

Summary – Equalities Impact Assessment of Barnet Growth Strategy

Introduction and methodology

An Equality Impact Assessment is conducted to assess the potential Impacts (positive and negative) of a proposed policy on the population and those with protected characteristics. An EIA produces a set of mitigations that will keep any negative affect of the Growth Strategy to a minimum, while demonstrating the positive impact it can have on the population. To assess the potential equalities impact of the Barnet Growth Strategy, a range of existing evidence and resources were reviewed.

Summary of assessment

The table below is a summary of the EIA:

Equality Strand	Affected?	Affected how?	Actions to mitigate impact
1. Age	Yes	Barnet is set to see a significant increase in the older population, with a 68% rise in the number of people over-60 living in the borough ¹ . However, for younger people, while Colindale is set to grow by 54% up to 10,000, many areas look set to reduce ² . Similarly, the centre and east of the borough are both set to see a small decline in young and working age population by 2030. The overall population in Barnet is set to significantly rise by 2030. This means that there is a need to increase housing supply, to meet our growing population and to ensure delivery of homes that people can afford. Transport networks and town centres will also need to be made more accessible, both from an ageing population perspective and a young people being able to access other, and potentially cheaper, parts of the borough. Open spaces, schools, health and community facilities should also reflect the needs of a diverse population.	The Growth Strategy outlines new extra care housing schemes, equipped to support those that are older as well as affordable housing being built for those who are younger. Moreover, LEAD agency to keep landlords up to standard for young people renting. Development of green spaces, accommodating for all ages and address low levels of physical activity. Additionally, provisions for schools, health and community facilities have been made within the Strategy.

¹ Census 2011

² Greater London Authority (GLA, 2018). Borough Preferred Option data

2. Disability	Yes	<p>The 2011 census indicated that within Barnet, 6% of the overall population have their day to day activities limited a lot by their health, while 14% of residents suffered from a long-term health problem or disability³. Therefore, there is a need for accessible homes. Accessibility needs should also be accounted for in future transport improvements. This includes improvements to infrastructure and pavements.</p>	<p>The Council will build accessible homes, creating 32 that are accessible wheelchair properties, as well giving grants for adaption costs of a home. The new and refurbished stations within the borough, at Brent Cross and Colindale, will be built with improved accessibility. Infrastructure like paving will only be approved if it is disabled accessible.</p>
3. Gender re-assignment	No	<p>The council does not collect data on this.</p>	<p>The council will take precautions to ensure that there are no adverse impacts on those who are gender reassigned in future development.</p>
4. Pregnancy and maternity	Yes	<p>The General Fertility Rate (GFR: all live births for women aged 15-44 years) for Barnet (64.8 per 1,000 women) in 2016 (JSNA, 2016)⁴. With the projected growing population will come the need for more family friendly properties, greenspaces and facilities.</p>	<p>The borough is committed to becoming the most 'Family Friendly' borough by 2020. Part of this means that houses with 3 or more bedrooms will be built. Greenspaces are to be enhanced with children in mind and Youth Clubs, like UNITAS, provide space for children and teenagers to socialize.</p>

³ Census 2011

⁴ Barnet Council, available at: <https://jsna.barnet.gov.uk/4-health>

5. Race/Ethnicity	Yes	The population of Barnet is projected to become increasingly diverse. The proportion of Black, Asian and Minority Ethnic (BAME) people in the borough rising from 39.5% in 2018 to 42.3%. BAME minorities are over-represented in social housing relative to general population levels. Whilst also being under-represented in home ownership.	The additional houses built as affordable housing will help to make houses more accessible for those who are BAME. There will also be a focus on placemaking leadership across the borough, particularly on those areas with a high percentage of BAME people. The improvement of Town Centres will highlight and celebrate cultural diversity.
6. Religion/Belief	No	N/A	The council will take precautions to ensure that there are no adverse impacts on those who are religious or have a belief in future development.
7. Gender/Sex	Yes	In 2018, population estimates for the borough suggest 50.5% of residents are female and 49.5% are male ⁵ . Single parents tend to be female and are more likely to be homeless than those who are married and in a nuclear family. This means that women will be disproportionately affected if there is not affordable housing available to them.	The building of 500 units of affordable housing will benefit single parents, who are more likely to be women.
8. Sexual Orientation	No	The council does not collect data on this.	The council will take precautions to ensure that there are no adverse impacts on different sexual orientations in future development.

⁵ Census 2011

9. Marital Status		Within Barnet, 46.8% of the over-16 population are married, with 37.2% single, 7.12% divorced, 5.8% widowed, 2.8% separated and 0.2% in a same-sex civil partnership ⁶ . The increase in population could mean for an increase in people who are single. This means that housing should consider the needs of those who are single as well as those who are families.	The Growth Strategy will recommend the building of houses of different types, in addition to all House of Multiple Occupancy being licensed, which will give different options to single parent families and single people. Additionally, the growth of the night-time economy, alongside the enhanced parks and open spaces local offer, provides placemaking leadership to support the forming of distinct places in family friendly areas.
10. Carers		According to the 2011 census, there were 32,256 residents who classified themselves as a carer in Barnet. Carers are more likely to be economically inactive and so less likely to own a home. Therefore, providing affordable homes is paramount to this characteristic.	The focus on providing affordable housing within the Growth Strategy should help carers who are unemployed or economically inactive. The provision of extra care services may enable them to re-enter the market.
11. People with specific disabilities	Yes	The rate of incidence for all mental health conditions in Barnet is high, with 56,333 people aged 18-64 in the borough with a mental health problem in 2015 ⁷ . Between 2018 and 2035, it is estimated that common mental disorders will increase by 14% amongst adults aged 18 to 64. Mental health issues can cause problems with housing, or difficulties with housing can exacerbate existing conditions. Similarly, having mental health problems can be an additional barrier to work. MIND have identified a correlation between healthy parks and healthy minds through the formation of building links with the public and place.	As part of the mental health scheme within the council's Housing Allocation Scheme, the individual can apply a discretion regarding Community Contribution. The Welfare Reform Taskforce helps those with mental health issues find work. The improvement of parks will also positively contribute as there is a correlation between healthy minds and parks.
12. Lone parents	Yes	According to the 2011 census, 7.36% of households are lone parents with	The increase in affordable housing supply in the

⁶ Census 2011

⁷ Census 2011

		<p>dependent children. 26% of all dependent children are from lone parent families⁸. Lone parents need different types of housing to those that are families, for example they need smaller and affordable housing. Furthermore, lone parents need access to jobs to support their family.</p>	<p>borough will give lone parents more access to affordable housing. Developments within the borough also include access to much need facilities, for example at West Hendon. Additionally, the placemaking leadership should provide more employment opportunities for lone parents.</p>
13. Families and people with a low income	Yes	<p>Barnet is ranked 157 out of 326 Local Authorities nationally, and 25 out of 33 London boroughs in the 2015 Index of Multiple Deprivation. A higher provision of jobs and more affordable housing is important for families and people with a low income. The increase of a more diverse housing stock is also necessary to accommodate for the number of families in the borough.</p>	<p>The regeneration of Brent Cross will provide thousands of homes and jobs that can help give new opportunities and homes to people on low income. There will also be an increase in the number of family friendly properties, with two thirds of the new housing stock appropriate for families. The development of a regional park will create a family friendly environment and more job opportunities.</p>
14. Unemployed people and young people not in employment, education or training	Yes	<p>Up to June 2018, the unemployment rate in Barnet was 4.6%, lower than the London rate of 5.1% but higher than the Great Britain rate of 4.2%⁹. As of 2015, there were 220 young people not in employment, education or training in Barnet, a rate of 2.0%¹⁰. Young people are at greater risk of becoming homeless than those in older age groups. Those not in employment, education or training will likely be at further risk due to the low income.</p>	<p>The development of 400,000 sqm of commercial workspace should create opportunities for different types of businesses within the borough, thus creating more jobs and opportunities for young people. BOOST will also be increased and will offer help young, unemployed individuals into work.</p>

⁸ Census 2011

⁹ Information on the unemployment rate in Barnet and the rest of the UK is found at: <https://www.nomisweb.co.uk/reports/lmp/la/1946157261/report.aspx>

¹⁰ Information on young people not in employment, education or training is found at: <https://data.london.gov.uk/dataset/young-people-not-employment-education-or-training-borough>