

**Equalities Impact Assessment for
Barnet Local Plan (Reg 19)
May 2021**

Introduction

1. An EqIA is a tool to help meet legal duties to ensure that equality issues are fully considered as part of the plan making process. One of the primary aims of the EqIA is to identify and assess potential effects arising from a plan, policy or programme for people sharing one or more protected characteristic. The Equality Act imposes a duty on public bodies to have due regard to the need to:
 - Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act
 - Advance equality of opportunity between people who share a protected characteristic and those who do not
 - Foster good relations between people who share a protected characteristic and those who do not.
2. The EqIA identifies the likely effects on discriminatory practices, the potential to alter the opportunities of certain groups of people, and/or affect relationships between different groups of people which could arise as a result of proposed new policies within the draft Local Plan.
3. The Equality Act identifies the following as 'protected characteristics':
 - Age
 - Disability
 - Marriage and Civil Partnership
 - Race
 - Religion or belief
 - Sex
 - Pregnancy and Maternity
 - Sexual Orientation
 - Gender reassignment
4. In line with statutory requirements of the Equality Act (2010), the EqIA has given due regard to the need to remove or minimise disadvantages and accommodate the needs of equalities groups.

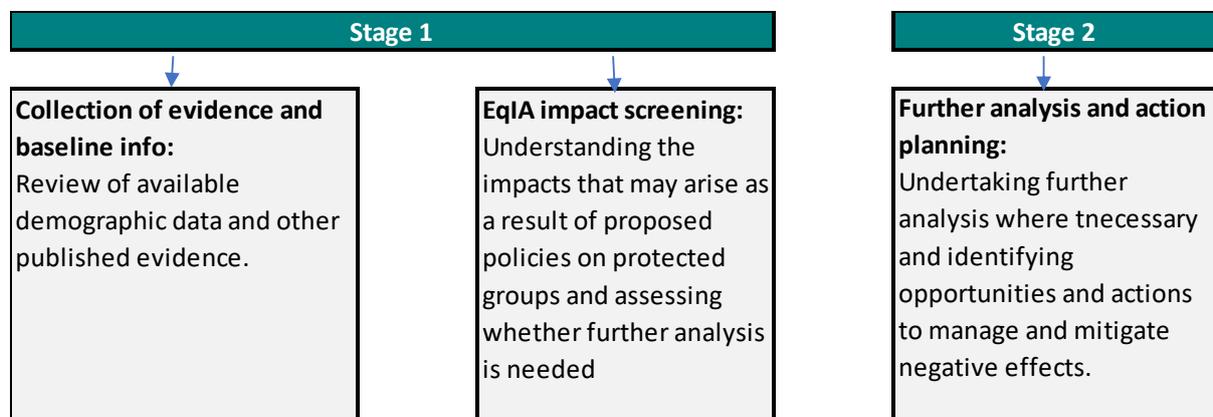
Local Plan Review

5. The focus of the Local Plan is to sustainably manage growth so that it takes place in the most appropriate locations, to meet the need for homes, jobs and services, while continuing to conserve and enhance the features that make Barnet an attractive place to live, work and study.

6. The National Planning Policy Framework (NPPF) 2019 states that local plans should provide a positive vision for the future of each area; a framework for addressing housing needs and other economic, social and environmental priorities; and a platform for local people to shape their surroundings (paragraph 15).
7. The Local Plan will establish a vision for growth and development over a 15-year period (2021 – 2036) as well as providing a strategy and objectives to guide individual policies. The Local Plan has the potential to impact upon equality as its implementation will affect all those who live, work and visit the Borough.
8. This Equality Impact Assessment (EqIA) summarises and assesses the potential impacts of the Local Plan policies upon protected groups. This assessment considers data about protected characteristics and groups in the area covered by the Plan, and information about other themes likely to affect protected groups.
9. Information for this assessment has largely been gathered from the 2011 Census data, the Joint Strategic Needs Assessment (JSNA) and the Scoping Report of the draft Local Plan Sustainability Appraisal.

Approach to the EqIA

10. The approach to the EqIA employs the following steps:



Stages of the EqIA

11. The Council has developed a two-stage approach to the analysis of equality issues. The first stage (which can be repeated as the local plan policies develop) involves the collection of baseline data to understand the equalities profile of the borough and some of the potential issues facing protected groups.
12. This has helped inform the EqIA Impact screening which assesses the potential impact of the proposed policies and that due regard has been considered.

13. Following stage 1, further analysis may be given where there are concerns about the impact draft policies.

Methodology for identifying impacts.

14. The EqIA Screening Assessment aims to identify where there is likely to be a greater effect on equality groups than on other members of the population. The assessment of impacts across the EqIA screening is predominately qualitative and describes, where possible:

- whether the impact is positive, negative or neutral.
- whether the impact will be low, medium or high based on the severity of the impact and the amount of change relative to the baseline.

Score	Description
High	H
Medium	M
Low	L
Positive	+
Negative	-
Neutral	O

15. These scores will be applied together to assess the overall effect of the proposed policy on equalities groups.

Baseline and assessment of protected characteristics

16. This section presents the baseline data for each protected characteristic group.

Age

Table 1: Age range proportions – 2011 Census data

Age	Barnet (%)	Greater London (%)	National (%)
Age 0 to 4	7.4	3.68	6.26
Age 5 to 7	3.9	2.22	3.45
Age 8 to 9	2.4	5.59	2.16
Age 10 to 14	6.0	1.15	5.81
Age 15	1.2	2.28	1.23
Age 16 to 17	2.5	2.34	2.48
Age 18 to 19	2.1	7.71	2.59
Age 20 to 24	6.7	10.19	6.78
Age 25 to 29	8.8	25.34	6.89
Age 30 to 44	23.5	17.00	20.64
Age 45 to 59	17.5	4.19	19.39
Age 60 to 64	4.7	5.79	5.98
Age 65 to 74	6.7	3.78	8.59
Age 75 to 84	4.5	0.99	5.52
Age 85 to 89	1.3	0.52	1.46
Age 90 and over	0.8		0.76

17. The age structure of Barnet is relatively young, with proportionally more people aged between 0 and 17 years and 30 to 64 years when compared to that of Greater London and nationally. There is a lower proportion of people aged between 20 to 29 compared to Greater London.

18. The number of people aged 65 and over is predicted to increase by 33% between 2018 and 2030, compared with a 2% decrease in young people (aged 0-19) and a 4% increase for working age adults (aged 16-64), over the same period.

Assessment

19. Local Plan policies consider the needs of older people; for example, policies such as HOU02, CDH01, CDH02 and CDH03 seek to ensure housing and the built environment is accessible, adaptable and provides a range of different housing sizes and types of accommodation that are considered beneficial for older people. Policy HOU04 also highlights the Borough's requirements for residential care provision. These policies are therefore considered to have positive impacts.

20. Older people tend to make fewer and shorter journeys and may be more dependent on public transport. Therefore, transport policies which seek to ensure improvements to public transport and interchange facilities will benefit this group,

and town centres policies which protect shops and services close to homes will be beneficial in terms of ensuring easy access for the elderly to shopping and other facilities, particularly to meet their day to day needs, as well as cultural and entertainment facilities locally.

21. Older people may also experience mobility difficulties and therefore policies which seek to protect local character such as the heritage policy may conflict with the needs of older people in relation to adaptation to improve accessibility for all.
22. With reference to young people, policies which encourage sport and physical activity including access to public open space, play space, are considered to be an important asset to meet the needs of this group. Young people are particularly encouraged to engage in healthier lifestyles, although it is noted that this will also be beneficial for all members of the community. Policy CHW01 is considered to be beneficial to this group as it promotes community facilities that young people can use and seeks to ensure that programmes for capital investment in schools and services for young people addresses the needs of a growing, more diverse and increasingly younger population.,

Disability

23. 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 disability.
24. The west and east regions of the borough have the biggest proportion, with the proportion of people whose daily lives are affected by a long-term condition or disability ranges from 2-14%. Within the west of the borough, Burnt Oak, Childs Hill and Golders Green comprise some of the biggest areas, between 11% and 13%.
25. This trend is replicated across the East, where the highest proportions range between 11 and 14%, with the majority of region falling between 5% and 9%.
26. In 2018, there was an estimated 6,100 adults in the Borough aged under 65 with a learning disability and 1,176 older people (aged 65+) giving a total of 7,276 adults for Barnet. The prevalence of physical disability (both moderate and severe) increases in older age groups. In 2018, there was an estimated 23,735 adults in Barnet with either a moderate or serious physical disability. Projecting Adult Needs and Service Information (PANSI) indicate that this figure may increase to 28,907 by 2035, a rise of 22%.

Assessment

27. In terms of physical or sensory disability, the design of the built environment is important for helping people to move around easily. Policies under character, design and heritage consider the needs of the disabled population and specifically state that the design of the built environment should be inclusive and accessible. However, there is potential for conflict between making accessibility

improvements and preserving/enhancing historic features on designated assets within the Borough.

28. Policy CDH02 sets out Inclusive Design and Access Standards and clearly states that all new dwellings should meet Building Regulation M4 (2) for 'accessible and adaptable dwellings'. One new dwelling in 10 should meet Building Regulation M4 (3) for 'wheelchair user dwellings'. This is considered to impact positively on disabled people to ensure an adequate choice of appropriately accessible housing options are available.
29. Policies under Community Uses, Health and Wellbeing promote inclusive community infrastructure that provides access for all, and also encourage new community uses in town centres and local centres which makes them more accessible to all groups but particularly those with mobility issues.
30. Policies which seek to guide development to areas accessible by public transport could benefit people with physical disabilities, making it easier for them to access facilities within their local area. Policies which would result in improvements to accessibility of transport facilities and interchange arrangements are also considered to benefit disabled people, improving accessibility and promoting social inclusion. The parking standards policy TRC03 considers the need for provision of adequate disabled parking.
31. Data from the Equalities and Human Rights Commission has shown that disabled people have much lower employment rates and are more likely to be economically inactive than non-disabled people¹. In 2018, the total employment rate was 51% among disabled people compared to 81% among non-disabled people². Employment policies may facilitate employment growth or provide opportunities for starting businesses that will be beneficial to this group at a local level.

Marriage and Civil Partnership

32. The 2011 Census indicated that Barnet has a higher proportion of married couples (47%) when compared with Greater London (40%), but a lower proportion of same sex civil partnerships (0.21%) than Greater London (0.42%)³. Approximately 37% of the population is single and 16% either divorced, widowed or separated.

Assessment

33. It is not anticipated that the policies contained within the local plan will have any significant effect on this protected group

¹ Disability, Skills and Employment: A review of recent statistics and literature on policy and initiatives (2010) Riddell, S. Edward, S. Weedon, E. & Ahlgren, L.

² Annual Population Survey (2108)

³ Census data 2011

Race

34. Table 2: Population by ethnicity, 2015 (Barnet and Regional)

Ethnicity	Barnet (%)	Outer London (%)
White	61.3	57.8
Black, Asian and Minority	38.7	42.2
Other Asian	9.3	8
Indian	7.5	8.9
Other	7.1	4.8
Black African	5.8	6.8
Black other	3.2	4.2
Chinese	2.4	1.2
Pakistani	1.6	3.6
Black Caribbean	1.3	3.4
Bangladeshi	0.7	1.3

Source: GLA Projections (Preferred Options Projections)

35. Table 2 shows that Barnet has a higher proportion of people from within the white ethnic group than outer London. Almost 40% of the boroughs population is from Black, Asian or Minority Ethnic (BAME) groups. Barnet also has higher rates of the population within Other; Other Asian and Chinese ethnic groups.

36. GLA projections indicate that the proportion of BAME people in the Borough will increase by 2.3% by 2030. The ethnic groups with the largest projected increase during the same period are 'Other ethnic groups' and 'other Asian group' but all BAME categories are expected to show increases overall.

37. Based on 2011 Census data, the most commonly spoken languages after English were Polish, Arabic and Gujarati.

38. Romany Gypsies and Travellers are recognised in law as distinct ethnic groups, therefore they are protected under the Equality Act from discrimination on the basis of race. The West London Gypsy, Travellers and Travelling Show people Accommodation Assessment (GTAA) identified no current or future need in Barnet for pitches and plots for Gypsy and Traveller households as well as Travelling Show people.

Assessment

39. There are variations in ethnic diversity between Barnet's wards. Colindale, Burnt Oak and West Hendon have higher proportions of people from BAME populations. Research has shown that people from BAME backgrounds are more likely to have difficulty accessing suitable housing, or are more likely to be living in dwellings unsuitable for their needs⁴. In addition, there is a higher proportion of

⁴ Ethnic Inequalities in London, Capital for All (2015) Elahi, F. Khan, O.

BAME groups that live in the private rented sector⁵. BAME minorities are also over-represented in social housing relative to general population levels. 20.7% of all socially rented housing is rented to black ethnicities, markedly higher than the 7.7% of the population in Barnet that describe themselves as black. This is also true of the mixed ethnic group, who rent 8.0% of all socially rented housing compared to a population share of 4.8%⁶. Housing policies seek to ensure a suitable mix of housing and tenure that reflects local need, including the provision of additional family sized dwellings across all tenures. This is considered to provide potential benefits to BAME communities, some of which tend to have larger family sizes and may be housed in unsuitably sized accommodation.

40. In addition, it is recognised that ethnic minority BAME groups generally have worse health than the overall population, although some groups fare much worse than others⁷. Evidence suggests that the poorer socio-economic position of BAME groups is the main factor driving ethnic health inequalities. Policies under Community Uses, Health and Wellbeing are considered to impact positively on all groups, but particularly race as they will encourage adequate provision of services and facilities and infrastructure to meet community needs and promote healthier lifestyles.

41. Furthermore, data shows that there are higher unemployment rates among BAME groups, particularly amongst Black, Pakistani and Bangladeshi ethnicities⁸. In addition, evidence shows that London has a high proportion of SME's and micro businesses that are BAME owned enterprises⁹. Draft policies under Economy will be beneficial to this group as they promote affordable workspace and increase job opportunities.

Religion

42. According to the 2011 Census over 75% of the population indicate that they have a religious affiliation. Approximately 41% of the population described their religion as Christian, making this the most common religion within the Borough. There is a significantly high proportion of people describing themselves as Jewish (15%) when compared with London average (1.8%) or nationally (0.5%). Over 16% of the population were recorded as having 'no religion'.

43. Christianity is particularly concentrated in the Centre and East of the borough, with Underhill, East Barnet and High Barnet wards averaging over 50% of the population.

⁵ Housing and the older ethnic minority population in England (2019) Race Equality Foundation

⁶ Census 2011

⁷ Local action on health inequalities Understanding and reducing ethnic inequalities in health (2018) Public Health England.

⁸ Ethnicity Facts and Figures (2019) Office for National Statistics

⁹ Redefining London's BME-owned Businesses (2005) London Development Agency

44. By contrast, the Jewish population is most prevalent in wards across the south and east of the Borough in the wards of Garden Suburb, Golders Green and Hendon, accounting for 30% of the populations,

45. Furthermore, the highest proportion of Muslim population is centred in the west of the borough. Colindale, Burnt Oak and West Hendon are particularly prevalent. Indeed, the 2011 CCensus estimates that the Muslim population accounts for almost 20% of the population in Colindale

Table 3: Religion 2011

Religion 2011	Christian	Buddhist	Hindu	Jewish	Muslim	Sikh	Other religion	No religion	Religion not stated
Barnet	41.20%	1.30%	6.20%	15.20%	10.30%	0.40%	1.10%	8.40%	8.40%
London	59.40%	0.50%	1.50%	0.50%	5.00%	0.80%	0.40%	7.20%	7.20%
England	48.40%	1.00%	5.90%	1.80%	12.40%	1.50%	0.60%	8.50%	8.50%

Assessment

46. The community facilities policies seek to ensure provision of facilities to meet people’s needs and this includes faith facilities and religious meeting places, therefore policy CHW01 seeks the enhancement and replacement of existing facilities where there is an identified need to benefit religious groups. The remainder of the Local Plan policies are considered to have a neutral impact on religious or faith groups.

Gender

47. The resident population in 2011 in Barnet was 356,286 of which 51.55% was female and 48.45% was male. However, the Joint Strategic Needs Assessment (JSNA) for Barnet shows that women have a longer life expectancy than men¹⁰. This is likely to have implications on the female population of the Borough. For example, there is a higher proportion of women in the borough who suffer from circulatory and respiratory diseases¹¹. In addition, there is a higher proportion of women across all age groups, but particularly in those aged 75+ who have been diagnosed with dementia¹². These specialist needs will require access to appropriate care services and specialist housing that supports independent living. Housing polices such as HOU04, CDH02 and CHW02 are considered to be beneficial to this group.

¹⁰ JSNA shows that the average life expectancy for women in Barnet is 85 and 83 for men.

¹¹ Barnet JSNA (2019)

¹² Barnet Dementia Needs Assessment (2019) Kayikci, S.

48. Car ownership is lower amongst women than men¹³, therefore, women are more likely to travel by public transport, particularly buses, to access local services. Therefore, draft transport policies which seek to make improvements to public transport and support the healthy streets approach to encourage active travel will benefit this group and other groups.

Pregnancy and Maternity

49. In 2016, there were 5,301 live births (2,726 males and 2,575 females) in Barnet (only 1.3% to mothers aged less than 20 years and 35.7% to mothers aged 30-34 years). The highest birth rate in Barnet was in women aged 30-34 years (116.5 per 1,000 women) in Barnet, compared to 107.3 per 1,000 for London and 112.4 per 1,000 in England, for the same age group (JSNA 2016).

Assessment

50. Pregnant women and parents of children may have specific housing needs due to reduced mobility and the need for additional space requirements associated with the care of young children. Housing policies in the Local Plan seek to ensure an appropriate mix of housing which could be beneficial to pregnant women and parents by offering housing choices.

51. Women may also be pregnant and/or accompanied by children, perhaps in buggies. Therefore, the transport policies which seek improvements to public transport accessibility and interchanges are likely to benefit women and other groups who do not have access to a car.

Gender Reassignment

52. There is no official Census data for the number of gender variant people in Barnet. However, the ONS estimates that the size of the transgender community in the UK could range from 65,000 to 300,000¹⁴.

Sexual Orientation

53. There is no borough data available on this protected characteristic. However, statistics relating to sexual identity are available nationally and at a regional level.

54. In 2016, estimates from the Annual Population Survey (APS)¹⁵ 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

¹³ TfL Technical Note 12: How Many cars are there in London (2013)

¹⁴ ONS (2009): 'Trans Data Position Paper'.

¹⁵ Office of National Statistics (2017)

- 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.

55. In addition, 2011 Census data showed that 0.21% of Barnet residents (aged 16+) were in a same sex civil partnership.

Assessment – LGBT

56. For the LGBT group as a whole, some policies within the Local Plan are considered to have a positive impact, for example the local character and design quality as well as design policies to encourage natural surveillance and appropriate lighting levels, which could potentially help members of the LGBT group to feel safe. In addition, the community facilities policies encourage access for all and inclusivity within community facilities, which is considered to be beneficial for the LGBT group.

57. In relation to transgender people, it is known that members of the Trans community experience disproportionate levels of discrimination, harassment and abuse¹⁶ and therefore policies which encourage feelings of safety and security, as mentioned above, will be beneficial. It is also known that finding and retaining work is difficult for the Trans community¹⁷ so employment policies may facilitate employment or provide opportunities for starting businesses may be beneficial to this group.

¹⁶ Walters, Mark A, Paterson, Jennifer L, Brown, Rupert and McDonnell, Liz (2017) Hate crimes against trans people: assessing emotions, behaviors and attitudes towards criminal justice agencies. *Journal of Interpersonal Violence*

¹⁷ The Stonewall report (2018)

Impact of Reg 19 Local Plan Policies on Equalities Categories

Based on the methodology described above, this section assesses each proposed policy in relation to the protected characteristic group.

Table 5: EqIA screening assessment

Policy	Equalities Category						Marriage	Comments
	Race	Gender	Disability	Age	LGBT	Religion		
BSS01 – Spatial Strategy	M+	M+	M+	M+	M+	M+	O	In order to achieve the Local Plan vision, this policy sets out the spatial strategy for Barnet. As population increases, so does demand for housing, employment and infrastructure. The proposed scale of growth will address need and the provision of new homes will likely have a positive impact on all groups.
GSS01 – Delivering Sustainable Growth	M+	M+	M+	M+	M+	M+	O	This policy aims to create conditions for sustainable growth and direct growth to the most sustainable locations so could have a positive impact on all equalities groups.
GSS02 – Brent Cross Growth Area	M+	M+	M+	M+	M+	M+	O	This policy supports comprehensive regeneration of Brent Cross and promotes a mixed-use area with an integrated network of open spaces, pedestrian and cycling routes. It also requires new development to provide community infrastructure which will reinforce community cohesion. This could have a positive impact on all equalities groups.
GSS03 – Brent Cross West Growth Area	M+	M+	M+	M+	M+	M+	O	This policy promotes growth and regeneration at Brent Cross West which optimises density, infrastructure and jobs. Development will be

								directed away from major road infrastructure, particularly the North Circular Road. This could be beneficial for all equalities groups as it will encourage social inclusion through mixed use development that is well connected and accessible by public transport and active travel.
GSS04 – Cricklewood Growth Area	M+	M+	M+	M+	M+	M+	O	This policy supports regeneration and intensification, supported by high existing PTAL levels and planned transport infrastructure improvement and under used sites. Residential density and delivering improvements to amenity will also be supported. This could be beneficial for all equalities groups as it will encourage social inclusion through mixed use development that is well connected and accessible by public transport and active travel.
GSS05 – Edgware Growth Area	M+	M+	M+	M+	M+	M+	O	This policy promotes regeneration and intensification, supported by high existing PTAL levels. Residential density and delivering improvements to amenity will also be supported. This could be beneficial for all equalities groups as it will encourage social inclusion through mixed use development that is well connected and accessible by public transport and active travel.
GSS06 – Colindale Growth Area	M+	M+	H+	H+	M+	M+	O	This policy supports growth in Colindale, particularly at Colindale Station, Grahame Park Estate and the former Peel Centre. Growth will be supported by new community facilities, a new step free underground station,

								improvements to open space and public realm, in addition to new pedestrian and cycle routes. The regeneration of this area could have medium positive impacts across all equality groups, particularly those with mobility issues who will benefit from station improvements and step free access.
GSS07 – Mill Hill East	M+	M+	M+	M+	M+	M+	O	This policy seeks to deliver new housing in Mill Hill East, whilst also giving consideration to the Mill Hill Conservation Area and the Green Belt. Growth will also be supported by public transport improvements. This could be beneficial for all equalities groups as it will encourage social inclusion through mixed use development that is well connected and accessible by public transport and active travel.
GSS08 – Barnet’s District Town Centres	M+	M+	H+	H+	M+	M+	O	This policy will partially focus on providing mixed use development within town centres, which will reinforce community cohesion but also facilitate continued access to a wide range of services which will reduce the needs to travel and assist those with mobility issues.
GSS09 – Existing and Major New Transport infrastructure	M+	M+	M+	M+	M+	M+	O	This policy sets out transport infrastructure needed to deliver growth and regeneration in the Borough. This will be beneficial to all groups as it will help create more sustainable neighbourhoods with access to a range of social infrastructure. It will also help provide greater access to employment opportunities, both within the Borough and further afield which will be particularly beneficial to groups

								that have higher unemployment rates such as BAME and disability groups.
GSS10 – Estate Renewal and Infill	H+	M+	M+	M+	M+	M+	O	This policy aims to improve the quality of housing estates in the Borough which will help tackle poor quality housing and social exclusion . The policy also requires the re-provision of affordable housing units to ensure no net loss of affordable floorspace This is likely to have a positive impact across all groups, but particularly BAME groups who are more likely to experience living in poor quality housing ¹⁸ .
GSS11 – Major Thoroughfares	L+	L+	L+	L+	L+	L+	O	This policy sets criteria for development along thoroughfares and sets out criteria for transport infrastructure upgrades, which will benefit all groups in terms of increased accessibility and the delivery of new homes, however, the overall impact is likely to be low.
GSS12 – Car Parks	O	O	O	O	O	O	O	This policy supports development of and above surface level car parks. This type of development will only be supported where it can be demonstrated that parking requirements are surplus to requirement or re-provided as needed, therefore, it is unlikely to have any significant impacts on equalities groups.
GSS13 – Strategic Parks and Recreation	M+	M+	M+	M+	M+	M+	O	This policy promotes healthy active lifestyles through the provision of recreational facilities that promote physical activity and mental

¹⁸ Institute of Race Relations - Inequality, housing and employment statistics.

								wellbeing. This will have a positive effect across all groups.
Housing								
HOU01 – Affordable Housing	H+	H+	H+	H+	M+	M+	O	This policy seeks to maximise affordable housing delivery. Affordable homes are considered to provide high positive benefits to all, particularly those on lower incomes which may include the younger and older population, women, ethnic minorities and disabled people. Innovative housing products and provision of keyworker housing may widen choice for younger age groups seeking home ownership.
HOU02 – Housing Mix	H+	M+	M+	H+	M+	M+	O	This policy aims to provide a mix of dwelling types and sizes in order to provide choice for a growing and diverse population for all households in the Borough. It emphasises bed spaces and space standards in ensuring homes are well designed and spacious. This is considered to have a positive benefit across all groups, particularly young people and BAME groups who are more likely to be living in the private rented sector ¹⁹ . It also provides more options for downsizing amongst older owner occupiers.
HOU03 – Residential Conversions and Redevelopment	L+	L+	L+	L+	L+	L+	O	This policy aims to manage housing growth and protect family sized accommodation. It ensures that residential conversions do not have a detrimental impact on local areas and

¹⁹ Ethnicity, health and the private rented sector (2014) McFarlane, M.

								is considered to have a low impact on equality groups.
HOU04 - Specialist Housing	M+	M+	H+	H+	M+	M+	O	This policy sets out how specialist housing will be provided, including housing for older people, HMOs, student accommodation and shared living accommodation. This will have a positive impact upon certain protected groups and will help vulnerable groups live independently, particularly older people and young people who are more likely to live in HMOs and shared accommodation. In addition, stricter criteria for HMOs may positively impact single people, who are more likely to live in HMOs, as it ensure reasonable standards are maintained.
HOU05 – Efficient Use of Barnet’s housing Stock	M+	M+	M+	M+	M+	M+	O	This policy seeks to ensure the efficient use of Barnet’s housing stock in addressing identified housing needs, which will benefit everyone.
HOU06 – Meeting Other Housing Needs	H+	N	N	M+	O	O	O	This policy promotes increased supply of good quality homes in the private rented sector through build to rent schemes. It also promotes self-building which will widen the ability for more people to build and own their own home. This will be beneficial to most groups, but particularly BAME groups where there is a higher proportion of people in rented accommodation.
HOU07 – Gypsies, Travellers and Travelling Showpeople	O	O	O	O	O	O	O	Although it is considered that there is no identified need for gypsy and traveller accommodation, this policy makes provision for this group.

Character, Design and Heritage								
CDH01 - Promoting High Quality Design	H+	H+	H+	H+	H+	H+	O	This policy seeks to ensure high quality design in buildings and spaces in the Borough and emphasises that good design should be inclusive and accessible. Examples of features which improve accessibility include wheelchair access, step free routes, way-finding and non-slip surfaces. Those less mobile, including older and those with a physical disability will benefit particularly in this respect. It also encourages principles of secured by design to ensure safety and security for all. Therefore, this policy is considered to have a positive impact on all equalities groups.
CDH02 - Sustainable and Inclusive Design	H+	H+	H+	H+	H+	H+	O	This policy requires sustainable and inclusive design in new development across the Borough. It emphasises the need for accessible, adaptable and inclusive development that can be used safely and easily by all. This policy will benefit everyone, particularly the elderly and disabled people with reduced mobility,.
CDH03 – Public Realm	H-	H+	H+	H+	H+	L+	O	This policy encourages improvements to the public realm that will encourage increased access to and use of space. This should help to increase feelings of safety. It also promotes the healthy streets approach which will create more accessible public spaces. This policy will benefit all groups but particularly those with mobility issues and those more vulnerable in society (age, disability, gender and LGBT).

CDH 04- Tall Buildings	O	O	O	O	O	O	O	The policy identifies areas appropriate for tall buildings, this in itself is unlikely to significantly impact on protected equalities groups. Other policies contained elsewhere in the plan consider high quality design and accessibility standards that will need to be applied in the case of tall building development proposals. It is therefore considered the effects of this policy will be neutral across all groups. .
CDH05 - Extensions	O	O	O	O	O	O	O	This policy sets out criteria for extension development and will have a neutral impact on the equalities groups.
CDH06 – Basements	O	O	O	O	O	O	O	This policy sets out criteria for basement development and will have a neutral impact on the equalities groups.
CDH07 - Amenity Space and Landscaping	M+	M+	M+	M+	M+	M+	O	This policy seeks to protect the amenity and landscaping conditions for occupants of new developments and the surrounding area. It will have a positive impact on all residents, users and occupiers of buildings, including all equalities groups to promote social inclusion and wellbeing.
CDH08 – Barnet’s Heritage	O	O	L-	L-	O	O	O	This policy seeks to protect designated and non-designated assets. There may be some conflict between protecting heritage assets and making alterations to improve disabled access, e.g. ramps / lifts may not be considered appropriate in some listed buildings, so the policy could be considered to have a low negative impact on disabled groups and the elderly with reduced mobility and a neutral impact on other equalities groups.

CDH09 - Advertisements	L+	L+	L+	L+	L+	L+	O	This policy sets out design requirements for advertisements. It also promotes pedestrian way finding signage which may be positive for all groups, particularly those with mobility issues (such as disabled and elderly groups).
Town Centres								
TOW01 - Vibrant Town Centres	M+	M+	M+	M+	M+	M+	O	This policy seeks to promote the vitality and viability of Barnet's town centres by managing a hierarchy of town centres, which will be a focus for convenience, business and service uses. . Increasing the accessibility to these uses will be of particular benefit to disabled and older people with reduced mobility and people with young children. By reducing the need to travel to access shopping and other services, there will be a positive impact on all groups through improved accessibility and social cohesion.
TOW02 - Development Principles in Barnet's Town Centres, Local Centres and Parades	L+	L+	L+	L+	L+	L+	O	This policy promotes a mix of uses within town centres. It will help to ensure a good mix and variety of uses and promotes active frontages on ground level. This will lead to increased activity and contribute to feelings of safety and security. However, this is dependent on a number of other factors therefore, the effect is considered to be low
TOW03 - Managing Hot Food Takeaways, Adult Gaming Centres, Amusement Arcades, Betting Shops, Payday Loan	M+	M+	M+	M+	M+	M+	O	This policy aims to resist the proliferation and over concentration of certain uses in town centres. For example, proposals for fast food takeaway will be resisted within 400m of the boundary of an existing school or youth centre. Research suggests that proximity to fast food

Shops, Pawnbrokers and Shisha Bars								outlets is one of a number of contributing factors to childhood obesity. The policy should therefore provide health benefits for young people by discouraging unhealthy eating habits. Restrictions on uses that are sometimes associated with anti-social behaviour (e.g. shisha bars) or adverse impacts on mental health (e.g. betting shops) should have a positive impact on equalities groups.
TOW04 - Night –Time Economy	M+	O	O	M+	M+	O	O	This policy supports the provision of night-time economy uses in town centres provided that there is no adverse impact associated with that use. This policy may be of greater importance to some groups such as young, BAME groups and LGBT, where there are environments that provide a safe place to meet with similar people and provide opportunities for cultural expression. Therefore, the policy may have a positive impact on these groups and a neutral effect on others.
Community Uses, Health and Wellbeing								
CHW01 – Community Infrastructure	H+	H+	H+	H+	H+	H+	L+	This policy is mostly concerned with the preservation of existing social and community uses. It promotes flexible community spaces and where development places increased demand on current facilities, new facilities and/or contributions will be required. Barnet has many meeting places, that cater for a range of faiths and beliefs. The policy seeks to support community organisations and religious groups to help them to meet their need for

								<p>multi-purpose facilities. For many, local community centres and cultural centres are the main source of support, particularly for people from BAME groups and elderly people. These centres support social activity and provide help and advice. Overall, it is anticipated that this policy will have a positive impact on all equality groups.</p>
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CHW02 – Promoting health and wellbeing	H+	H+	H+	H+	H+	H+	L+	<p>Health inequalities exist within the Borough based on location, gender and deprivation. For example, Women in Barnet have a significantly higher life expectancy than men. However, the overall life expectancy of people living in the most deprived wards in Barnet is on average 7.6 years less for men and 7.9 years less for women, compared to more affluent areas. This policy seeks to improve the health and wellbeing of Barnet’s population, and the reduction of health inequalities. It ensures adequate provision of health and social care infrastructure and promotes healthier neighbourhoods. It also ensures that vulnerable residents benefit from housing choice and supports the remodelling of residential care homes. This policy will naturally benefit groups with higher health-related needs such as older people, BAME groups and those with a mental/physical disability. however, the policy will have positive impacts across all equality groups.</p>
CHW03 - Making Barnet a safer place	H+	H+	H+	H+	H+	H+	O	<p>This policy seeks to improve safety within the Borough through effective partnership working and through the design of the built environment. Men are at most risk from violent crime, particularly ‘stranger violence’ which is likely to occur in public places. In addition, the policy will also benefit those who suffer from fear of crime and violence i.e. women, the frail, elderly and the disabled and groups</p>

								traditionally targeted for hate crime, i.e. those in the LGBT community or from ethnic and faith minority backgrounds.
CHW04 – Protecting Public Houses	L+	L+	L+	L+	L+	O	O	This policy is concerned with the preservation and protection of public houses which can be an important cultural assets for communities .and play an important role in community cohesion. This policy is considered to have a positive impact on most equality groups. This is of greater importance for some groups, i.e. the young or old, ethnic groups (but predominantly white British) and sexual orientation in environments that provide a safe place to meet with similar people/ ability for cultural expression. For some BAME groups, public houses are not part of their lifestyle or cultural tradition and therefore, this policy will have a neutral effect on these groups.
Economy								
ECY01 - A Vibrant Local Economy	M+	M+	M+	M+	M+	O	O	This policy seeks to protect and promote new employment opportunities, which will sustain the economic and social well-being of a community. The policy sets out to provide opportunities to create diverse full-time and part-time employment. This policy should be positive in terms of equalities impact, for example, working close to home will be beneficial to those with caring responsibilities or part-time workers – often women or those with mobility issues that might make travel more difficult.

ECY02 - Affordable Workspace	H+	M+	M+	M+	M+	O	O	This policy promotes economic diversity and supports existing and new business development in Barnet which will help sustain economic and social wellbeing of a community. The provision of small affordable workspace may be beneficial to BAME groups, for whom small businesses are a traditional way out of unemployment. This could also provide opportunity for the voluntary sector who could contribute to community cohesion or seek to address issues of inequality in the area.
ECY03 - Local Jobs, Skills and Training	H+	H+	H+	H+	H+	H+	O	This policy aims to increase local employment opportunities across the Borough through the provision of apprenticeships, work experience, jobs brokerage and skills training and the use of local labour and/or supplies. This will have a positive impact across all equality groups, particularly young people and BAME groups.
Environment and Climate Change								
ECC01 – Mitigating Climate Change	L+	L+	L+	L+	L+	L+	O	The policy sets out design requirements for development to adapt to climate change. Climate change affects social and environmental determinants of health (e.g. clean air and clean drinking water). Therefore, this policy may have a positive impact on all groups, but particularly vulnerable groups such as the elderly, disabled, young and pregnancy and maternity who may be more susceptible to health conditions

ECC02 - Environmental Considerations	L+	L+	M+	L+	L+	L+	O	The policy seeks to mitigate against the impact of development on air, noise and water quality. Long term exposure to air pollutants is linked to cancer, heart disease, reduced lung function and respiratory disease and disproportionately affects more vulnerable groups. The policy has particular benefits for young and elderly people and pregnant women who have been identified as particularly sensitive to health problems caused by air pollution.
ECC02 A- Water Management	L+	L+	L+	L+	L+	L+	O	This policy is intended to protect the Boroughs water resources and ensure against flood risk. This will contribute towards wider climate change objectives which will have a positive impact on all groups.
ECC03 – Dealing with Waste	L+	L+	L+	L+	L+	L+	O	This policy requires management of waste and ensures adequate refuse and recycling storage space and facilities that enables easy collection and is accessible to all residents within a development. . It is therefore not considered to have negative or disproportionate impact on equalities groups.
ECC04 – Barnet’s Parks and Open Spaces	M+	M+	L+	M+	M+	M+	O	This policy seeks to maximise the benefits of open space in Barnet and improve green infrastructure. It will have a beneficial impact on all residents in terms of physical and mental wellbeing, including all equalities groups. Potential access difficulties to some parks and open spaces mean that impacts have been rated as low (positive) for disabled groups and medium (positive) for other equalities groups.

ECC05 - Green Belt and Metropolitan Open Land	O	O	O	O	O	O	O	This policy seeks to protect the Borough's Green Belt and MOL. It is not considered to have significant effects on equalities groups.
ECC06 - Biodiversity	O	L+	O	L+	O	O	O	This policy seeks to protect and enhance the Borough's biodiversity. This may improve air quality in the longer term which may have a positive effect on elderly, young people and pregnant women but a neutral effect on other groups.
Transport and Communications								
TRC01 – Sustainable and Active Travel	H+	H+	H+	H+	M+	M+	O	This policy promotes a more sustainable travel network that reduces car dependency. This policy is likely to have a positive impact on women, younger people and older people who, statistically, are the groups that are most likely to rely on public transport rather than having access to a private car. Disabled people with reduced mobility would also benefit from improved accessibility. The policy is considered to have a medium positive impact on all groups.
TRC02 – Transport Infrastructure	M+	H+	H+	H+	M+	M+	O	This policy promotes the delivery of new transport infrastructure to support the travel needs of a growing population. It sets out requirements for step free access in train stations across the Borough which will benefit those with mobility issues such as disabled people, elderly people and those with pushchairs. In addition, the enhancement of public transport, particularly in areas that are less accessible, will offer more people

								affordable and alternative transport opportunities away from cars to travel across the borough and into central London, and contribute to London as a great place to live, work and visit.
TRC03 – Parking Management	L+	L+	M+	L+	L+	L+	O	This policy sets out the Council’s parking standards. Consideration is given to the need for disabled parking provision so the policy is considered to have a medium positive impact on disabled people and a low positive impact on other equalities groups.
TRC04 – Digital Communication and Connectivity	M+	M+	M+	M+	M+	M+	O	The policy sets out how development should provide communication and utilities infrastructure and will have a low medium on the equalities groups. Positioning of CCTV is protected to ensure the safety and security of the area is maintained. Digital connectivity can also enhance social inclusion for all groups.

Conclusion:

58. The EqIA identified that many of the policies would have a positive effect across equalities groups particularly those which relate to housing (e.g. the provision of affordable housing and specialist housing), high quality design (e.g. emphasis on inclusive design will be beneficial to disabled people), employment and training and improvements within the built environment to make it more inclusive. However, the EqIA did note that there is potential for conflict protecting heritage assets and making alterations to improve disabled access, e.g. ramps / lifts may not be considered appropriate in some listed buildings.

