difficulty accessing commercial finance: For businesses, redevelopment and renewal may result in relocation or closure. This may result in a need to access finance to secure new premises, which can be more difficult for particular groups.</p>	<ul style="list-style-type: none"> People from BAME backgrounds 	<ul style="list-style-type: none"> Publicly available data is not available for businesses as it is based on place of residence. 			<p>As detailed in the 'loss of business and/or employment' section of this table, WCC have worked closely with all affected businesses detailed in Table 2.2.</p> <p>All businesses affected by Phase 1 have either successfully relocated or have received proportionate compensation.</p>
<p>Reduced job satisfaction: Redevelopment may result in the relocation of businesses. This may increase commuting distances for owners and employees, which studies have shown as having a greater impact on job satisfaction for women over men.</p>	<ul style="list-style-type: none"> Women 	<ul style="list-style-type: none"> Publicly available data is not available for businesses as it is based on place of residence. 			<p>No data is available on whether the relocation of businesses has materially increased commuting distances for employees, with potential consequential impacts on job satisfaction. However, provided mitigation measures have been successfully implemented, it can be assumed that this potential equality effect has been successfully managed.</p>

Table 4.3: Impact on community following redevelopment (Phase 1 outcome review)

Potential equality effects	Potentially affected groups	Potential disproportionate effects due to demographics	Assessment and recommendations	Phase 1 outcome review
<p>Improved housing provision: Renewal can lead to improvements in housing provision within the regeneration area therefore improving appropriateness, accessibility and affordability, as well as its quality and efficiency in energy consumption.</p> <p>Warm and insulated homes can help prevent against the health and wellbeing impacts of living in a cold home</p>	<ul style="list-style-type: none"> ▪ Children ▪ Older people ▪ Disabled people ▪ BAME people 	<p>Due to the following groups being over-represented on the Estate, the distribution of the effect is likely to be larger than comparable areas:</p> <ul style="list-style-type: none"> ▪ Children: the proportion of people under the age of 16 on the Estate is higher than City of Westminster and England (24% compared with 17%, 19% respectively) but in line with Greater London (21%). ▪ There are higher proportions of disabled people (those whose day-to-day activities are limited a little or a lot) within the Estate (17%) when compared with Westminster and Greater London (both 14%), however this figure is in line with the proportion of disabled people in England (17%). ▪ The Estate has a higher proportion of people from a Black, Asian or Minority Ethnic (BAME) background (43%) when compared to England (20%) but lower than Westminster (61%) and Greater London (55%). 	<p>The regenerated Estate will provide improved housing, with respect to appropriateness, accessibility and affordability. In order to further enhance measures:</p> <ul style="list-style-type: none"> ▪ ensure final housing mix that is delivered meets the needs of current and future residents (e.g. ensuring at least 10% of homes are accessible); and ▪ where possible, provide new housing that exceeds current minimum building standards e.g. Decent Homes Standard. 	<p>It is understood that two thirds of the original Ebury Estate dwellings do not comply with modern space standards.</p> <p>As stated in Section 7.02 of the DAS submitted as part of the hybrid planning application, all apartments comply with or exceed the standards set out in the National Space Standards and Approved Document M.</p> <p>Specifically, the 226 apartments provided as part of Phase 1 will be designed to meet M4(2) 'accessible and adaptable dwellings' and M4(3) 'wheelchair user dwellings' at the ratio of 90% and 10% respectively. Furthermore, a key facet of the development is to ensure the blocks are tenure blind – whereby each unit is designed to be of the highest quality with no "lesser design" or identifiable typologies reserved for the affordable provision.</p> <p>While this provision is consistent with the minimum requirements of M4(2) and M4(3) dwellings under the London Plan, it will substantially improve the existing housing stock and access to high quality housing for people in lower income households.</p> <p>This presents a significant opportunity to improve housing equality, particularly for the elderly and disabled, facilitating healthy independent living for longer, and maintaining the social and environmental connections they have created important to positive physical, mental and social health and wellbeing.</p>
<p>Provision of community resources and improved social cohesion Community resources provide important places of social connection and promote wellbeing for many groups. For example, community hubs can provide an accessible centre point for local activities, services and facilities. They allow for a cross section of the community to be brought together in a safe place, allowing for better social cohesion and helping to address social isolation.</p>	<ul style="list-style-type: none"> ▪ Children ▪ Older people ▪ Disabled people ▪ BAME people ▪ Pregnant women ▪ LGBT 	<p>Due to the following groups being over-represented on the Estate, the distribution of the effect is likely to be larger than comparable areas:</p> <ul style="list-style-type: none"> ▪ Children: the proportion of people under the age of 16 on the Estate is higher than City of Westminster and England (24% compared with 17%, 19% respectively) but in line with Greater London (21%). ▪ There are higher proportions of disabled people (those whose day-to-day activities are limited a little or a lot) within the Estate (17%) when compared with Westminster and Greater London (both 14%), however this figure is in line with the proportion of disabled people in England (17%). 	<p>The regenerated Estate will provide new community resources including a community space that will provide a mix of uses. In order to further enhance measures:</p> <ul style="list-style-type: none"> ▪ continue to involve the local community in decisions about which resources should be incorporated into the area, specifically targeting protected characteristic groups that are likely to benefit from improvements; and ▪ monitor effects of increased population on community resources (such as schools 	<p>The Community Futures Group (resident-led strategic body who represent the views of the community and was created to be at the forefront of decision making) provided feedback on key elements of the development (including detailed proposals as part of Phase 1) such as the public realm and community facilities. The minutes of all Community Futures Group meetings are published on the Ebury Bridge website.</p>

Potential equality effects	Potentially affected groups	Potential disproportionate effects due to demographics	Assessment and recommendations	Phase 1 outcome review
<p>An opportunity to socialise can have a positive effect on the loneliness of older people and disabled people, which may in turn provide positive health benefits. Social contact and out-of- classroom learning can also improve the wellbeing of children.</p>		<ul style="list-style-type: none"> The Estate has a higher proportion of people from a Black, Asian or Minority Ethnic (BAME) background (43%) when compared to England (20%) but lower than Westminster (61%) and Greater London (55%). 	<p>and health care) and ensure these are mitigated.</p>	<p>Phase 1 delivers a public square (integrating play provision) and two communal podiums for residents at first floor level overlooking the public realm. These spaces will provide important places of social connection and promote wellbeing for many groups.</p> <p>The Central Hub is delivered as part of Phase 1, and is a common area split over two floors with its own lift access. The space will primarily serve as a concierge and has a small meeting room for occasional meetings with residents.</p> <p>Overall, the whole development provides an increased amount of community area.</p> <p>In terms of the impact on external community resources, ongoing engagement is taking place with schools to ensure there is sufficient capacity for children moving back into the development.</p>
<p>Improved public realm and green space: Renewal offers an opportunity to improve the public realm. The ability to access and use the public realm is vitally important to ensuring people feel that they are active members of their society. This includes basic activities such as using local shops or meeting up with people in a shared space outside close to home. In addition, the opening up of green space has been shown to impact positively on both physical and mental health.</p> <p>Inner-city green space can promote social cohesion and instil a sense of community. Social contact is especially important for the health and wellbeing of older people. Green space can also have a positive role in a child’s cognitive development, their wellbeing, and is linked to lower BMIs. Access to green space has also been shown to have positive health benefits for disabled people, and people with autism or learning difficulties in particular.</p>	<ul style="list-style-type: none"> Children Older people Disabled people BAME people 	<p>Due to the following groups being over-represented on the Estate, the distribution of the effect is likely to be larger than comparable areas:</p> <ul style="list-style-type: none"> Children: the proportion of people under the age of 16 on the Estate is higher than City of Westminster and England (24% compared with 17%, 19% respectively) but in line with Greater London (21%). There are higher proportions of disabled people (those whose day-to-day activities are limited a little or a lot) within the Estate (17%) when compared with Westminster and Greater London (both 14%), however this figure is in line with the proportion of disabled people in England (17%). The Estate has a higher proportion of people from a Black, Asian or Minority Ethnic (BAME) background (43%) when compared to England (20%) but lower than Westminster (61%) and Greater London (55%). 	<p>The regenerated Estate will provide additional green space and new play space. In order to further enhance measures:</p> <ul style="list-style-type: none"> enable ongoing involvement of the local community in planning and designing improvements to the public realm and green spaces, specifically targeting protected characteristic groups that are likely to benefit from improvements e.g. children, older people and disabled people; and ensure that inclusive design principles are followed in the design of public spaces. 	<p>The Community Futures Group (resident-led strategic body who represent the views of the community and was created to be at the forefront of decision making) provided feedback on key elements of the development (including detailed proposals as part of Phase 1) such as the public realm and community facilities. The minutes of all Community Futures Group meetings are published on the Ebury Bridge website.</p> <p>A key objective of the whole masterplan is to provide improved public realm, which will deliver walking links to the surrounding areas including Victoria Opportunity Area, the nearby Chelsea Barracks site and Belgravia.</p> <p>Phase 1 delivers a public square (integrating play provision) and two communal podiums for residents at first floor level overlooking the public realm.</p> <p>As stated in the Access Statement, the development must be as inclusive as possible and as an entirely new development, the only constraints to providing a fully inclusive environment are</p>

Potential equality effects	Potentially affected groups	Potential disproportionate effects due to demographics	Assessment and recommendations	Phase 1 outcome review
				those of available space. Details of specific inclusive measures are provided in more detail in the “Improved access, mobility and navigation” section of this assessment table.
<p>Tackling crime and disorder Levels of crime have in part been attributed to the urban environment. It has been argued that the opportunity for some forms of crime can be reduced through thought-out approaches to planning and design of neighbourhoods and towns. Reducing potential for crime can affect those more likely to fear crime or be a victim or witness of crime.</p>	<ul style="list-style-type: none"> ▪ Young people ▪ Disabled people ▪ BAME people ▪ LGBT people ▪ Men ▪ Older people ▪ Women ▪ Children 	<p>Due to the following groups being over-represented on the Estate, the distribution of the effect is likely to be larger than comparable areas:</p> <ul style="list-style-type: none"> ▪ Children: the proportion of people under the age of 16 on the Estate is higher than City of Westminster and England (24% compared with 17%, 19% respectively) but in line with Greater London (21%). ▪ There are higher proportions of disabled people (those whose day-to-day activities are limited a little or a lot) within the Estate (17%) when compared with Westminster and Greater London (both 14%), however this figure is in line with the proportion of disabled people in England (17%). ▪ The Estate has a higher proportion of people from a Black, Asian or Minority Ethnic (BAME) background (43%) when compared to England (20%) but lower than Westminster (61%) and Greater London (55%). 	<p>The regenerated Estate will provide an opportunity to incorporate new security measures. This can be enhanced by:</p> <ul style="list-style-type: none"> ▪ following Crime Prevention Through Environmental Design (CPTED) and Secure by Design principles in designing the built environment and public realm; ▪ applying recommendations for safety and security in design where relevant (e.g. CCTV, lighting, active frontages that generate passive surveillance, design that avoids vandalism). 	<p>The scheme is seeking a silver CPTED accreditation. The primary objective for the redevelopment of the site is to increase the feeling of security within and around the estate, in turn promoting wellbeing and safety. The approach will adopt the principles of the CPTED and Secure by Design as a holistic approach, combining wayfinding (placemaking), lighting and accessibility strategies with good practice security design.</p> <p>As detailed in Section 7.06 of the DAS submitted as part of the hybrid planning application, key principles delivered in Phase 1 include:</p> <ul style="list-style-type: none"> ▪ Clear lines of sight. Tall stemmed trees specified where necessary to keep viewing angles clear of obstructions ▪ 24 hour managed development with CCTV presence. CCTV cameras specified and located to cover blindspots and be robust and active in all weather conditions. ▪ Good wayfinding and well lit entrances and public realm ▪ Access control measures at site and building entrances, as well as at front doors ▪ 2 x lines of defence at residential entrances, to minimise risk of tailgating. This also provides delivery personnel with access to letter boxes, while stopping entry into the private core and apartment levels ▪ Communal external amenities such as podiums and terraces have been located away from ground level, to minimise the risk of anti social behaviour and access by non-residents
<p>Improved access, mobility and navigation: Renewal processes open up opportunities to create spaces and places that can be accessed and effectively used by all, regardless of age, size, ability or disability, using principles of inclusive design. There are several equality groups who can</p>	<ul style="list-style-type: none"> ▪ Children ▪ Older people ▪ Disabled people 	<p>Due to the following groups being over-represented on the Estate, the distribution of the effect is likely to be larger than comparable areas:</p> <ul style="list-style-type: none"> ▪ Children: the proportion of people under the age of 16 on the Estate is higher than City of Westminster and England (24% compared with 17%, 19% respectively) but in line with Greater London (21%). ▪ There are higher proportions of disabled people (those whose day-to-day activities are limited a little or a lot) within the Estate (17%) 	<p>The regenerated Estate will improve connectivity and accessibility across the Estate. To enhance this, it is recommended to:</p> <ul style="list-style-type: none"> ▪ ensure the design of movement networks specifically addresses the mobility and user needs of different groups. This can be 	<p>As stated in the Access Statement, the development must be as inclusive as possible and as an entirely new development, the only constraints to providing a fully inclusive environment are those of available space.</p>

Potential equality effects	Potentially affected groups	Potential disproportionate effects due to demographics	Assessment and recommendations	Phase 1 outcome review
<p>experience difficulties with access, mobility and navigation who could benefit from improvements in this area.</p> <p>Children who cannot move about safely and independently on foot and bicycle often become less physically active, reducing opportunities for children to develop certain cognitive, motor and physical skills – as well as contributing towards childhood obesity risks.</p>		<p>when compared with Westminster and Greater London (both 14%), however this figure is in line with the proportion of disabled people in England (17%).</p>	<p>achieved by applying principles of inclusive design; and</p> <ul style="list-style-type: none"> apply design that creates a safer environment for all transport users by managing potential conflicts between modes. 	<p>Examples of some specific measures in are summarised below:</p> <ul style="list-style-type: none"> Ebury Bridge Road and Grosvenor routes are both step free and are level. While the level difference from Ebury Bridge to the site is too great to ramp (where the difference is 2300 mm and should not exceed 2000 mm), it has been agreed with WCC that the alternative route along Ebury Bridge and Ebury Bridge Road is acceptable as alternative. For those who can use the steps, they will include suitable handrails, contrasting nosings on steps and tactile warning. All surfaces will be firm and even, and all designated paths will be wide enough for two wheelchair users to pass (in most cases greater). Seating is to be provided all around the site of many styles, including heights, to give people choice of where to sit based on what features they require. The play areas will take account of all abilities and of those watching over children playing. They will take account of different impairment groups including physical access, sight and cognitive play. A sensory garden where touch, smell and sound all play there part is to be included, offering neurodiversity friendly design. Final designs for play areas have now been submitted pursuant to condition 26 of planning permission dated 6 October 2021. Cycle store provision will include 5% of spaces for accessible bikes.
<p>New employment opportunities: Renewal can act as a means of promoting economic growth and supporting job creation. For example, property development can contribute to urban economic regeneration by enabling local stores to grow and expand, and through attracting investment to the area and revitalising neighbourhoods. It can also facilitate improved connectivity between communities and places of employment and education. Improved opportunities to access employment and education can serve to help address issues of inequality and improve social mobility.</p>	<ul style="list-style-type: none"> Older people Disabled people BAME people Women Young people 	<p>Due to the following groups being over-represented on the Estate, the distribution of the effect is likely to be larger than comparable areas:</p> <ul style="list-style-type: none"> The Estate has a higher proportion of people from a Black, Asian or Minority Ethnic (BAME) background (43%) when compared to England (20%) but lower than Westminster (61%) and Greater London (55%). There are higher proportions of disabled people (those whose day-to-day activities are limited a little or a lot) within the Estate(17%) when compared with Westminster and Greater London (both 14%), however this figure is in line with the proportion of disabled people in England (17%). 	<p>The regenerated Estate will provide new retail space and opportunities for employment through construction jobs, meanwhile use spaces and apprenticeships secured via social value commitments. Where possible, current businesses are receiving support (as outlines above) to relocate to the new Estate. Beyond improving outcomes for existing businesses, there are also opportunities to improve equality of outcomes by:</p> <ul style="list-style-type: none"> working with owners of new businesses in the renewal area to employ local people, focussing on groups that are vulnerable to unemployment e.g. BAME people, disabled people, young people. 	<p>A total of 7 construction roles and a further 7 apprenticeships have been offered to date. This does not include jobs from demolition activities, which collectively delivered 23 months of work across three roles and an apprenticeship role for 6 months. A total of 13 people who were employed came from the local area.</p> <p>The Community Chest Fund is part of the Westminster Council’s Ebury Bridge Social Value programme and is funded by Bouygues UK. The fund is for projects and activities that demonstrate they benefit the residents of Ebury Bridge.</p>

Potential equality effects	Potentially affected groups	Potential disproportionate effects due to demographics	Assessment and recommendations	Phase 1 outcome review
				<p>At present, the majority of residents are not located in Ebury anymore, therefore, the aim was to identify projects to fund that would deliver activities for those who have remained, as well as the residents who temporarily moved to the immediate areas and neighbouring blocks. It is proposed to widen the catchment area and catchment group. So the funding can benefit similar issues/concerns that residents experience, both on-site and off-site.</p> <p>Applications for funding are considered at Community Partnership group meetings and Ebury Bridge residents are encouraged to apply for the funding.</p> <p>As stated in the original EqlA, existing businesses on the Estate were given the first right to refusal of the proposed retail space provided as part of the redevelopment. However, as shown in Table 2.2, the majority of businesses have either successfully relocated or agreed relocation to premises nearby.</p> <p>No retail space is being provided as part of Phase 1 and therefore no work with new businesses to employ local people or people with protected characteristics has been undertaken as of yet. This will be assessed as part of the later phases.</p>

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4.2 Action plan review

- 4.2.1 The detailed EqIA submitted as part of the initial hybrid planning application included an action plan to establish actions and responsibilities following the planning application to continue to identify and address equality issues and opportunities.
- 4.2.2 In order to review how the action list has been implemented during Phase 1 (and will continue to be implemented in future phases), engagement with representatives from the responsible party (WCC in all instances) was undertaken on 16 February.
- 4.2.3 The outcome of this engagement has been used to inform the review column in Table 4.4.

Table 4.4: Action plan review

Action	Implementation	Review
<p>Create a communications and engagement plan which focusses on outreach through and following the planning application process, including:</p> <ul style="list-style-type: none"> ▪ Closely monitoring the reach and impact of online engagement methods through the Covid-19 crisis; ▪ Continuation of engagement activities providing updates on designs, opportunities to provide feedback, and wider information on the development process. <p>Consideration should be given to ensuring all information is provided in appropriate formats and languages to suit different needs, ensuring all consultation information is available to everyone.</p>	<p>Programme of future engagement events to be kept under review by the Council.</p>	<p>The Community Charter document has provided a framework for how WCC work with the Ebury Bridge Community since 2019.</p> <p>Specific communication and engagement plans are produced periodically for each specific consultation event.</p> <p>To summarise the consultation that has occurred, a Statement of Community Involvement has been prepared for any relevant application to evidence the work that has been done with the community.</p>
	<p>Planning and development progress to be kept updated on the dedicated website.</p>	<p>As stated in the original EqIA, a website¹ was created to provide an accessible platform for up to date scheme information.</p> <p>During the Covid-19 pandemic, virtual support became the versatile approach to communicate with residents. In particular, those contactable through mediums such as telephone services, apps, websites or social media were approached in this manner to overcome restrictions. With the hybrid flexibility of Council staff, emails, letters and newspapers were still provided for. Where possible, and compliant with legislation, face to face visits were curated in line with social distancing practices.</p> <p>To cater for those with protected characteristics, translation services, audio services and braille can be provided upon request. In addition, WCC have incorporated religious/cultural events and have used their database to capture feedback to positively influence design features to protect those who are vulnerable or have protected characteristics.</p>

¹ <https://eburybridge.org/>

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Action	Implementation	Review
	All information should be shared in a transparent manner.	All information associated with the Ebury Estate regeneration scheme (e.g. from engagement activities and meetings) has been transparently shared via the dedicated website.
	Marginalised groups to be included in decision-making processes throughout the entirety of the consultation process.	The Community Futures Group (resident-led strategic body who represent the views of the community and was created to be at the forefront of decision making) provided feedback on key elements of the development (including detailed proposals as part of Phase 1) such as the public realm and community facilities. The minutes of all Community Futures Group meetings are published on the Ebury Bridge website.
	Any extended public consultation process must therefore ensure delivery of proper feedback to local communities and use evidence-based community engagement initiatives.	As an example of this, the most recent consultation approach ran from Tuesday 30 January to Monday 26 February 2024. A Consultation Booklet was delivered to returning Secure Tenants, Leaseholders and neighbours (which could be translated or large printed free of charge upon request). The consultation involved a number of in person events and also offered two webinars via MS Teams. Feedback could be provided in a number of ways (in person, through the website, by phone, by email, or by letter).
	Any new equality issues that arise as a result of the engagement that are not identified in this document are flagged.	There has been an increase to service charges due to multiple factors causing rising prices, for example modernised features and the approach to managing services. At present, the draft service charge ranges from £6.94 to £8.73 per square foot. It is noted that the increase in service charge could act as a barrier for returning tenants who may be on low incomes. While being on a low income is not technically a protected characteristic, the proposed service charge structure is currently under review to ensure such impacts are mitigated.
	Each task should be assigned to an appropriate party.	WCC have a dedicated team on-site to deal with communications and engagement regarding the Ebury Estate regeneration project.
Follow up on equality concerns identified through outreach and engagement processes and maintain up-to-date records of changing needs. This is applicable to residents (*both tenants and	The Council should ensure contact is maintained with all stakeholders so that any changing needs, particularly those of an equality nature as set out in this EqIA, are flagged.	All stakeholders have been iteratively engaged with to determine any change in needs. The Council continue to work with affected people and businesses during the regeneration process.
	The circumstances of all stakeholders should be	WCC have a dedicated team who record the circumstances of all stakeholders.

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Action	Implementation	Review
leaseholders), and businesses.	kept on record by the Council and the Council should seek to understand characteristics of any households affected by a CPO.	
	A responsible party should be assigned.	WCC have a dedicated team to maintain up-to-date records of changing needs.
Develop a strategy that highlights the responsible parties' commitment to supporting existing businesses and employment in the local area through the redevelopment.	The responsible parties should develop a clear written strategy for the existing businesses on the Estate.	WCC have worked closely with all affected businesses detailed in Table 2.2. Individual strategies were prepared with each business, and so far, all businesses have either successfully relocated or have received proportionate compensation. Some businesses which remain operational are actively making enquiries for future relocation.
	This strategy should also address, if feasible, proposals for maximising employment, apprenticeship and training opportunities created by the development, for residents and the community.	
Create a strategy to manage effectively the noise, air pollution and accessibility impacts during the construction works.	Before and during the construction period, measures should be implemented to limit the negative impacts of noise, reduced air quality and reduced accessibility.	A preliminary Construction Management Plan (CMP) was submitted as part of the hybrid planning application in June 2020. The purpose of the CMP was to provide an outline to the considerations required for the planning of a construction site in the heart of the busy area of the City of Westminster (including consideration of pollution control, logistics and community liaison).
	This could include the development and adoption of a CEMP, which should be made publicly available and accessible to all.	The appointed contractor Bouygues undertook further reviews of this document to define the CMP further. It should be noted that a separate Demolition and Environmental Management Plan (DEMP) was submitted and accepted prior to the preliminary CMP to enable the start of demolition.
	A responsible party is to be assigned.	The CMP was prepared by Ove Arup and Partners Ltd. On behalf of WCC. As previously stated, the appointed contractor Bouygues undertook further reviews of this document to define the CMP further. The DEMP was prepared by John F Hunt Limited.
Determine what extra support could be provided to vulnerable residents, owners and employees. Consideration should be given to all recommendations	The Council will determine whether suggestions are reasonable and will update their approach to support and engagement as required.	The support provided to vulnerable residents, owners and employees is detailed in the final column of Table 4.1, Table 4.2 and Table 4.3. In some cases, this support goes over and above what is required by legislation and policy.

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Action	Implementation	Review
detailed in the summary table in Chapter 5 [of the original EqIA “Impact assessment”].		

5 Phase 2 Impact Assessment

5.1 Introduction

- 5.1.1 Building upon the Phase 1 outcomes reported in Section 4, and any particular successes or lessons learned, an exercise has been undertaken to review the appropriateness of the assessment in the context of the Phase 2 reserved matters application. The results of this exercise are provided in Table 5.1 to Table 5.3.

Table 5.1: Impact on residents during redevelopment (Phase 2 RMA update)

Potential equality effects	Potentially affected groups	Potential disproportionate effects due to demographics	Existing Westminster Council mitigations	Assessment and recommendations	Phase 2 RMA update
<p>Social infrastructure and access to services: The renewal process involves temporary and permanent resettlement of residents and demolition of housing and community resources. This can lead to the risk of loss of social infrastructure and access to these resources. It can increase residents' distances from facilities or places of social connection located on or near their neighbourhood.</p> <p>This can lead to increased stress and anxiety in children who may need to change school; and loneliness and isolation in older people which can turn to negative health outcomes such as poor mental health and obesity. Disabled people and pregnant women may also experience negative health impacts from this, including increased stress and anxiety.</p> <p>[According to OS address base data from February 2024] Within 500m of the Estate there are the following community resources: 10 health care services, two care / nursing homes, five churches, five community services, five educational facilities, one leisure facility, one playground, one police station, one public / village hall / other community facilities, two public convenience and ten public parks or gardens.</p> <p>The loss of social connections may result in disproportionate effects on certain groups on the Estate due to increased distances to community resources such as local schools (e.g. St Barnabas Primary school, St Gabriel's School, Churchill Gardens Primary Academy and Pimlico Academy) or cultural and religious facilities (e.g. St Barnabas'</p>	<ul style="list-style-type: none"> ▪ Children ▪ Older people ▪ People from BAME backgrounds ▪ Disabled people ▪ Pregnant women ▪ Religion and belief 	<p>Due to the following groups being over-represented on the Estate, the distribution of the effect is likely to be larger than comparable areas:</p> <ul style="list-style-type: none"> ▪ Children: the proportion of people under the age of 16 on the Estate is higher than City of Westminster and England (24% compared with 17%, 19% respectively) but in line with Greater London (21%). ▪ There are higher proportions of disabled people (those whose day- to-day activities are limited a little or a lot) within the Estate (17%) when compared with Westminster and Greater London (both 14%), however this figure is in line with the proportion of disabled people in England (17%). ▪ The Estate has a higher proportion of people from a Black, Asian or Minority Ethnic (BAME) background (43%) when compared to England (20%) but lower than Westminster (61%) and Greater London (55%). ▪ Religion and belief: Publicly available data shows that there is a higher proportion of Christian residents on the Estate compared to the rest of the borough. 	<p>To mitigate these effects, the Council has set out the Policy for Tenants in Housing Renewal Areas and Policy for Leaseholders in Housing Renewal Areas (as summarised in section 2.3 [of the original EqIA]) to provide information on housing options, financial compensation and practical support for residents. The key mitigation in this policy that responds to maintaining social connections within the Estate is that all existing Council tenants and resident leaseholders will have a right to return to a new home on the redeveloped Estate.</p> <p>Within the policy, the Council recognises that many tenants and leaseholders have connections to their local area and will want to remain there. A range of rehousing options (including replacement affordable housing options such as social rent and intermediate ownership) are available for tenants and leaseholders who want to stay in or close to the Estate to suit different circumstances. This should help residents to ultimately able to return to the Estate, and therefore continue to access the social infrastructure that is important to them.</p> <p>Where households are rehoused temporarily or permanently, their housing needs will be considered.</p> <ul style="list-style-type: none"> ▪ The Council's rehousing policies and process will provide resident leaseholders with a choice of housing and priority status within existing rehousing systems – where a resident leaseholder cannot return as an owner the Council will offer a Council tenancy. 	<p>This impact is considered to be managed overall through the mitigation measures set out for residents in the Policy for Tenants in Housing Renewal Areas and Policy for Leaseholders in Housing Renewal Areas.</p> <p>To manage any residual effects, it is recommended that the Council:</p> <ul style="list-style-type: none"> ▪ continue to work proactively and constructively through engagement with residents using a variety of mediums, keeping up-to-date records of changing needs and circumstances– particularly those who are most affected by relocation; ▪ continue to hold community meetings and events during the process of redevelopment, including events for residents who have relocated in order to remediate feelings of social isolation; ▪ continue to work with local businesses to prevent business closures and ensure residents in the area can continue to access their services; ▪ continue to communicate rehousing options to residents, including processes for accessing Council housing and affordable housing being built as part of the redevelopment; ▪ continue to offer support to those in private accommodation through the Trailblazer service; ▪ ensure that access to community resources is maintained throughout the renewal process where possible; and ▪ for families with school-aged children, temporary or permanent housing off the Estate should not be at such a distance as to necessitate and involuntary school change. 	<p>The majority of previous WCC mitigation measures remain relevant. However, there was a focus on providing support through the Covid-19 pandemic to safeguard against homelessness which would not be required to be carried forward to the Phase 2 RMA.</p> <p>While this is the case, consideration should be given to the cost of living crisis which began in 2022 and is still a relevant economic pressure.</p> <p>Some people will require temporary or permanent rehousing to allow for the construction of Phase 2 of the Ebury Estate regeneration project. The assessment provided as part of the hybrid planning application and associated recommendations remain appropriate, and geared to the specific circumstance of residents and identified protected characteristics.</p> <p>Overall, as demonstrated in Table 4.1, the relocation process has so far been incredibly successful in ensuring maintenance of social connections locally.</p>

Ebury Bridge Renewal Phase 2 EqIA Addendum

Potential equality effects	Potentially affected groups	Potential disproportionate effects due to demographics	Existing Westminster Council mitigations	Assessment and recommendations	Phase 2 RMA update
Church Pimlico and St Mary's Church). Local shops, such as those on Ebury Bridge Road, may also decide to close as a result of the redevelopment.			<ul style="list-style-type: none"> All current Council tenants will have been given the opportunity to complete a Housing Needs Assessment, while current leaseholders have been given the opportunity to express their preferences through a Housing Preferences Assessment. Private tenants have been offered rehousing support through the Trailblazers service based on their income and desired price range for housing. Through this, support will be provided to source suitable and affordable rented accommodation. Support is being offered through the Covid-19 pandemic to safeguard against homelessness. Temporary Accommodation (TA) tenants will be rehoused in Westminster. Currently there are two remaining TA tenants – one will be rehoused on the Estate and one will move into permanent accommodation elsewhere <p>There is also dedicated support available to residents who need to access it, for ongoing information around the redevelopment.</p> <p>In terms of enhancement measures, the redevelopment consists of new community infrastructure.</p>		
<p>Access to finance and affordable housing:</p> <p>Where renewal schemes require residents to resettle, it can lead to an increase in financial outgoings due to costs associated with moving and obtaining new housing. Relocation costs could include removal services, the need to adapt a new home or buy new furniture. Access to the required finance to obtain new housing may be most</p>	<ul style="list-style-type: none"> Young people Older people People from BAME backgrounds Disabled people Women 	<p>Due to the following groups being over-represented on the Estate, the distribution of the effect is likely to be larger than comparable areas:</p> <ul style="list-style-type: none"> The Estate has a higher proportion of people from a Black, Asian or Minority Ethnic (BAME) background (43%) when compared to England (20%) but lower than Westminster (61%) and Greater London (55%). There are higher proportions of disabled people (those whose day- to-day activities are limited a little or a lot) within the Estate (17%) when compared with Westminster and Greater London 	<p>Housing options are available within the HRA, which include replacement of housing for existing Council tenants and leaseholders on the Estate. A mix of housing options will be available to provide a ladder of housing opportunity. At least 50% will be affordable for social and intermediate rent, including the homes set aside for those</p>	<p>This impact is considered to be managed overall through the mitigation measures set out for residents in the Policy for Tenants in Housing Renewal Areas and the Policy for Leaseholders in Housing Renewal Areas.</p> <p>To manage any residual effects, it is recommended the Council:</p> <ul style="list-style-type: none"> continue to work proactively and constructively through engagement 	<p>The outcome of financial support during Phase 1 has remained consistent with statutory legislation and policy.</p> <p>The majority of previous WCC mitigation measures remain relevant. However, there was reference to financial insecurity associated with Covid-19 which would not be required to be carried forward to the Phase 2 RMA.</p>

Potential equality effects	Potentially affected groups	Potential disproportionate effects due to demographics	Existing Westminster Council mitigations	Assessment and recommendations	Phase 2 RMA update
<p>limited for those at risk of financial exclusion, who have trouble accessing appropriate and mainstream financial services, such as bank accounts, loans and mortgages.</p>		<p>(both 14%), however this figure is in line with the proportion of disabled people in England (17%).</p>	<p>residents with a right to return to the Estate.</p> <p>For resident leaseholders, an equity loan scheme is available to help with buying one of the new properties which will be of a higher value but will have similar costs to their existing home.</p> <p>As set out above, there is also support for vulnerable private tenants and TA tenants to source suitable housing.</p> <p>The Council has developed strategies to ensure that residents are able to access finance in order to relieve some of the financial burden associated with relocation. These include the following compensation measures:</p> <ul style="list-style-type: none"> ▪ Compensation equal to the open market value of the property (for leaseholders); ▪ Home loss payments, a sum in recognition of the inconvenience of having to move out of an existing property, which is set at a minimum of £6,400 (as of April 2020); and ▪ Disturbance payments for reasonable expenses arising as a direct consequence of the Council purchase of a property. These payments may include costs such as costs of removals (including additional support for vulnerable residents), disconnections and reconnections, redirection of mail, fitting of existing curtains and carpets, early mortgage redemption fees or mortgage and tender fees arising from the purchase of a new property, stamp duty land tax and other fees arising from the purchase of a replacement 	<p>with residents using a variety of mediums, keeping up-to date records of changing needs and circumstances– particularly those who are most affected by financial exclusion, who may be experiencing increased financial insecurity due to Covid-19;</p> <ul style="list-style-type: none"> ▪ continue to communicate rehousing options available to residents, including information for private tenants, Temporary Accommodation tenants and leaseholders on processes for accessing Council housing and affordable housing being built as part of the redevelopment or nearby; ▪ ensure homes built on the Estate provide a mix affordable housing options e.g. social rent and shared ownership/equity options. As of July 2020, the current planned housing mix provides this range of options; and ▪ explore service charge levels in detail to determine whether there are mechanisms to maximise affordability for those wishing to return to the Estate. 	<p>While this is the case, consideration should be given to the cost of living crisis which began in 2022 and is still a relevant economic pressure.</p>

Potential equality effects	Potentially affected groups	Potential disproportionate effects due to demographics	Existing Westminster Council mitigations	Assessment and recommendations	Phase 2 RMA update
			<p>property and costs of new school uniforms.</p> <p>This compensation and availability of affordable housing options will serve to manage the main financial effects of rehousing.</p>		
<p>Appropriate and accessible housing: Certain groups who currently reside on the Estate may experience adverse effects if temporary or permanent rehousing is not adequate for their needs.</p> <p>Where renewal schemes require the resettlement of many residents, issues can arise regarding sourcing suitable housing that meets the needs of families with children and people requiring adaptable and accessible housing.</p>	<ul style="list-style-type: none"> Children Disabled people People from BAME backgrounds 	<p>Due to the following groups being over-represented on the Estate, the distribution of the effect is likely to be larger than comparable areas:</p> <ul style="list-style-type: none"> Children: the proportion of people under the age of 16 on the Estate is higher than City of Westminster and England (24% compared with 17%, 19% respectively) but in line with Greater London (21%). There are higher proportions of disabled people (those whose day- to-day activities are limited a little or a lot) within the Estate (17%) when compared with Westminster and Greater London (both 14%), however this figure is in line with the proportion of disabled people in England (17%). The Estate has a higher proportion of people from a Black, Asian or Minority Ethnic (BAME) background (43%) when compared to England (20%) but lower than Westminster (61%) and Greater London (55%). 	<p>As set out above, the Council has developed policies to ensure that there is support available for finding appropriate and accessible housing. Where households are rehoused temporarily or permanently, their housing needs will be considered.</p> <ul style="list-style-type: none"> The Council’s rehousing policies and process will provide resident leaseholders with a choice of housing and priority status within existing rehousing systems. All current Council tenants will have been given the opportunity to complete a Housing Needs Assessment, while current leaseholders have been given the opportunity to express their preferences through a Housing Preferences Assessment. Private tenants have been offered rehousing support through the Trailblazers service on the basis of their income and desired price range for housing. Through this, support will be provided to source suitable and affordable rented accommodation. Support is being offered through the Covid-19 pandemic to safeguard against homelessness. Temporary Accommodation tenants will be rehoused in Westminster. Currently there are two remaining TA tenants – one will be rehoused on the Estate and one will move into permanent accommodation elsewhere. 	<p>This effect is considered to be managed overall through the mitigation measures set out for residents in the Policy for Tenants in Housing Renewal Areas and the Policy for Leaseholders in Housing Renewal Areas.</p> <p>To manage any residual effects, it is recommended that the Council:</p> <ul style="list-style-type: none"> when re-providing any accessible or adaptable housing as part of the redeveloped Estate, the new housing should ensure there is adequate specialised housing for disabled people including homes for wheelchair users; when re-providing housing as part of the redeveloped Estate, ensure there is adequate housing to suit the needs of families; this includes providing a enough homes with more than two bedrooms within the total number of units provided, to prevent any overcrowding; ensure that work begins as early as possible on sites where a large increase in the provision of affordable homes is possible; continue to work proactively and constructively through engagement with residents using a variety of mediums, keeping up-to date records of changing needs and circumstances – particularly those who are most affected by a loss of affordable and appropriate housing; and continue to provide information on rehousing options available to residents, including information for private tenants, Temporary Accommodation tenants and leaseholders on processes for accessing Council housing and affordable housing being built as 	<p>The majority of previous WCC mitigation measures remain relevant. However, there was reference to financial insecurity associated with Covid-19 which would not be required to be carried forward to the Phase 2 RMA.</p> <p>While this is the case, consideration should be given to the cost of living crisis which began in 2022 and is still a relevant economic pressure.</p> <p>Some people will require temporary or permanent rehousing to allow for the construction of Phase 2 of the Ebury Estate regeneration project. The assessment provided as part of the hybrid planning application and associated recommendations remain appropriate, and geared to the specific circumstance of residents and identified protected characteristics.</p> <p>Overall, as demonstrated in Table 4.1, the relocation process has so far has been incredibly successful in ensuring households are rehoused in adequately sized homes which meet any special requirements in relation to medical/accessibility needs.</p>

Potential equality effects	Potentially affected groups	Potential disproportionate effects due to demographics	Existing Westminster Council mitigations	Assessment and recommendations	Phase 2 RMA update
			<p>Those with special accessibility requirements are prioritised through the rehousing process. Where possible they are relocated in the HRA, otherwise housing that suits their needs is sourced in the local area. Adapted and accessible housing has been found for all current tenants requiring it, which meets mobility and housing needs as assessed through the Housing Needs Assessment process. Adaptations may also be funded through disturbance payments.</p> <p>Housing for families will be provided as part of the redevelopment, including replacement housing for families based on the number of bedrooms required, to prevent any overcrowding.</p> <p>The overall housing provision on the Estate will be enhanced by re-providing homes to a higher standard with lower energy and maintenance costs, ensuring housing on the Estate meets residents' needs and involving residents in the design of the new homes.</p>	part of the redevelopment or nearby.	
<p>Health effects: Evidence has suggested health effects related to housing demolition, such as changes to air quality and noise pollution and effects related to housing displacement, such as social isolation, can arise for particular groups that are represented within the Estate and local area.</p> <p>Some groups, such as older and disabled people can differentially experience both isolation and construction effects, which can create more severe health impacts on these groups.</p>	<ul style="list-style-type: none"> ▪ Children ▪ Older people ▪ Disabled people ▪ Pregnant women 	<p>Due to the following groups being over-represented on the Estate, the distribution of the effect is likely to be larger than comparable areas:</p> <ul style="list-style-type: none"> ▪ Children: the proportion of people under the age of 16 on the Estate is higher than City of Westminster and England (24% compared with 17%, 19% respectively) but in line with Greater London (21%). ▪ There are higher proportions of disabled people (those whose day- to-day activities are limited a little or a lot) within the Estate (17%) when compared with Westminster and Greater London (both 14%), however this figure is in line with the proportion of disabled people in England (17%). 	<p>In order to manage health effects related to stress due to relocating, the Council will be providing rehousing support (as outlined above).</p> <p>To manage health effects related to noise and air quality, demolition works will be monitored closely and disruption will be minimised as much as possible. This would typically be managed through the creation of a Construction Environmental Management Plan (CEMP), which would be implemented by the contractor carrying out the works.</p>	<p>This impact is considered to be managed overall through the mitigation measures set out.</p> <p>To manage any residual effects, it is recommended that the Council:</p> <ul style="list-style-type: none"> ▪ continue to provide ongoing support to residents through the rehousing process; ▪ identify and work with vulnerable people whose protected characteristics may make them more vulnerable to adverse health effects; and ▪ develop a CEMP as part of the demolition and construction works. 	<p>The engagement approach delivered to manage stress (and associated health impacts) for those relocating remains appropriate for the Phase 2 RMA.</p> <p>Similarly, the implementation of mitigation measures defined in the CMP remain appropriate for the purposes of this EqlA and should continue to be followed to protect health and prevent any disproportionate impact to those with a protected characteristic.</p>

Potential equality effects	Potentially affected groups	Potential disproportionate effects due to demographics	Existing Westminster Council mitigations	Assessment and recommendations	Phase 2 RMA update
<p>Safety and security In the lead up to the renewal process and during the decanting and demolition of properties in the area, properties will be vacated and can fall into disrepair. This can attract unwanted activity including anti-social behaviour and crime, which can affect those who are more likely to be a victim or witness of crime or those who are more fearful of crime.</p> <p>It has been suggested that fear of crime can contribute to social isolation, particularly for vulnerable groups such as women, older people, children and BAME people.</p>	<ul style="list-style-type: none"> ▪ Young people ▪ Older people ▪ BAME people ▪ Disabled people ▪ LGBT people ▪ Men ▪ Women 	<p>Due to the following groups being over-represented on the Estate, the distribution of the effect is likely to be larger than comparable areas:</p> <ul style="list-style-type: none"> ▪ The Estate has a higher proportion of people from a Black, Asian or Minority Ethnic (BAME) background (43%) when compared to England (20%) but lower than Westminster (61%) and Greater London (55%). ▪ There are higher proportions of disabled people (those whose day- to-day activities are limited a little or a lot) within the Estate (17%) when compared with Westminster and Greater London (both 14%), however this figure is in line with the proportion of disabled people in England (17%). 	<p>Effects on personal security will be managed through security that is in place seven days a week between 7PM and 5AM as well as hoardings used to secure empty blocks and additional lighting. There is also a process in place for reporting and addressing any incidents of Anti-Social Behaviour (ASB) within the Estate. This process has been publicised through the Ebury Bridge newsletter.</p>	<p>This impact is considered to be managed overall through the mitigation measures set out.</p> <p>To manage any residual effects, it is recommended that the Council:</p> <ul style="list-style-type: none"> ▪ consider the use of Property Guardians, people who will reside in and oversee the property for a short term, to secure the vacant Estate properties; and ▪ continue to monitor the security of the Estate and consider additional security where concerns are flagged. However, any enhanced security measures should only be implemented as a last resort, if deemed necessary, and in conjunction with remaining residents, as it risks adding to a sense of vulnerability, isolation, and loss of sense of community for residents. 	<p>The security firm contracted to deal with anti-social behaviour will continue to operate for the remainder of the Ebury Estate regeneration project construction.</p> <p>This will continue to manage the occurrence of crime and anti-social behaviour during Phase 2, mitigating the potential for social isolation and any associated equality effects for more sensitive individuals.</p>
<p>Accessibility and mobility in the area: Evidence has indicated that during construction the accessibility and mobility of the local area can be affected. Construction can cause difficulties in relation to increased traffic in the local area, reducing parking (construction vehicles and subcontractors in parking), the construction activities blocking access to homes, shops, bus stops and pavements and safe routes, as well as effects on wayfinding.</p>	<ul style="list-style-type: none"> ▪ Older people ▪ Disabled people 	<ul style="list-style-type: none"> ▪ There are higher proportions of disabled people (those whose day-to-day activities are limited a little or a lot) within the Estate (17%) when compared with Westminster and Greater London (both 14%), however this figure is in line with the proportion of disabled people in England (17%). 	<p>The Council is engaging with residents on an ongoing basis around parking and access requirements.</p> <p>Accessibility of the Estate will be considered through the process of construction planning (e.g. ensuring hoarding does not sever the Estate).</p>	<p>The consultation process highlighted that some stakeholders are particularly concerned around parking. There are concerns that the scheme will have a negative impact on existing parking spaces on surrounding local roads.</p> <p>This impact is considered to be managed overall through the mitigation measures set out.</p> <p>To manage any residual effects, it is recommended that the Council:</p> <ul style="list-style-type: none"> ▪ ensure any blue badge / accessible parking is retained for homes requiring it; ▪ ensure that accessibility of the Estate is planned for and monitored through the construction process through the development of a CEMP. 	<p>The CMP estimates that with one access point, there would be an average of 25-30 deliveries to site / day of various sized vehicles throughout Phase 2 construction (50-60 trips at peak times). With two access points, there would be an average of 60-70 deliveries to site / day of various sized vehicles throughout Phase 2 construction (120-140 trips at peak times).</p> <p>Furthermore, sustainable travel will continue to be encouraged for construction workers through the continued implementation of a Travel Plan.</p> <p>For context, prior to the Ebury Estate regeneration project, the area has been a car light zone. In the future development, those with disabled permits will be eligible for parking (which is similar to circumstance prior to any regeneration). More immediately, suitable emergency access is being strategised in the interim up until the wider development is complete.</p>

Potential equality effects	Potentially affected groups	Potential disproportionate effects due to demographics	Existing Westminster Council mitigations	Assessment and recommendations	Phase 2 RMA update
					Overall, the implementation of the CMP and Travel Plan measures remains appropriate for the purposes of this EqlA.
<p>Information and communication: The process of regeneration often requires two-way communication between residents and the council and or housing authorities for residents to understand the options available to them.</p> <p>The process of relocation itself also requires communication with a variety of organisations including the council, housing associations and removal companies. Such communication could be direct via the phone, face to face or over email, or could be indirect via websites, leaflets etc. Some groups of individuals may find communication more challenging than others and this is likely to depend upon the exact method and format of communication</p>	<ul style="list-style-type: none"> ▪ Older people ▪ Disabled people ▪ BAME people 	<p>Due to the following groups being over-represented on the Estate, the distribution of the effect is likely to be larger than comparable areas:</p> <ul style="list-style-type: none"> ▪ There are higher proportions of disabled people (those whose day- to-day activities are limited a little or a lot) within the Estate (17%) when compared with Westminster and Greater London (both 14%), however this figure is in line with the proportion of disabled people in England (17%). ▪ The Estate has a higher proportion of people from a Black, Asian or Minority Ethnic (BAME) background (43%) when compared to England (20%) but lower than Westminster (61%) and Greater London (55%). 	<p>The Council has developed a robust engagement approach that has been ongoing since the early stages of the project.</p> <p>Engagement has been undertaken through a variety of mechanisms to ensure residents are kept informed of rehousing information, updates around the wider redevelopment and opportunities to provide feedback on the process.</p> <p>The consultation process has taken several forms to encourage participation and ensure that emerging designs were formed in collaboration with residents. Such processes included:</p> <ul style="list-style-type: none"> ▪ Community Futures Group: the steering committee has continued to play a key role in the delivery of the scheme during consultation. ▪ Dedicated consultation space: a vacant shop at No 9 Ebury Bridge Road has been used to provide a welcoming and accessible space for residents to visit. ▪ Resident drop-ins: the designated redevelopment architects have provided themed sessions for residents to provide feedback. Subjects such as public realm, placemaking, re-housing and phasing have been covered. ▪ Ebury Bridge website: a website has been created to provide an accessible platform for up to date scheme information. ▪ Online consultation tool: for those unable to attend consultation events in person, 	<p>This impact is considered to be managed overall through the mitigation measures set out.</p> <p>To manage any residual effects, it is recommended that the Council:</p> <ul style="list-style-type: none"> ▪ monitor the reach and impact of online engagement (in particular, for the duration of the Covid- 19 crisis) to ensure older people, disabled people and BAME people continue to be reached and can provide input to the redevelopment process; ▪ continue to advise residents on ways they can meaningfully engage in decision making and understand options available to them; ▪ continue to provide services such as language interpretation and face to face engagement; and ▪ continue to publish information and seek feedback through a variety of mediums and different formats. 	<p>The Council's engagement approach has proven adaptable and robust. This approach will continue to be implemented for the Phase 2 RMA.</p> <p>The virtual nature of engagement to comply with Covid-19 restrictions is no longer necessary. However, hybrid ways of working will continue to operate in order to provide flexibility to those who are vulnerable.</p> <p>Overall, as demonstrated in Table 4.1, individuals with protected characteristics have been successfully catered for and this will continue for the remainder of the Ebury Estate Regeneration project.</p>

Potential equality effects	Potentially affected groups	Potential disproportionate effects due to demographics	Existing Westminster Council mitigations	Assessment and recommendations	Phase 2 RMA update
			<p>or wanting to provide anonymous feedback, an online tool has been developed.</p> <ul style="list-style-type: none"> ▪ Newsletters: 26 editions of the Ebury Bridge Newsletter have been distributed over the last 18 months. Each copy provides details on how to give feedback. ▪ Leaflet drops: all residents within a 1000m radius of the Estate have received leaflets and booklets with the option to provide feedback. ▪ Targeted consultation meetings: the project team have met with 15 different amenity and resident groups in the area on a one-to-one basis. ▪ Exhibition: a public exhibition was held over a two- week period. Three events took place on Saturday's and in the evenings to ensure participation. ▪ Mail out information packs: A printed pack has been distributed to all households with final design information, with a feedback form and link to provide feedback online. ▪ Phone calls: Follow up phone calls have been made to suit different communication needs, to enable those who may find using online methods more difficult to provide feedback ▪ Face to face meetings: In exceptional situations where it is required and the resident is not presenting symptoms, arrangements can be made to meet face to face using social distancing guidelines. 		

Table 5.2: Impact on businesses during redevelopment (Phase 2 RMA update)

Potential equality effects	Potentially affected groups	Potential disproportionate effects due to demographics	Existing Westminster Council mitigations	Assessment and recommendations	Phase 2 RMA update
<p>Loss of business and/or employment: The renewal process may result in the temporary or permanent closure and/or relocation of businesses. These changes may create redundancies or result in current business owners and staff being unable to access employment, due to several reasons. These could include: relocation of the business to a location that is difficult to access for staff (those that cannot afford to or are otherwise unable to travel long distances); businesses that are only viable as they serve a specific local need or community (such as BAME communities), or older people who lack the time or resources to re-establish a business.</p> <p>Groups that are most likely to face barriers to employment are most likely to be affected by loss of employment.</p>	<ul style="list-style-type: none"> ▪ Older people ▪ Disabled people ▪ BAME people ▪ Young people ▪ Women 	<ul style="list-style-type: none"> ▪ Publicly available data is not available for businesses as it is based on place of residence. 	<p>Although there is no statutory obligation to relocate impacted businesses, in order to prevent businesses from facing closure, and their staff facing redundancy, the Council has developed support for businesses.</p> <p>There is no formal Council policy for businesses, however businesses will be offered the first right of refusal on the new units available within the redevelopment.</p> <p>As businesses will need to relocate temporarily, the Council will work with them on a phased rent increase over the next three years, to help mitigate financial impacts of moving to a higher value property.</p> <p>Those who wish to sell their business have also been offered the chance to do so. One business has indicated they wish to pursue this, and the Council has provided a figure based on their rateable value to extinguish their lease.</p> <p>One business, a pharmacy, was identified by the Council as providing essential services to those living on the Estate. The Council is currently looking into ways to maintain the pharmacy throughout the redevelopment.</p> <p>Existing businesses have also been offered bespoke business development support in order to ensure they are equipped to maximise the opportunity that the regeneration will bring and deal with the challenges of temporary relocation, such as information on</p>	<p>In 2019, feedback from businesses showed that they felt they had not been as engaged as residents in the redevelopment process. Following this, further actions were taken by the Council to improve their business response (see column, left).</p> <p>This impact is considered to be managed overall through the mitigation measures set out.</p> <p>To manage any residual effects, is recommended that the Council:</p> <ul style="list-style-type: none"> ▪ continue to work proactively through face to face engagement with vulnerable business owners and employees; ▪ continue to provide business development support to help businesses deal with periods of inactivity and change; ▪ maintain businesses in place for as long as possible, if they plan to return to premises on the Estate; ▪ ensure businesses are fully informed of the timescales that would affect them as soon as possible, including when they would need to vacate the premises and the period of time they would be inactive for before being able to reopen on the redeveloped Estate; ▪ consider providing financial support to businesses to facilitate relocation after Council takes possession of a property; and ▪ signpost to resources for finding employment or other support if an owner or employee is facing redundancy. 	<p>The only businesses still operating in their original location are those within Bucknill House (one of few remaining buildings on the Estate). However, this building will be demolished as part of the Phase 2 development and so will need to vacate the premises.</p> <p>As shown in Table 2.2, of the six businesses that remain operational within Bucknill House, two have agreed future relocation to units nearby. The other remaining businesses are actively making enquiries for similar relocation and have agreed to vacate the premises.</p>
<p>Impact of redundancy on health and wellbeing: Involuntary job loss due to redevelopment and renewal can have differential health and well-being effects for certain groups.</p> <p>Older workers are at an increased risk of cardiovascular disease due to increased stress resulting from contributing factors such as a lower likelihood of re-employment, a substantial loss of income and the severance of work-based social interactions.</p> <p>Redundancy can create an increased risk of family tension and disruption, and that job loss for a parent can have detrimental effects on children including lowered self-esteem and socio-psychological well-being.</p>	<ul style="list-style-type: none"> ▪ Children ▪ Older people 	<ul style="list-style-type: none"> ▪ Publicly available data is not available for businesses as it is based on place of residence. 	<p>One business, a pharmacy, was identified by the Council as providing essential services to those living on the Estate. The Council is currently looking into ways to maintain the pharmacy throughout the redevelopment.</p> <p>Existing businesses have also been offered bespoke business development support in order to ensure they are equipped to maximise the opportunity that the regeneration will bring and deal with the challenges of temporary relocation, such as information on</p>	<p>The mitigation measures relating to managing potential equality effects on businesses are considered to protect against involuntary redundancy (and associated impacts on health/ wellbeing) and therefore remain appropriate for the purposes of the Phase 2 RMA.</p>	

Ebury Bridge Renewal Phase 2 EqIA Addendum

Potential equality effects	Potentially affected groups	Potential disproportionate effects due to demographics	Existing Westminster Council mitigations	Assessment and recommendations	Phase 2 RMA update
<p>Difficulty accessing commercial finance: For businesses, redevelopment and renewal may result in relocation or closure. This may result in a need to access finance to secure new premises, which can be more difficult for particular groups.</p>	<ul style="list-style-type: none"> People from BAME backgrounds 	<ul style="list-style-type: none"> Publicly available data is not available for businesses as it is based on place of residence. 	<p>how they might diversify their business.</p>		<p>The mitigation measures relating to managing potential equality effects on businesses are considered to protect against difficulty accessing commercial finance and therefore remain appropriate for the purposes of the Phase 2 RMA.</p>
<p>Reduced job satisfaction: Redevelopment may result in the relocation of businesses. This may increase commuting distances for owners and employees, which studies have shown as having a greater impact on job satisfaction for women over men.</p>	<ul style="list-style-type: none"> Women 	<ul style="list-style-type: none"> Publicly available data is not available for businesses as it is based on place of residence. 			<p>The mitigation measures relating to managing potential equality effects on businesses are considered to protect against reduced job satisfaction and therefore remain appropriate for the purposes of the Phase 2 RMA.</p>

Table 5.3: Impact on community following redevelopment (Phase 2 RMA update)

Potential equality effects	Potentially affected groups	Potential disproportionate effects due to demographics	Assessment and recommendations	Phase 2 RMA update
<p>Improved housing provision: Renewal can lead to improvements in housing provision within the regeneration area therefore improving appropriateness, accessibility and affordability, as well as its quality and efficiency in energy consumption.</p> <p>Warm and insulated homes can help prevent against the health and wellbeing impacts of living in a cold home</p>	<ul style="list-style-type: none"> ▪ Children ▪ Older people ▪ Disabled people ▪ BAME people 	<p>Due to the following groups being over-represented on the Estate, the distribution of the effect is likely to be larger than comparable areas:</p> <ul style="list-style-type: none"> ▪ Children: the proportion of people under the age of 16 on the Estate is higher than City of Westminster and England (24% compared with 17%, 19% respectively) but in line with Greater London (21%). ▪ There are higher proportions of disabled people (those whose day-to-day activities are limited a little or a lot) within the Estate (17%) when compared with Westminster and Greater London (both 14%), however this figure is in line with the proportion of disabled people in England (17%). ▪ The Estate has a higher proportion of people from a Black, Asian or Minority Ethnic (BAME) background (43%) when compared to England (20%) but lower than Westminster (61%) and Greater London (55%). 	<p>The regenerated Estate will provide improved housing, with respect to appropriateness, accessibility and affordability. In order to further enhance measures:</p> <ul style="list-style-type: none"> ▪ ensure final housing mix that is delivered meets the needs of current and future residents (e.g. ensuring at least 10% of homes are accessible); and ▪ where possible, provide new housing that exceeds current minimum building standards e.g. Decent Homes Standard. 	<p>As previously stated, two thirds of the original Ebury Estate dwellings do not comply with modern space standards.</p> <p>Consistent with the hybrid planning application, all apartments comply with or exceed the standards set out in the National Space Standards and Approved Document M. Many of the design details and design intent carries over from Phase 1 into Phase 2. Phase 1 provides a quality benchmark which Phase 2 should emulate.</p> <p>The 334 apartments provided as part of Phase 2 will be designed to meet M4(2) 'accessible and adaptable dwellings' and M4(3) 'wheelchair user dwellings' at the ratio of 90% and 10% respectively. Furthermore, a key facet of the development is to ensure the blocks are tenure blind – whereby each unit is designed to be of the highest quality with no "lesser design" or identifiable typologies reserved for the affordable provision.</p> <p>While this provision is consistent with the minimum requirements of M4(2) and M4(3) dwellings under the London Plan, it will substantially improve the existing housing stock and access to high quality housing for people in lower income households.</p>
<p>Provision of community resources and improved social cohesion Community resources provide important places of social connection and promote wellbeing for many groups. For example, community hubs can provide an accessible centre point for local activities, services and facilities. They allow for a cross section of the community to be brought together in a safe place, allowing for better social cohesion and helping to address social isolation.</p> <p>An opportunity to socialise can have a positive effect on the loneliness of older people and disabled people, which may in turn provide positive health benefits. Social contact and out-of- classroom learning can also improve the wellbeing of children.</p>	<ul style="list-style-type: none"> ▪ Children ▪ Older people ▪ Disabled people ▪ BAME people ▪ Pregnant women ▪ LGBT 	<p>Due to the following groups being over-represented on the Estate, the distribution of the effect is likely to be larger than comparable areas:</p> <ul style="list-style-type: none"> ▪ Children: the proportion of people under the age of 16 on the Estate is higher than City of Westminster and England (24% compared with 17%, 19% respectively) but in line with Greater London (21%). ▪ There are higher proportions of disabled people (those whose day-to-day activities are limited a little or a lot) within the Estate (17%) when compared with Westminster and Greater London (both 14%), however this figure is in line with the proportion of disabled people in England (17%). ▪ The Estate has a higher proportion of people from a Black, Asian or Minority Ethnic (BAME) background (43%) when compared to England (20%) but lower than Westminster (61%) and Greater London (55%). 	<p>The regenerated Estate will provide new community resources including a community space that will provide a mix of uses. In order to further enhance measures:</p> <ul style="list-style-type: none"> ▪ continue to involve the local community in decisions about which resources should be incorporated into the area, specifically targeting protected characteristic groups that are likely to benefit from improvements; and ▪ monitor effects of increased population on community resources (such as schools and health care) and ensure these are mitigated. 	<p>The Community Futures Group has continued to actively contribute to the design details required for the Phase 2 RMA. The minutes of all Community Futures Group meetings are published on the Ebury Bridge website.</p> <p>As described in Section 2.4, Phase 2 delivers retail and community space within B1, and further retail space in B2, B3 and B5. These spaces will provide important places of inclusive social connection and promote wellbeing for all.</p>

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<p>Improved public realm and green space: Renewal offers an opportunity to improve the public realm. The ability to access and use the public realm is vitally important to ensuring people feel that they are active members of their society. This includes basic activities such as using local shops or meeting up with people in a shared space outside close to home. In addition, the opening up of green space has been shown to impact positively on both physical and mental health.</p> <p>Inner-city green space can promote social cohesion and instil a sense of community. Social contact is especially important for the health and wellbeing of older people. Green space can also have a positive role in a child’s cognitive development, their wellbeing, and is linked to lower BMIs. Access to green space has also been shown to have positive health benefits for disabled people, and people with autism or learning difficulties in particular.</p>	<ul style="list-style-type: none"> ▪ Children ▪ Older people ▪ Disabled people ▪ BAME people 	<p>Due to the following groups being over-represented on the Estate, the distribution of the effect is likely to be larger than comparable areas:</p> <ul style="list-style-type: none"> ▪ Children: the proportion of people under the age of 16 on the Estate is higher than City of Westminster and England (24% compared with 17%, 19% respectively) but in line with Greater London (21%). ▪ There are higher proportions of disabled people (those whose day-to-day activities are limited a little or a lot) within the Estate (17%) when compared with Westminster and Greater London (both 14%), however this figure is in line with the proportion of disabled people in England (17%). ▪ The Estate has a higher proportion of people from a Black, Asian or Minority Ethnic (BAME) background (43%) when compared to England (20%) but lower than Westminster (61%) and Greater London (55%). 	<p>The regenerated Estate will provide additional green space and new play space. In order to further enhance measures:</p> <ul style="list-style-type: none"> ▪ enable ongoing involvement of the local community in planning and designing improvements to the public realm and green spaces, specifically targeting protected characteristic groups that are likely to benefit from improvements e.g. children, older people and disabled people; and ▪ ensure that inclusive design principles are followed in the design of public spaces. 	<p>The Community Futures Group has continued to actively contribute to the design details required for the Phase 2 RMA. The minutes of all Community Futures Group meetings are published on the Ebury Bridge website.</p> <p>A key objective of the whole masterplan is to provide improved public realm, which will deliver walking links to the surrounding areas including Victoria Opportunity Area, the nearby Chelsea Barracks site and Belgravia.</p> <p>Phase 2 delivers the northern gateway which leads into the adjacent public square which integrates play for 4-11yrs within the planted central space. In addition, first floor podium terraces are provided between B5 and B6, and between B6 and B7.</p> <p>As previously stated, the development must be as inclusive as possible and as an entirely new development, the only constraints to providing a fully inclusive environment are those of available space. Details of specific inclusive measures remain consistent with those outlined in Table 4.3, and are replicated in the “Improved access, mobility and navigation” section of this assessment table.</p>
<p>Tackling crime and disorder Levels of crime have in part been attributed to the urban environment. It has been argued that the opportunity for some forms of crime can be reduced through thought-out approaches to planning and design of neighbourhoods and towns. Reducing potential for crime can affect those more likely to fear crime or be a victim or witness of crime.</p>	<ul style="list-style-type: none"> ▪ Young people ▪ Disabled people ▪ BAME people ▪ LGBT people ▪ Men ▪ Older people ▪ Women ▪ Children 	<p>Due to the following groups being over-represented on the Estate, the distribution of the effect is likely to be larger than comparable areas:</p> <ul style="list-style-type: none"> ▪ Children: the proportion of people under the age of 16 on the Estate is higher than City of Westminster and England (24% compared with 17%, 19% respectively) but in line with Greater London (21%). ▪ There are higher proportions of disabled people (those whose day-to-day activities are limited a little or a lot) within the Estate (17%) when compared with Westminster and Greater London (both 14%), however this figure is in line with the proportion of disabled people in England (17%). ▪ The Estate has a higher proportion of people from a Black, Asian or Minority Ethnic (BAME) background (43%) when compared to England (20%) but lower than Westminster (61%) and Greater London (55%). 	<p>The regenerated Estate will provide an opportunity to incorporate new security measures. This can be enhanced by:</p> <ul style="list-style-type: none"> ▪ following Crime Prevention Through Environmental Design (CPTED) and Secure by Design principles in designing the built environment and public realm; ▪ applying recommendations for safety and security in design where relevant (e.g. CCTV, lighting, active frontages that generate passive surveillance, design that avoids vandalism). 	<p>As previously stated, the scheme is seeking a silver CPTED accreditation. The primary objective for the redevelopment of the site is to increase the feeling of security within and around the estate, in turn promoting wellbeing and safety. The approach will adopt the principles of the CPTED and Secure by Design as a holistic approach, combining wayfinding (placemaking), lighting and accessibility strategies with good practice security design.</p>
<p>Improved access, mobility and navigation: Renewal processes open up opportunities to create spaces and places that can be accessed and effectively used by all,</p>	<ul style="list-style-type: none"> ▪ Children ▪ Older people ▪ Disabled people 	<p>Due to the following groups being over-represented on the Estate, the distribution of the effect is likely to be larger than comparable areas:</p> <ul style="list-style-type: none"> ▪ Children: the proportion of people under the age of 16 on the Estate is higher than City of Westminster and England (24% 	<p>The regenerated Estate will improve connectivity and accessibility across the Estate. To enhance this, it is recommended to:</p>	<p>As previously stated, the development must be as inclusive as possible and as an entirely new development, the only constraints to providing a fully inclusive environment are those of available space.</p>

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<p>regardless of age, size, ability or disability, using principles of inclusive design. There are several equality groups who can experience difficulties with access, mobility and navigation who could benefit from improvements in this area.</p> <p>Children who cannot move about safely and independently on foot and bicycle often become less physically active, reducing opportunities for children to develop certain cognitive, motor and physical skills – as well as contributing towards childhood obesity risks.</p>		<p>compared with 17%, 19% respectively) but in line with Greater London (21%).</p> <ul style="list-style-type: none"> There are higher proportions of disabled people (those whose day-to-day activities are limited a little or a lot) within the Estate (17%) when compared with Westminster and Greater London (both 14%), however this figure is in line with the proportion of disabled people in England (17%). 	<ul style="list-style-type: none"> ensure the design of movement networks specifically addresses the mobility and user needs of different groups. This can be achieved by applying principles of inclusive design; and apply design that creates a safer environment for all transport users by managing potential conflicts between modes. 	<p>Examples of some specific measures in are summarised below:</p> <ul style="list-style-type: none"> Ebury Bridge Road and Grosvenor routes are both step free and are level. While the level difference from Ebury Bridge to the site is too great to ramp (where the difference is 2300 mm and should not exceed 2000 mm), it has been agreed with WCC that the alternative route along Ebury Bridge and Ebury Bridge Road is acceptable as alternative. For those who can use the steps, they will include suitable handrails, contrasting nosings on steps and tactile warning. All surfaces will be firm and even, and all designated paths will be wide enough for two wheelchair users to pass (in most cases greater). Seating is to be provided all around the site of many styles, including heights, to give people choice of where to sit based on what features they require. The play areas will take account of all abilities and of those watching over children playing. They will take account of different impairment groups including physical access, sight and cognitive play. A sensory garden where touch, smell and sound all play there part is to be included, offering neurodiversity friendly design. Final designs for play areas have now been submitted pursuant to condition 26 of planning permission dated 6 October 2021. Cycle store provision will include 5% of spaces for accessible bikes.
<p>New employment opportunities: Renewal can act as a means of promoting economic growth and supporting job creation. For example, property development can contribute to urban economic regeneration by enabling local stores to grow and expand, and through attracting investment to the area and revitalising neighbourhoods. It can also facilitate improved connectivity between communities and places of employment and education. Improved opportunities to access employment and education can serve to help address issues of inequality and improve social mobility.</p>	<ul style="list-style-type: none"> Older people Disabled people BAME people Women Young people 	<p>Due to the following groups being over-represented on the Estate, the distribution of the effect is likely to be larger than comparable areas:</p> <ul style="list-style-type: none"> The Estate has a higher proportion of people from a Black, Asian or Minority Ethnic (BAME) background (43%) when compared to England (20%) but lower than Westminster (61%) and Greater London (55%). There are higher proportions of disabled people (those whose day-to-day activities are limited a little or a lot) within the Estate(17%) when compared with Westminster and Greater London (both 14%), however this figure is in line with the proportion of disabled people in England (17%). 	<p>The regenerated Estate will provide new retail space and opportunities for employment through construction jobs, meanwhile use spaces and apprenticeships secured via social value commitments. Where possible, current businesses are receiving support (as outlines above) to relocate to the new Estate. Beyond improving outcomes for existing businesses, there are also opportunities to improve equality of outcomes by:</p> <ul style="list-style-type: none"> working with owners of new businesses in the renewal area to employ local people, focussing on groups that are vulnerable to unemployment e.g. BAME people, disabled people, young people. 	<p>The status of all affected businesses is detailed in Table 2.2.</p> <p>As stated in the original EqlA, these businesses were given the first right to refusal of the proposed retail space provided as part of the new Estate. However, as shown in Table 2.2, the majority of businesses have either successfully relocated or agreed relocation to premises nearby.</p> <p>For example, the pharmacy, which was identified by the Council as providing</p>

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				<p>essential services to those living on the Estate remains operational at the existing house, and has agreed local relocation to Glastonbury House, located 0.2 miles away.</p> <p>While some businesses are actively making enquiries for future relocation, they are not anticipated to move into the new Estate. As such, it is likely that the retail spaces in the Estate would be taken up by entirely new tenants. It remains appropriate to work with these owners to employ local people, focussing on groups that are vulnerable to unemployment.</p>

6 Conclusions and Action Plan

6.1 Conclusion

- 6.1.1 Overall, the Phase 1 outcome review demonstrates that the Council have effectively engaged with all residents and businesses affected by the Ebury Estate regeneration project to mitigate adverse impacts on people both with and without protected characteristics. Through challenges such as the Covid-19 pandemic, WCC have adapted (both during and after) to cater to those who are vulnerable, seeking to foster opportunities for equality and better facilitate opportunities for interaction between those with and without a protected characteristic. Furthermore, all action plan items detailed in the original EqIA were appropriate and have been delivered, ensuring that Condition 88 for the Phase 2 reserved matters application can be discharged.
- 6.1.2 The Phase 2 impact assessment update outlines how the mitigation measures, assessment and recommendations referenced in the original EqIA remain mostly relevant, albeit some changes are proposed to move the focus away from the Covid-19 pandemic and more effectively consider the cost of living crisis. Any changes due to the passing of time have been reflected in the refreshed action plan provided in the following section, which will ensure that WCC continue to effectively discharge their public sector equality duty.

6.2 Action plan

- 6.2.1 The revised action plan provided in Table 6.1 seeks to establish activities and responsibilities following the build out of Phase 1 to continue to identify and address equality issues where they arise during the delivery of Phase 2.

Table 6.1: Updated action plan for Phase 2 RMA

Action	Responsibility	Implementation
<p>Continue to periodically produce communication and engagement plans which take into consideration any lessons learned and outcomes from previous consultation/engagement.</p> <p>The focus should still be on outreach through and following the planning application process, including:</p> <ul style="list-style-type: none"> • Details of the different communication channels available to provide flexibility and cater to vulnerable people even following the Covid-19 crisis. • Continuation of engagement activities providing updates on designs, opportunities to provide feedback, and wider information on the development process. 	Westminster City Council	<p>See to that the website is maintained and updated on a regular basis, ensuring available resources, events and other key scheme information is flagged clearly.</p> <p>The website should highlight any changes that may impact existing and new tenants negatively and discussions around this (such as changes to service charges). Special consideration should continue to be made to cater for those with protected characteristics, by ensuring translation services, audio services and braille remain available upon request.</p> <p>Feedback from consultation/engagement events, which can be incorporated into design features to protect those who are vulnerable or have protected characteristics, is recorded. Ensure</p>

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Action	Responsibility	Implementation
<p>Consideration should be given to ensuring all information is provided in appropriate formats and languages to suit different needs, ensuring all development information is available to everyone. This should reflect the changing needs of the population living on Ebury Estate, including new tenants moving into Phase 1 buildings.</p>		<p>engagement with the Community Futures Group is maintained.</p> <p>Marginalised groups to continue to be included in decision-making processes throughout the entirety of the consultation process.</p> <p>Any new equality issues that arise as a result of the engagement that are not identified in this document are flagged.</p> <p>Each task should be assigned to an appropriate party.</p>
<p>Follow up on equality concerns identified following Phase 1 development and maintain up-to-date records of changing needs. This is applicable to residents (*both tenants and leaseholders), and businesses.</p>	Westminster City Council	<p>The Council should ensure contact is maintained with all stakeholders so that any changing needs, particularly those of an equality nature as set out in this EqIA addendum.</p> <p>The circumstance of all stakeholders should be kept on record by the Council and the Council should seek to understand characteristics of any households affected by a CPO.</p> <p>A responsible party should be assigned.</p>
<p>Review the preliminary Construction Management Plan (CMP) and Demolition and Environmental Management Plan (DEMP) to ensure arrangements to mitigate noise, air pollution and accessibility impacts will continue to be managed effectively.</p>	Westminster City Council	<p>Review the preliminary CMP submitted as part of the hybrid planning application in June 2020 to ensure it is still relevant for Phase 2 and accounts for residents who remain or will return to the Estate.</p> <p>Review the DEMP submitted prior to the preliminary CMP to ensure it is still relevant for Phase 2 and accounts for residents who remain or will return to the Estate.</p>
<p>Continue to review any potential affordability issues and determine what extra support (in addition to that listed in Table 4.1, Table 4.2 and Table 4.3) could be provided to vulnerable residents, owners and employees in light of the cost of living crisis while maintaining viability.</p>	Westminster City Council	<p>The Council will determine whether suggestions are appropriate and reasonable.</p>
<p>When engaging with potential businesses for the proposed retail units, discuss the potential to employ local people, focussing on groups that are vulnerable to unemployment.</p>	Westminster City Council	<p>Explore the potential for a procurement agreement/strategy.</p>

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Action	Responsibility	Implementation
Continue to record the implementation of mitigation measures and measure outcomes from the regeneration process.	Westminster City Council	<p>Map measures taken against recommendations and the action plan points in this EqIA addendum. Document evidence of the mitigation measures working successfully or not successfully.</p> <p>Ensure data regarding tenants, leaseholders and businesses (including further compensation payments) is recorded accurately and updated regularly.</p>