

Colindale Underground Station Supplementary Planning Document (SPD)

Equalities Impact Assessment (EqIA)

February 2019

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Section 1: Introduction

1. An Equalities Impact Assessment (EqIA) is a measure that public authorities often carry out prior to implementing a policy, with a view to ascertaining its potential impact on equality. Such assessments are not required by law, although are a way of facilitating and evidencing compliance with the Public-Sector Equality Duty.
2. This Equalities Impact Assessment has been prepared as a supporting document for the Colindale Underground Station Supplementary Planning Document (SPD). The EqIA together with the Sustainability Appraisal assesses the equalities, economic, environmental and social implications of the SPD which will be adopted as part of Barnet's Local Plan.
3. The SPD has been produced to support and guide appropriate development, change, investment and improvements in the future of the area over the next 10 to 15 years.

Section 2: Equalities Impact Assessment and Target Groups

4. The purpose of this Equality Impact Assessment is to ensure the Colindale Underground Station SPD integrates the best outcome for those affected by spatial development and mitigates any negative impacts, in respect of the protected characteristics defined by the Equality Act 2010. These are:
 - Age;
 - Disability; (Disability Discrimination Act 2005, GLA Disability Equality Scheme 2005, Special Educational Needs and Disability Act 2001)
 - Gender reassignment;
 - Marriage and civil partnership;
 - Pregnancy and maternity;
 - Race; (Race Relations Act 1976, Amendment 2000, Amendment Regulations 2003)
 - Religion or belief;
 - Sex; (Sex Discrimination Act 1975)
 - Sexual orientation.
5. This EqIA is an opportunity to consider whether a policy, strategy or approach, affects all groups in the same way or whether there are any significant positive, negative or neutral impacts on particular groups before a policy is formally introduced. On the whole, EqIAs should make sure that equality is placed at the centre of policy development, highlighting the likely impact of the policy on the target groups and to take action to improve the policies where appropriate as a result or to demonstrate the potential benefits.

Policy context

6. This section sets out the local policy context on equality and diversity within London Borough of Barnet.

Barnet Corporate Plan 2015 - 2020¹ (April 2015)

7. The Corporate Plan sets out Barnet's strategic equalities objective: 'citizens will be treated equally, with understanding and respect, and will have equal access to quality services which provide value to the tax payer'.
8. The Corporate Plan describes how the consideration of equalities is embodied into decision making and is fully integrated into the Council's business planning process. Policies, functions and activities are analysed for their equalities impacts and risks. These considerations will provide factual and specific information and assess their impact on different groups of people within the equalities strands groups.
9. The document also states that the Council will remove or mitigate disadvantages suffered by people who share a relevant protected characteristic, take steps to meet their needs and encourage people who share a relevant protected characteristic to participate in public aspects of life where participation by such persons is low.

Barnet Equalities Policy 2014²

10. Barnet's policy seeks to ensure that decision making includes issues regarding equality as a material consideration and that there is an awareness of any disproportionate impact on any particular group. With this in mind all efforts to achieve equality among citizens will be taken by all deciding parties involved.

EqIA Methodology and Assessment

11. The EqIA assessment has been carried out in accordance with Barnet's Equalities Policy 2014³ and the GLA's guidance on equality and diversity: Equal Life Chances for All 2014.⁴

The step-by-step methodology is as follows:

- Information gathering regarding evidence on needs and priorities
 - EqIA
 - Consultation
 - Final Assessment
12. The methodology utilised for the assessment is based on guidance published by the Greater London Authority (GLA) and has been carried out in consultation with representatives from the Council's Equalities Team. Equalities Impact Assessment fulfils the Local Authorities' public-sector duty to have due regard to the need to:
 - Eliminate discrimination
 - Advance equality of opportunity between different groups and;

¹ Corporate Plan 2015 – 2020 <https://www.barnet.gov.uk/citizen-home/council-and-democracy/policy-and-performance/corporate-plan-and-performance.html>

² <https://www.barnet.gov.uk/citizen-home/council-and-democracy/policy-and-performance/equality-and-diversity.html>

³ <https://www.barnet.gov.uk/citizen-home/search.html?keywords=Barnet+Equalities+Strategy>

⁴ <https://www.barnet.gov.uk/citizen-home/council-and-democracy/policy-and-performance/equality-and-diversity.html>

- Foster community cohesion
13. The assessment considers the impact various elements of the proposed spatial development have on each of the equalities groups. The EqIA is aimed at target groups which are considered to be at particular risk of discrimination and inequality of opportunity. The protected characteristics as embodied by the Equality Act 2010.
 14. The EqIA also considers the impact on unemployed people, people from areas of high deprivation
 15. The purpose of this assessment is to:
 - a) Identify whether and to what extent this SPD could produce disadvantage or enhance opportunity for any groups with the protected characteristic defined in the Equality Act 2010;
 - b) Establish whether the potential disadvantage is significant enough to require measures to reduce or remove the disadvantage;
 - c) Identify and set out the measures that will be taken to remove or reduce the disadvantage;
 - d) Where mitigation measures are not possible, to set out and explain why;
 - e) To ensure that the Council is fully aware of the implications the proposal may have from the prospective of equalities in decision making.
 16. Equality and Diversity issues are a mandatory consideration in decision making in the Council pursuant to the Equality Act 2010. This means the Council and all other organisations acting on its behalf must have due regard to the equality duties when exercising a public function. The broad purpose of this duty is to integrate considerations of equality and good relations into day to day business, requiring equality considerations to be reflected into the design of policies and the delivery of services and for these to be kept under review.
 17. The specific duty set out in s149 of the Equality Act is to have due regard to:
 - Eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under this Act;
 - Advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it;
 - Foster good relations between persons who share a relevant protected characteristic and persons who do not share it.
 18. The EqIA uses a range of sources to inform the analysis.

Section 3: Colindale Underground Station SPD: Redevelopment Context

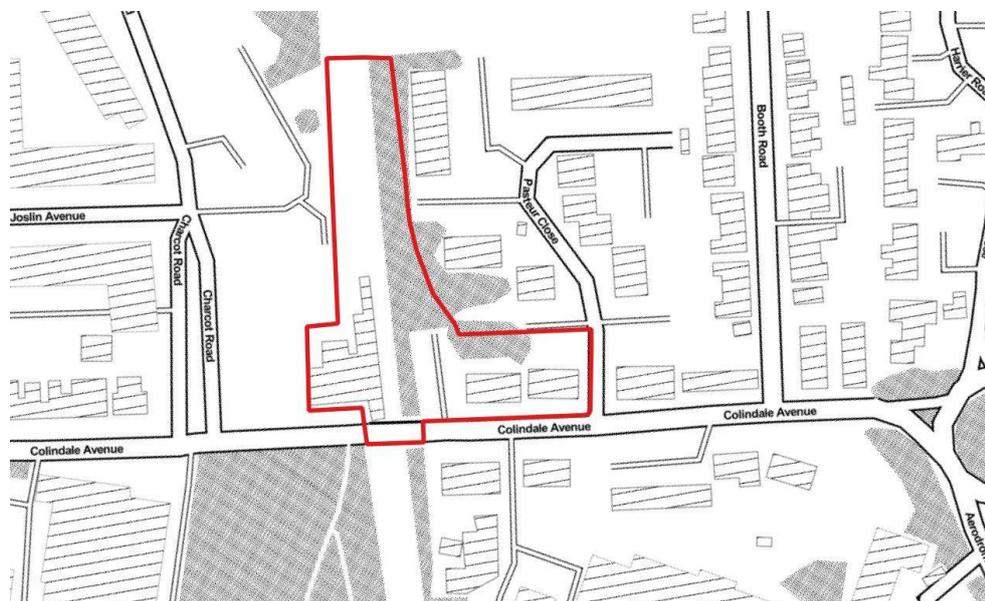
Site and Surrounding Area

- 19. The SPD area is approximately 0.66 hectares (ha) and is located 10 miles from central London in the south west of the borough within the Colindale ward.
- 20. The SPD boundary is focused along Colindale Avenue and stretching from Colindale Station at the western end along to Pasteur Close at the eastern end and extending northwards to include part of the rail embankment to the north-east of the station. It is a mixed-use area, comprising Colindale Tube Station (zone 4 – Northern Line), residential units (majority of which are two storey terraced units), a retail unit within Colindale Station and a TfL car park with 23 spaces available to the public on a pay and display basis (including two disabled parking spaces). The area is well served by the strategic road network with good access to the A5 to the west and the A41/A1 to the east.
- 21. The surrounding residential area comprises a mix of two storey terrace houses or semi-detached housing dating back to the post war period and a modern style of larger block housing extending up to 18 storeys.

Colindale Underground Station SPD Boundary

- 22. The map below shows the area of coverage for the SPD.

Figure 1: Colindale SPD Boundary



The SPD, Status and Objectives

- 23. The SPD is intended to be a high-level strategy for the redevelopment of Colindale Tube Station that sits within Barnet’s overall Development Plan. This will mean the

document will sit below the LB Barnet Local Plan Core Strategy (2012), LB Barnet (Development Management Policies), the Colindale Area Action Plan (AAP), the London Plan (2016) and the National Planning Policy Framework (NPPF) (2012). The SPD is a non-statutory document and is to be considered within the overarching Planning Policy Framework for Colindale. The SPD cannot nor does it seek to establish new planning policies, but it does provide more specific guidance on the implementation of Development Plan policies within Colindale.

24. The SPD will provide guidance on the application of planning policy within the Colindale and will be a material consideration in the planning process for all applications associated with:
- The redevelopment of Colindale Tube Station;
 - Construction of an over-station development;
 - Mixed-use, residential-led development; and
 - Delivery of highway, public realm and bridge improvements on Colindale Avenue immediately adjacent to the Tube Station
25. The overall objectives of this SPD are to:
- Establish the policy and design context for a new replacement tube station and associated development.
 - Provide supplementary detail to policies contained within the LBB Core Strategy (2012), development Management Policies (2012) and the Colindale Area Action Plan (CAAP) (2010), as well as the Mayor of London's London Plan.
 - Explain how development will be delivered and infrastructure investments secured
 - Engage all interested stakeholders in the development process.

Redevelopment of the station:

26. The Colindale Underground Station SPD Scoping Report identified a number of key issues and challenges associated with the current station and surrounding site. In order to address these issues, the SPD aims to achieve the following:
- Redevelopment of the site to knit together all the individual Colindale schemes into a cohesive community.
 - Repositioning of the station to allow for improved pedestrian access into/out of the station.
 - Improved pedestrian access to new commercial centre (current Peel Centre planning application) and Montrose Park.
 - Delivery of step free access
 - Footway widening along this part of Colindale Avenue.
 - Bridge widening to reduce the pinch-point effect.
 - Possible introduction of cycle-ways.
 - New bus stopping area.
 - Redevelopment of existing station to provide aspect onto the piazza.
 - Redevelopment of the car-park within the overall station development to improve the aesthetic quality.
 - Potential replacement of properties at Nos. 167 to 173 Colindale Avenue and Agar House, Colindale Avenue, with new mixed-use development with commercial at ground floor and residential above, set back from the current boundary-line to allow for pavement widening.

Proposed Land Use Mix

27. Redevelopment of Colindale Tube Station is to include a new replacement station with step-free access as well as mixed-use development comprising both residential and commercial land use.
28. New residential development will be supported throughout the SPD area. The SPD highlights that commercial use will be supported on the ground floor of the station to keep an active use along the through-fare.

Section 4: Baseline of protected characteristics

Resident population

29. The demographic profile of the Colindale ward is highlighted below. This shows the proportion of people with protected characteristics living within the SPD area and uses the London Borough of Barnet, London and England as comparators.

Population

Table 1: Barnet Population Figures

Ward	2011	2017	% change
Burnt Oak	18,300	20,050	9.5
Childs Hill	20,100	22,100	9.9
Colindale	17,150	25,750	50.1
Coppetts	17,300	17,900	3.4
East Barnet	16,200	16,950	4.6
East Finchley	16,050	17,200	7.1
Edgware	16,800	20,000	19
Finchley Church End	15,800	16,800	6.3
Garden Suburb	16,000	16,750	4.6
Golders Green	18,900	20,650	9.2
Hale	17,500	18,400	5.1
Hendon	18,550	19,900	7.2
High Barnet	15,350	15,800	2.9
Mill Hill	18,500	20,700	11.8
Oakleigh	15,850	16,600	4.7
Totteridge	15,200	16,300	7.2
Underhill	16,000	16,450	2.8
West Finchley	16,600	17,600	6
West Hendon	17,450	19,950	14.3
Woodhouse	17,650	18,650	5.6
Barnet	357,650	391,250	9.3

Source: GLA 2015 Round Demographic Projections (2016)

30. In 2017, the population of Colindale was estimated to be 25,750. This represents a 50% increase from 2011 figures and is the highest population increase in the whole borough.

Age

31. Table 3 shows the population by age for the ward and the borough.

Table 2: Resident Age Profile

Age profile	0 – 14	15 – 39	40 – 59	60 – 79	80+
Colindale	21%	47%	21%	10%	1%
Barnet	21%	35%	26%	14%	4%

Source: Census 2011

32. The table shows the following:

- The age structure within Colindale mirrors that of the borough as a whole in the younger age groups (0-14).
- The proportion of people within Colindale ward in the 15 – 39 age brackets is higher than the borough average.
- The ward has a higher proportion of people in the 15-39 age group but has significantly lower portion of people in the 80+ age group.

Sex

Table 3 below shows the proportion of the population who are male and female in Colindale ward and Barnet, compared to London and England. The ratio of men and women in Colindale is in line with the national average. Table 4 shows the gender ratio within Colindale ward, compared against the borough, London and national average.

Table 3: Colindale Gender Profile

	Ward	Barnet	London	Nationally
Male	50%	49.4%	49.8%	49.4%
Female	50%	50.6%	50.2%	50.6%

Source: GLA 2015 Round Demographic Projections (2016)

Gender reassignment

33. There are no official or census data for the number of gender variant people on a ward or borough wider basis. However, the ONS estimates that the size of the trans community in the UK could range from 65,000 to 300,000⁵.

Pregnancy and Maternity

34. Table 5 below shows the number of live births, the General Fertility Rate and the Total Fertility Rate for London Borough of Barnet, London and nationally. No data is currently available for pregnancy and maternity at a ward level.

Table 4: pregnancy and maternity

Births and fertility rate	London borough of Barnet	London	Nationally
Live births	5,190	126,308	679,106

⁵ ONS (2009): ‘Trans Data Position Paper’.

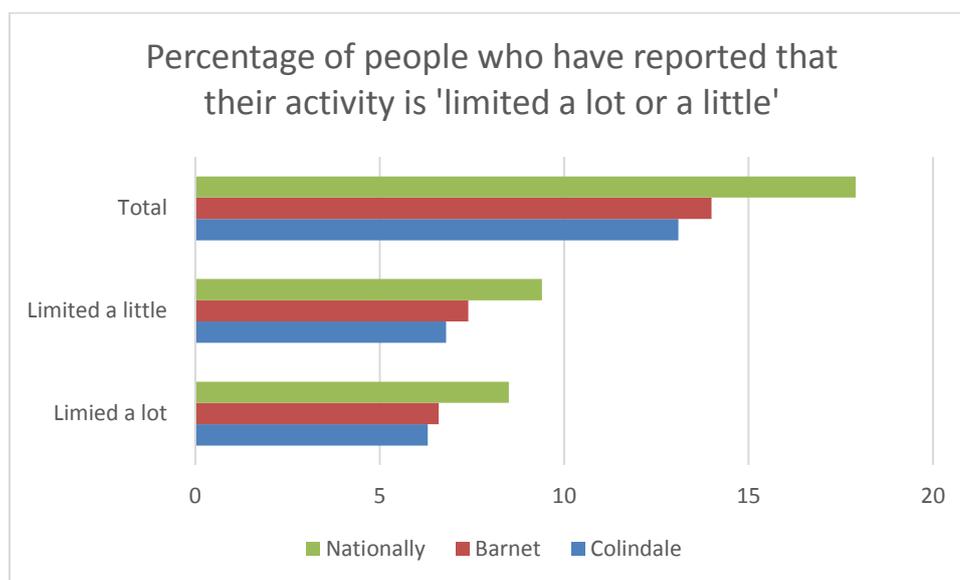
General fertility rate	64.3	62.9	61.0
Total fertility rate	1.77	1.70	1,76

35. London Borough of Barnet has a lower general fertility rate (number of live births per 1000 women) than London and England.

Disability

36. Figure 2 shows the proportion of the population with a disability that limits their day-to-day activities according to the ward, borough and nationally.

Figure 2: Household Disability Levels



Source: Census 2011

37. The graph above shows the following:

- Colindale ward has a lower proportion of people describing themselves as having their day-to-day activities limited a little (6.3%) when compared to the borough (7.4%) and nationally (6.8%)
- The ward also has a lower than average number of people whose day-to-day activities are limited a lot by a long-term illness or disability (6.3%) when compared to the borough (6.6%) and nationally (8.5%)

Race and ethnicity

38. Table 5 provides a breakdown of the population of Colindale ward by ethnicity, compared to other wards within London Borough of Barnet. Table 6 provides a further breakdown of ethnicity within Colindale ward and Barnet.

Table 5: Population by race

Area	White %	Mixed/ multiple ethnic groups %	Asian/ Asian British%	Black/ African/ Caribbean/ Black British%	Other ethnic group%
Barnet	64.1%	4.8%	18.5%	7.7%	4.9%
Brunswick Park	68.4%	5.2%	17.1%	5.0%	4.3%
Burnt Oak	46.5%	5.5%	25.7%	17.4%	4.8%
Childs Hill	61.1%	5.2%	17.1%	8.1%	8.5%
Colindale	40.1%	6.2%	28.9%	19.2%	5.6%
Coppetts	65.0%	6.3%	16.0%	8.5%	4.2%
East Barnet	76.6%	5.0%	10.6%	5.1%	2.7%
East Finchley	71.8%	5.6%	11.8%	7.3%	3.5%
Edgware	60.8%	3.8%	21.8%	9.1%	4.5%
Finchley Church End	66.9%	4.2%	17.8%	4.9%	6.2%
Garden Suburb	78.6%	3.6%	10.4%	2.7%	4.7%
Golders Green	65.8%	3.9%	14.8%	6.8%	8.8%
Hale	59.4%	4.5%	21.6%	10.8%	3.8%
Hendon	63.7%	4.3%	17.6%	7.0%	7.4%
High Barnet	81.7%	4.0%	8.8%	3.1%	2.3%
Mill Hill	63.9%	5.3%	18.5%	8.3%	4.2%
Oakleigh	73.3%	4.4%	14.4%	5.0%	2.9%
Totteridge	65.7%	3.9%	22.7%	3.5%	4.1%
Underhill	72.7%	5.0%	12.1%	7.5%	2.7%
West Finchley	60.8%	5.1%	25.1%	4.2%	4.7%
West Hendon	49.4%	4.2%	32.0%	9.1%	5.3%
Woodhouse	62.4%	5.5%	21.0%	6.2%	4.9%

Source: Census 2011

Table 6: Ethnicity

Ethnicity	White - British	White - Irish	Gypsy	Other White	White and Black Caribbean	White and Black African	White and Asian	Other Mixed	Indian	Pakistani	Bangladeshi	Chinese	Other Asian	Black African	Black Caribbean	Other Black	Arab	Any other ethnic groups
Colindale %	23	2.6	0	15	1.2	1.9	1.5	1.7	9.4	3.5	0.6	4.9	11	15	2.2	2.4	3	2.7
Barnet %	40	2.2	18	40	0.9	1	1.8	1.7	7.6	1.6	0.6	2.7	7.7	5.8	1.2	1.1	2	4.1

39. Table 5 and 6 shows the following:

- Approximately 40 of Barnet residents identify themselves as belonging to the White ethnic group.
- A further 39 identify themselves as belonging to Asian \ Asian Asian British group,
- Table xx shows that there is a high proportion of people from Black and Black British background, which is comparatively higher than the borough average

Religion

40. Table 7 below provides a religious profile of Colindale ward, compared with Barnet, London and nationally.

Table 7: Barnet’s Religious Diversity

Religion 2011	Christian	Buddhist	Hindu	Jewish	Muslim	Sikh	Other religion	No religion	Religion not stated
Colindale	46.6%	1.9%	9.8%	1.4%	19.3%	0.3%	0.4%	13.3%	7.0%
Barnet	41.2%	1.3%	6.2%	15.2%	10.3%	0.4%	1.1%	8.4%	8.4%
London	59.4%	0.5%	1.5%	0.5%	5.0%	0.8%	0.4%	7.2%	7.2%
England	48.4%	1.0%	5.9%	1.8%	12.4%	1.5%	0.6%	8.5%	8.5%

41. The table shows the following:

- Over 46% of residents are among the Christian faith which is broadly similar to the borough average (41.2%) and the national average (48.4%).
- Colindale also has a high proportion of Muslims among its residents (19.3%) which is higher than the borough average of 10.3%.
- conversely, they have a low proportion of Jewish people living within the Colindale ward (1.4%) when compared to the borough average (15.2%).

Sexual orientation

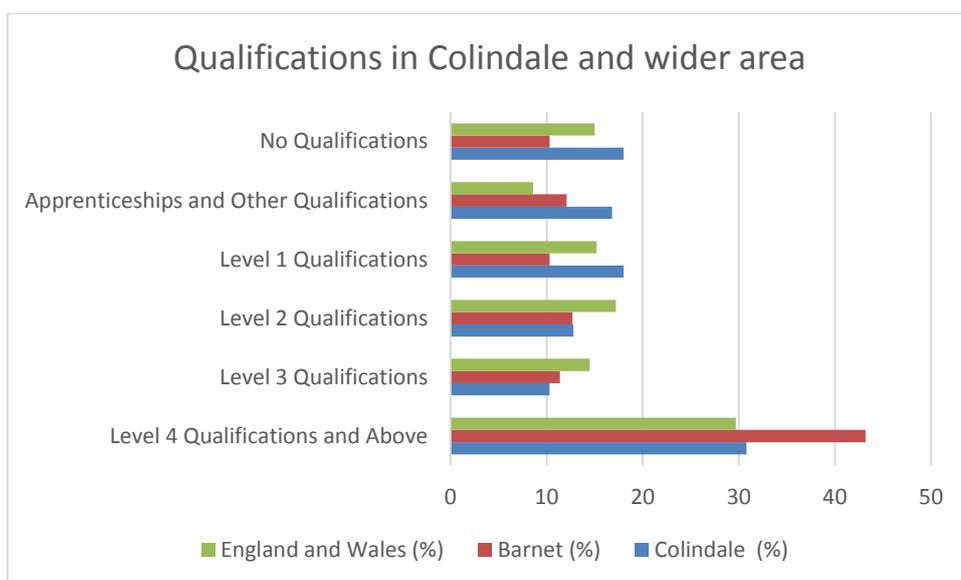
- 42. There is no data available on this protected characteristic on a ward basis or borough wide basis. However, emerging experimental statistics relating to sexual identity are available nationally and at a regional level.
- 43. In 2016, estimates from the Annual Population Survey (APS)⁶ showed that 93.4% of the UK population identified as heterosexual or straight and 2.0% of the population identified themselves as lesbian, gay or bisexual (LGB). This comprised of:
 - 1.2% identifying as gay or lesbian
 - 0.8% identifying as bisexual
 - A further 0.5% of the population identified themselves as “Other”, which means that they did not consider themselves to fit into the heterosexual or straight, bisexual, gay or lesbian categories.

Other Socio-economic indicators

Education, Income and Employment

- 44. The qualification levels of people within Colindale are set out below in figure 3

Figure 3: Qualifications in the wider area



Source: Census 2011

- 45. The table above shows:
 - There is a lower percentage of people who have gained level 4 qualifications and above when compared to the borough average, but slightly higher than the national average.
 - There is a higher proportion of residents who have no qualifications (18%) when compared to the borough (10.3%) and national average (15%).

⁶ Office of National Statistics (2017)

Economic activity

- Table 8 gives an overview of overall economic activity within Colindale ward, compared with the borough and nationally.

Table 8: Economic Activity in the Wider Area

All People	Colindale	Barnet (%)	England and Wales (%)
Economically Active	70.4	75.8	76.8
In Employment	61.9	70	71
Unemployed	12	7.7	7.6
Economically inactive	29.6	24.2	23.2
Retired	2.2	3	4.9
Student	12.2	9	6.6
Looking after home or family	6.8	6	4.9
Long term sick or disabled	4.1	3.2	4.6
Other	4.3	3.1	2.3

Source: Census 2011

46. The table above shows the following:
- The self-employment rates in Colindale is lower than the borough average but slightly higher than the national average.
 - The proportion of residents within working age that are economically active (70.4%) is lower than both the borough and national average.
 - The unemployment levels for Colindale (12%) is higher than the borough average (7.7%) and the London average (7.6%).
 - Barnet has a lower proportion of residents in full-time employment (71%) than the London average (70.7%). At ward level, Colindale also has a slightly lower percentage of people in full time (68.9%).
 - Part time employment for Colindale (31.1%) is higher than that of the London average (29.3%) and the borough average (29%).

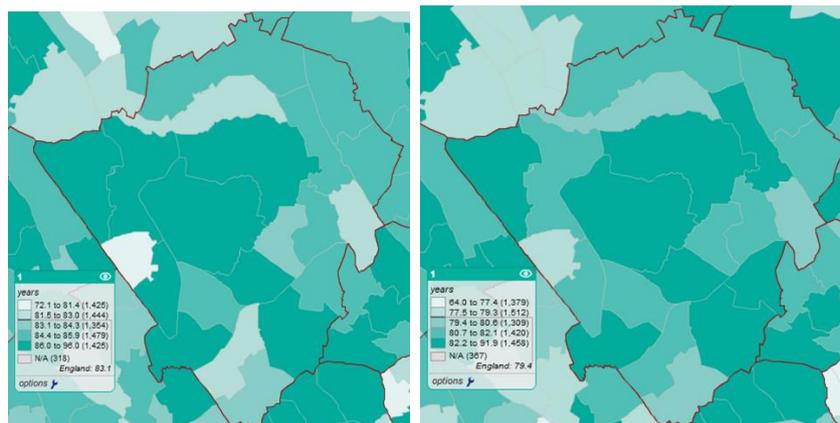
Health

- In Barnet, life expectancy at birth in females (85.1 years) is higher than males (82.1 years) and overall life expectancy for both male and female population in Barnet is higher than the average for England (female = 83.2, male = 79.6). The top three broad causes of mortality in both men and women are circulatory diseases, cancers and respiratory disease (Public Health Profiles Barnet, Public Health England, May 2016).
 - Within Colindale, the life expectancy for men is slightly lower than the average for London and England. For women, this figure is slightly lower than the Barnet average but higher than the average for London and England.
- 4.1.19 Around 52% of the residents in West Finchley consider themselves to have very good health. In

Woodhouse this figure is 49%. By comparison, the Barnet figure is at 51% and the national figure is 47%.

- The maps below show the average life expectancy for both males and females across the borough of Barnet. Within Colindale, the life expectancy for females scores high with average life expectancy ranging between 86.4 and 96. The average life expectancy for males is slightly lower, scoring between 80.7 and 82.1.

Figure 5: Average life expectancy (females and males)



Source: <https://www.barnet.gov.uk/jsna-home/health.html>

Childhood Obesity

47. The childhood obesity for the area for year 6 (age 11-12) educational levels in accordance to the National Child Measurement Programmes 2015/16 data is 25.5% for Colindale. This is the highest level of childhood obesity recorded in the whole borough.

Table 9: Barnet Child Obesity Levels

Ward name	%
Brunswick Park	18.4
Burnt Oak	24.2
Childs Hill	20.8
Colindale	25.5
Coppetts	18.0
East Barnet	16.6
East Finchley	15.1
Edgware	19.0
Finchley Church End	14.3
Garden Suburb	11.4
Golders Green	17.3
Hale	22.6
Hendon	17.1
High Barnet	19.4

Mill Hill	17.1
Oakleigh	19.0
Totteridge	16.9
Underhill	21.0
West Finchley	11.9
West Hendon	20.5
Woodhouse	17.4

Source: National Children Measurement Programme 2016

Housing Types in Colindale

48. According to the GLA, over 60% of houses are made up of flats, maisonette or apartments. There is a relatively even mix between those properties that are owned (36%), socially rented (34%) and those that are private rented (26%). The proportion of households which were overcrowded in 2011 were 18.5%, which is slightly higher than the borough average of 19%.

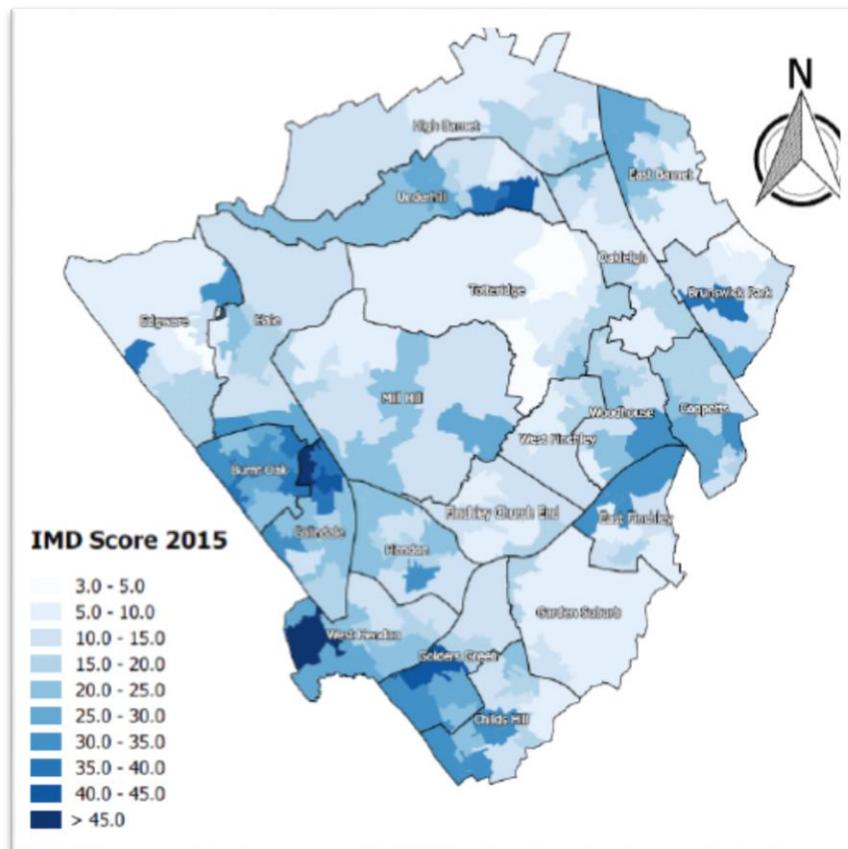
Crime

49. Total crime rate per 1000 population during the last 12 months in Colindale is 79 which is slightly higher than the boroughs overall score of 67.9. Violent crime and anti-social behaviour were the most common types of crime reported within the ward.

Deprivation

50. Barnet is the 157th most deprived local authority in England, out of a total of 326 local authorities. Comparing to the 2010 release of the Index of Multiple Deprivation Barnet was ranked 176th, which means that Barnet has become comparatively more deprived and is now amongst the 50% deprived local authorities in England. However, compared to local authorities in London, Barnet ranked 24th in 2015 and 25th in 2010 noting a small increase. The areas in the west of the Borough exhibit the highest levels of deprivation, which are concentrated in Colindale, burnt Oak, Childs hill and West Hendon. The map below shows the IMD scores of LSOAs across the Boroughs.

Figure 6: Barnet IMD Scores



Source: Summary Report of the 2015 Index of Multiple Deprivation

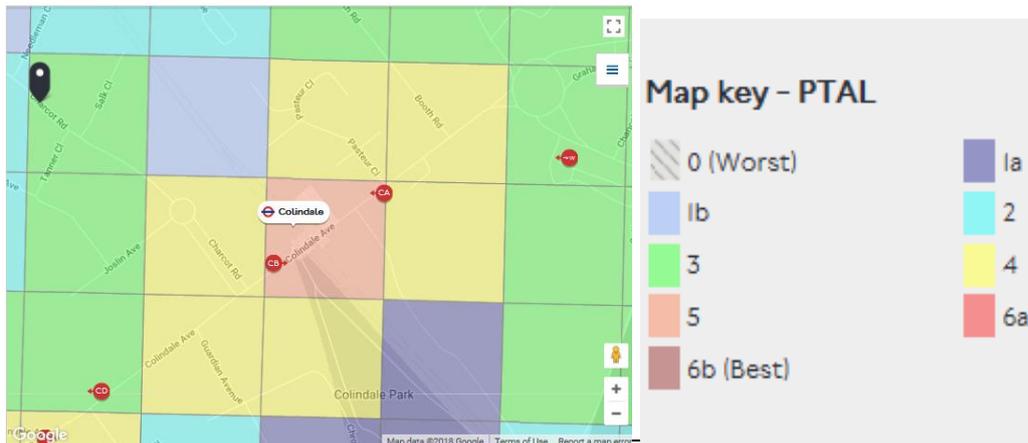
Access to Transport

- 51. The area is serviced by Colindale underground tube station, on the Edgware branch of the Northern line, which serves the immediate area and is within zone 4. The underground provides quick and frequent connections into Euston and central London, which can be reached in approximately 21 minutes.
- 52. Colindale Avenue is a key east/west link that crosses the Underground line, serves Colindale Underground station and links Colindale to the A5/Edgware Road. Although it is a key 'gateway' to the wider Colindale area, its current scale and character do not reflect its importance. The A5 is currently a major bus link and an important route for pedestrians and cyclists. Colindale Avenue is frequently congested on the approach to the A5.
- 53. Colindale Avenue is seen a key pedestrian route within the wider area however, conditions for pedestrians are poor due to narrow footway width, particularly along the road bridge adjacent the station which is unable to adequately accommodate pushchairs and people with mobility issues. Ad hoc public realm surfacing, railings and cluttering of street furniture contribute to a poor visual appearance of the street scape in general. The wider area suffers from poor quality walking routes and connections to other parts of the borough, including green spaces such as Colindale Park and Montrose Playing Fields. This is due to the severance caused by the strategic road and rail network. Colindale Avenue is also heavily dominated with cars, with this transport mode having priority.

54. Buses provide a vital service to local people, offering access to key services, jobs and education. Bus Services are somewhat limited with only a few services penetrating the surrounding area and only two bus services offering a service into Central London. While the A5/Edgware Road is a major north-south bus corridor, this runs along the western periphery of the AAP area and these services are not easily accessible from sites in the north of the SPD area. Currently, the main bus route along Colindale Avenue include:

- Route 32 – Edgware bus station towards Kilburn Park
- Route 142- Watford junction station towards Brent Cross
- Route 204 – Sadbury town towards Edgware
- Route 634 – Soute Med towards Kilburn Park
- Route N5 – Edgware Bus Station towards Trafalgar Square
- Route N16 – Edgware Bus Station towards Victoria

The SPD itself has an overall PTAL level of 3. This is highlighted further in figure 7



Section 5: Equalities Impact Assessment

Will the project, policy or proposal have either a direct or indirect impact on any groups with protected equality characteristics?

Where a direct or indirect impact will occur as a result of the policy, project or proposal, please explain why and how that group of people will be affected.

Protected characteristic	Direct Impact	Indirect Impact	Little / no impact	Explanation
Age		X		<p>There is nothing proposed within the SPD that will benefit or disadvantage one age group over another.</p> <p>However, proposals within the SPD are residential led. New housing would be required to meet Lifetime Homes standards under planning policy, with 10% of all homes built to be wheelchair accessible. This is a borough-wide standard and is not something specific to Colindale. This would bring slightly higher positive benefits to those elderly who have reduced mobility</p> <p>In addition, the SPD advocates for improved public realm and permeability which will make the area more accessible, benefiting all users but particularly any elderly people who have mobility issues.</p> <p>No Significant impacts are identified under this category.</p>
Disability		x		<p>Information on disability indicates that there are fewer people with disabilities living in Colindale than in the borough as a whole.</p> <p>Whilst the development will serve a portion of the population that has a lower proportion of people with disabilities, there is nothing in the proposed development that will disadvantage any group over another.</p> <p>The Council's borough-wide planning policies already require that a minimum of 10% of units are built to be wheelchair accessible or are easily adaptable for use by a disabled occupant.</p>

				<p>The delivery of step-free access to the Underground would be of significant benefit to this protected characteristic group.</p> <p>Improvements to the streetscape, including removing unnecessary street furniture, and widening footways, will have a positive impact on pedestrians, including those with a mobility problems.</p> <p>No significant impacts are identified under this category.</p>
Gender reassignment			X	No impacts are identified under this category.
Marriage and Civil Partnership			X	No impacts are identified under this category.
Pregnancy and Maternity		X		<p>The delivery of step-free access to the Underground may be of benefit to this group.</p> <p>Improvements to the streetscape, including removing unnecessary street furniture, and widening footways, will have a positive impact on pedestrians, including those who are pregnant and those with pushchairs.</p> <p>No significant impacts are identified under this category.</p>
Race		X		<p>Information on ethnicity indicates that there is a higher proportion of people from ethnic minority groups living in Colindale compared to the rest of the borough.</p> <p>Whilst the development will serve a higher ethnically diverse population, there is nothing in the proposed SPD that will benefit or disadvantage any ethnic group over another.</p>

				No impacts are identified under this category
Religion or belief		X		<p>Information on religion and belief indicates that there are fewer people of Jewish, Buddhist and Hindu faith but more of a Christian and Muslim faith within Colindale than the borough as a whole.</p> <p>Whilst the development will serve a population with different faith characteristics to that of the borough as a whole, there is nothing in the proposed development that will benefit or disadvantage any ethnic group over another.</p> <p>No impacts are identified under this category.</p>
Sex			X	<p>Information on sex indicates that the proportion of males and females living in Colindale is roughly on par with the rest of the borough.</p> <p>There is nothing in the proposed development that will benefit or disadvantage either group over the other.</p> <p>No impacts are identified under this category</p>
Sexual orientation			X	No impacts are identified under this category.

Impact on staff:

55. The Colindale Underground Station SPD itself does not have a direct impact on staff but improved infrastructure as a result of the redevelopment of the station will affect staff in the same way as other residents and employees in the borough.

Barriers:

56. A significant proportion of residents within Colindale are from BME groups, A proportion of which may not have English as their first language. This may cause difficulty to understand the SPD document and how it may impact their lives. Any

consultation will be compliant with the Council's Statement of Community Involvement which was updated and adopted in 2018.

Consultation:

- 57. Consultation was undertaken with stakeholders to inform preparation of the draft SPD. The Draft SPD was then subject to statutory consultation.
- 58. A consultation statement has been prepared and is issued alongside the SPD, which sets out how stakeholders were consulted, a summary of the main issues raised and explains how those issues have been addressed within the SPD.

Analysis of impact

- 59. It is anticipated that the SPD will have a positive impact within the Colindale SPD area and on local residents as it seeks to bring about sustainable growth and development that is of a high-quality design.
- 60. It is not envisaged that one protected characteristic group will be impacted upon more than another as a result of the SPD, however, particular attention should be given to sections in the community that have higher than average statistics within the Colindale ward through continued monitoring.

Monitoring

- 61. The council will monitor the implementation of the SPD and assess the extent to which the objectives and policies are being achieved. Where targets are not being met, the Council will explain why and set out what steps are to be taken to correct this in the AMR.