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1. Introduction

1.1 PURPOSE OF THE DOCUMENT

- 1.1.1 This paper presents the key findings of an assessment of the potential impact of the proposed development scheme for Queens Market, Newham on key equality groups.
- 1.1.2 The purpose of this Equality Impact Assessment (EqIA) is to ensure that any potential adverse impacts from the development proposal are identified. If these adverse impacts are shown to lead to the unlawful discrimination upon any individual or group then this EqIA will highlight this issue and advise on the corrective action which needs to be taken. Any other significant adverse impacts will be considered for amelioration on the basis of proportionality and relevance.
- 1.1.3 Where relevant, mitigation measures that would promote positive impacts on the key target groups have also been identified to ensure they are met wherever possible.
- 1.1.4 The development scheme assessed is the scheme proposed as at publication of this report (August 2008), which may be subject to change as a result of the findings of this and other analysis and further consultation.

1.2 METHODOLOGY

- 1.2.1 The methodology employed for the assessment is based on guidance published by the Greater London Authority (GLA) and London Borough of Newham, combined with a review of best practice in EqIAs. The assessment has been carried out through a partnership between St. Modwen, LB Newham and EDAW (from here on referred to as 'the Assessment Team') as well as representatives from the key equality target groups.
- 1.2.2 In line with the GLA guidance, the key equality target groups to which this assessment relates are:
- Women
 - Black, Asian and ethnic minority people
 - Disabled people

- Children and young people
- Older people
- Faith groups
- Lesbians, gay men, bisexual and trans-people

1.2.3 Furthermore, due to the specific characteristics of the proposed development, an additional target group that will be considered as part of this assessment is low income groups.

1.2.4 The assessment considers the impact of the individual components of the development proposal on each of the equality groups listed above in order to:

- Identify the needs of each equality group
- Identify the positive impacts of the proposed development
- Identify the adverse impacts of the proposed development
- Identify proportionate and reasonable mitigation measures that need to be included in the development proposal to reduce or eradicate significant adverse impacts.

1.2.5 The assessment of the above is intended to feed into the design review of the development proposal which will form the final stages of the development planning process.

1.3 REPORT

1.3.1 The remainder of this report is set out as follows:

- **EqIA Methodology:** A full explanation of the methodology undertaken for this assessment.
- **Baseline Summary:** A short review of available statistics to determine the demographic characteristics of the immediate development proposal site and its surrounds and associated target groups.
- **Equality Policy Review:** A summary of the findings of a comprehensive review of associated national, regional and local policy and legislative documentation relating to equality issues of each of the target groups.

- **EqlA Scoping Analysis:** A summary of the key findings of the initial EqlA of the emerging issues and considerations for the development proposal.
- **Consultation Process:** A detailed explanation of the consultation process undertaken and a summary of the outcomes of this consultation process.
- **Recommendations & Interventions:** A summary of the recommended actions and interventions, to be taken forward by the Assessment Team on completion of this Assessment, to improve the development proposals in light of equality issues identified.
- **Conclusion:** Concluding remarks on the overall assessment of the development proposal.

1.3.2 In addition, the full initial EqlA evaluation has been put together in the form of a set of matrices that are included within the Appendix.

2 EqIA Methodology

2.1 The methodology employed was in line with LB Newham and GLA guidance, combined with a review of best practice of existing EqIAs across the UK and internationally.

2.2 There were, therefore, four main phases to the Assessment. These are as follows:

I. GATHERING INFORMATION AND INTELLIGENCE

2.3 The first phase involved a desk-based scoping of relevant legislation and policy followed by a review of the socio-economic baseline, to identify key groups and issues emerging. This involved a review of national, regional and local policy on equality issues as well as a review of the previous EqIA developed for the Queens Market Scheme.

2.4 Following this review, a meeting was held with LB Newham to:

2.4.1.1 Discuss the baseline of the Queens Market site and surrounding area in terms of the following Equality Strands:

- Age
- Disability
- Ethnicity
- Faith/religion
- Gender
- Sexual orientation
- Income Groups

2.4.1.2 The baseline and local knowledge of the population was then used to identify key local groups (Equality Target Groups) within the Equality Strands to assess impact; and to understand issues of these key groups and how they may be affected by the proposed development proposal.

II. EQIA SCOPING ASSESSMENT

- 2.4.2 The second phase combined the information obtained above to carry out an initial high-level scoping assessment to determine the level of potential impact of the development proposal. This stage employed the use of a matrix designed to draw out the key issues identified by information gained in Stage I.
- 2.4.3 This scoring matrix was used to compare each relevant development proposal component against the equality strand, equality legislation and policy to which it related; identifying the level and type of impact envisaged.
- 2.4.4 The Assessment Team then carried out an assessment of the impact on each development proposal component on the Equality Strands classifying it according to it being positive, neutral or adverse, as demonstrated below:

	Potentially Adverse Impact
	Neutral Impact
	Positive Impact

III. CONSULTATION & INVOLVEMENT

- 2.4.5 The Assessment Team then worked in collaboration to establish a full consultation process designed to ensure all equality groups could be represented in the Assessment.
- 2.4.6 In July 2008, it was decided to hold an additional consultation event in order to give the community a further opportunity to learn more about the proposals and give their views on how it might affect them and their families. This included a written consultation exercise whereby relevant community organisations were written to and given the opportunity to provide written comments. Details of the consultation exercise were published on the Council website and a designated page was set up from which documents relating to the EqIA could be accessed.
- 2.4.7 Full details of this consultation process are given in Chapter 5 but, essentially, involved personalised emails and leaflet mail-outs; local press advertisements; nine separate consultation events; and leaflets and posters displayed at appropriate local venues.

IV. FINAL ASSESSMENT

- 2.4.8 In the final stage, the assessment matrix was amended accordingly to represent feedback. Where highly significant adverse impacts were identified either through the EqIA Scoping stage or the consultation process, the Assessment Team

worked with partners to identify relevant mitigation measures that could be considered.

2.4.9 No areas of unlawful discrimination were identified as arising from the development proposed.

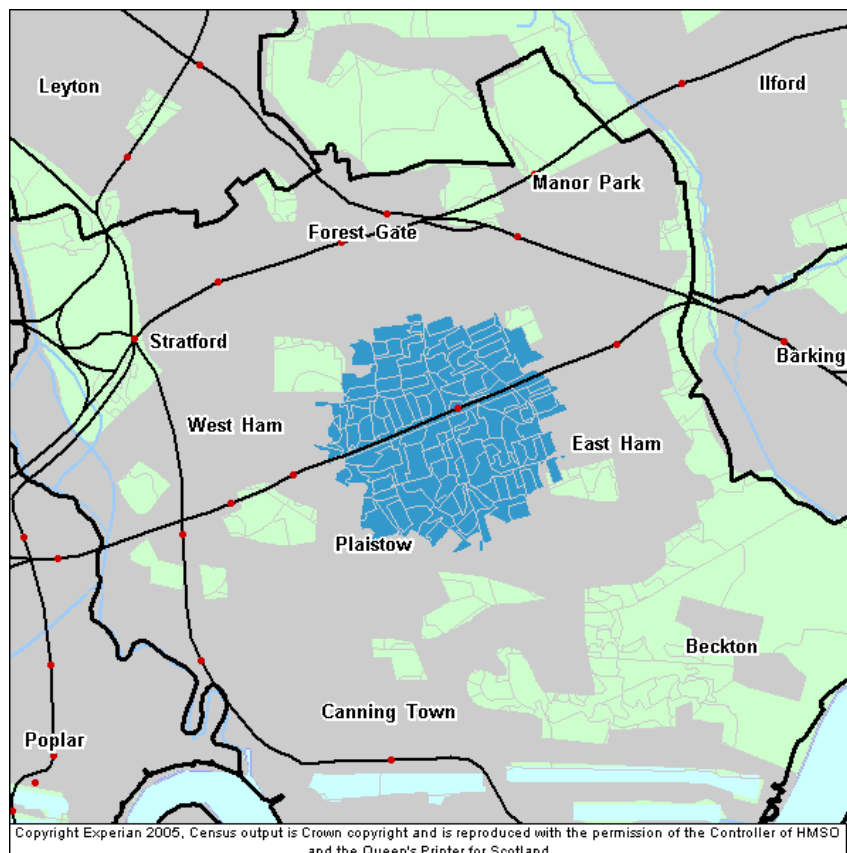
3 Baseline Summary

3.1 INTRODUCTION

3.1.1 A full assessment of available statistics for the development proposal area and LB Newham has been undertaken to develop a comprehensive profile of the socio-economic and demographic characteristics of residents living in and around the Queens Market site.

3.1.2 A 1km area around the Queens Market site was assessed according to various characteristics through available data sources, namely Census 2001, Annual Population Survey (2004), and Annual Business Inquiry (2004) and compared to the Borough, London and national averages. This area is referred to as the 'Study Area' throughout the remainder of this document.

Figure 3.1 Study Area

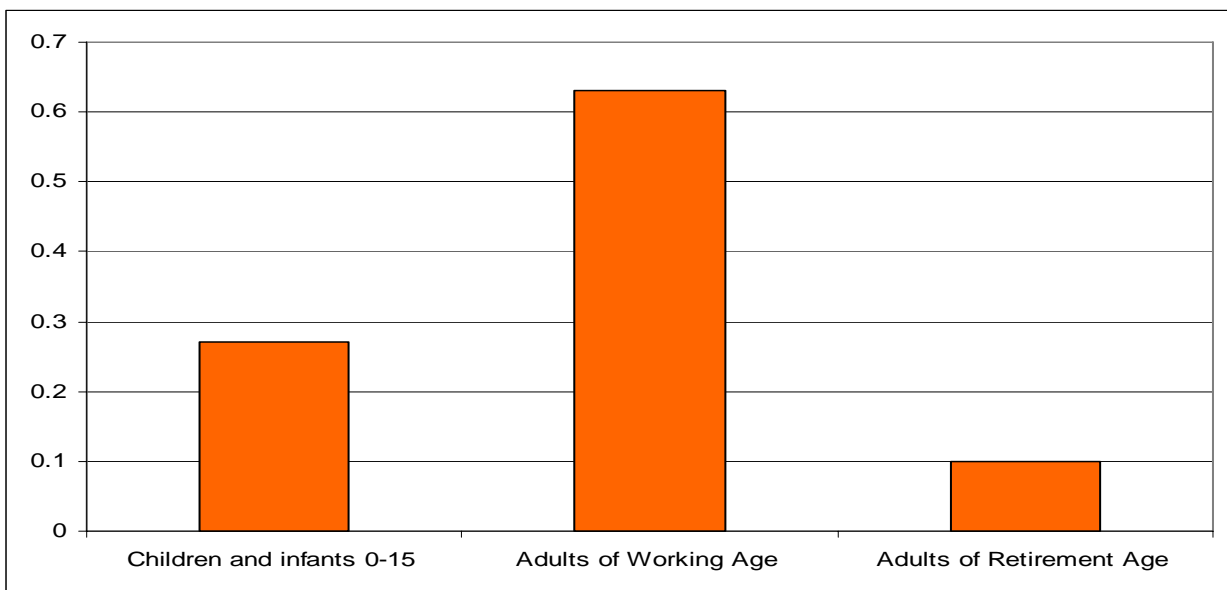


3.1.3 For the purpose of the EqIA, available statistics were reviewed in order to extract the issues of relevance to this assessment. The following section provides a brief summary of the key findings of the socio-economic assessment that relate to equality issues in order to identify the key equality target groups that form the subject of this Equality Impact Assessment (EqIA).

3.2 KEY FINDINGS FROM BASELINE

3.2.1 The Study Area is characterised by a markedly young and diverse demographic with over a quarter of the population aged between 0 and 15 years and significant Asian, Black and Muslim populations that far exceed regional and national levels¹. According to the latest ‘Focus on Newham’ report (2006), ethnicity figures from 2001 census indicate that Newham had the largest proportion of non-White ethnic groups in the country. Almost two-thirds (61%) of Newham’s population was from non-White ethnic groups (Brent has the highest percentage of ethnic minorities, when White-Irish and Other-White are grouped with ethnic minorities). Newham was reported to have the second highest percentage of Asians in England and Wales, with the second largest percentage of Bangladeshis in England and Wales (Tower Hamlets lead in both these statistics). It also had the second highest percentage of Black Africans in England and Wales in 2001.

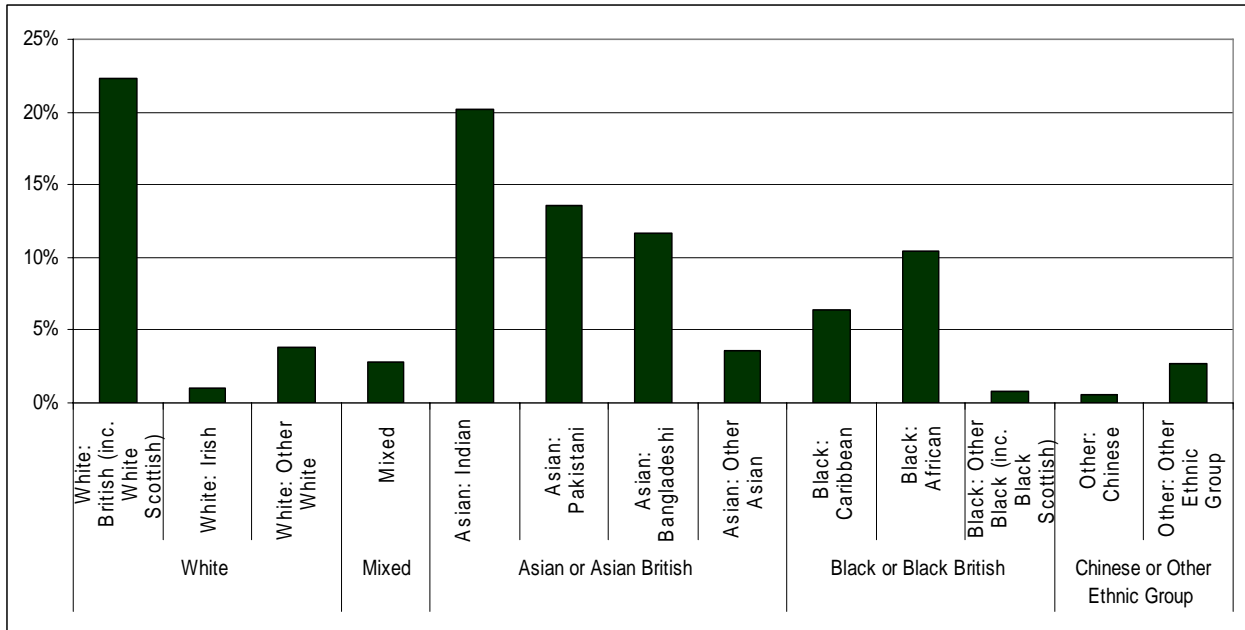
Figure 3.2: Age Profile of Study Area



Source: Census 2001

¹ Census 2001

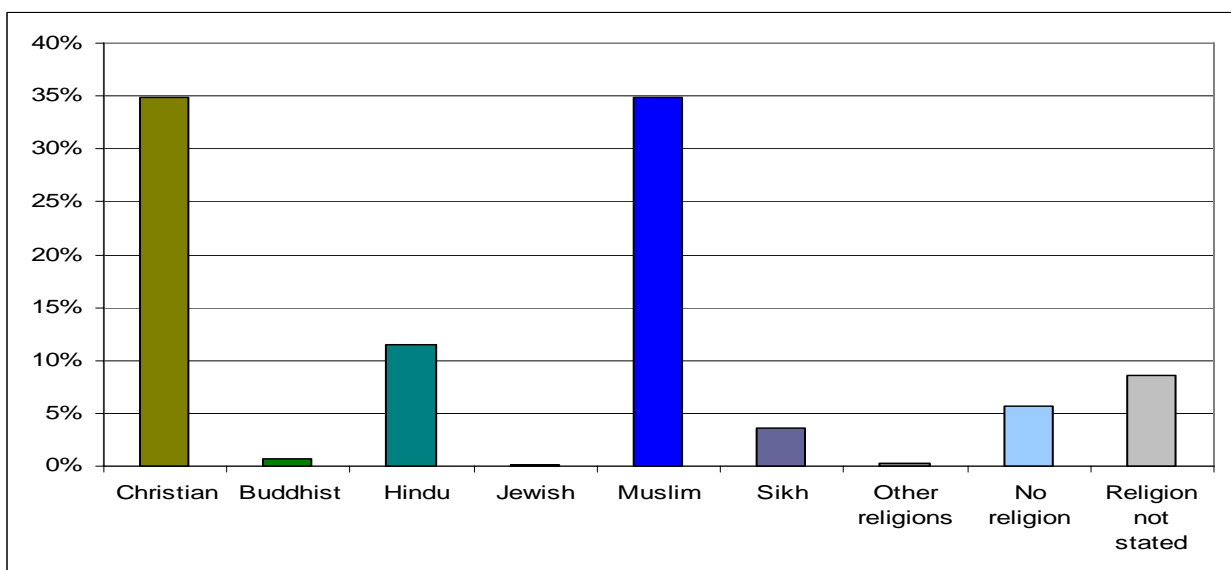
Figure 3.3: Ethnicity Profile of Study Area



Source: Census 2001

3.2.2 There is a predominantly dual profile in relation to religion in the Study Area with equal Muslim and Christian representation (35% each)². At 12%, however, the Hindu population of the Study Area is also relatively significant.

Figure 3.4: Religious Profile of Area

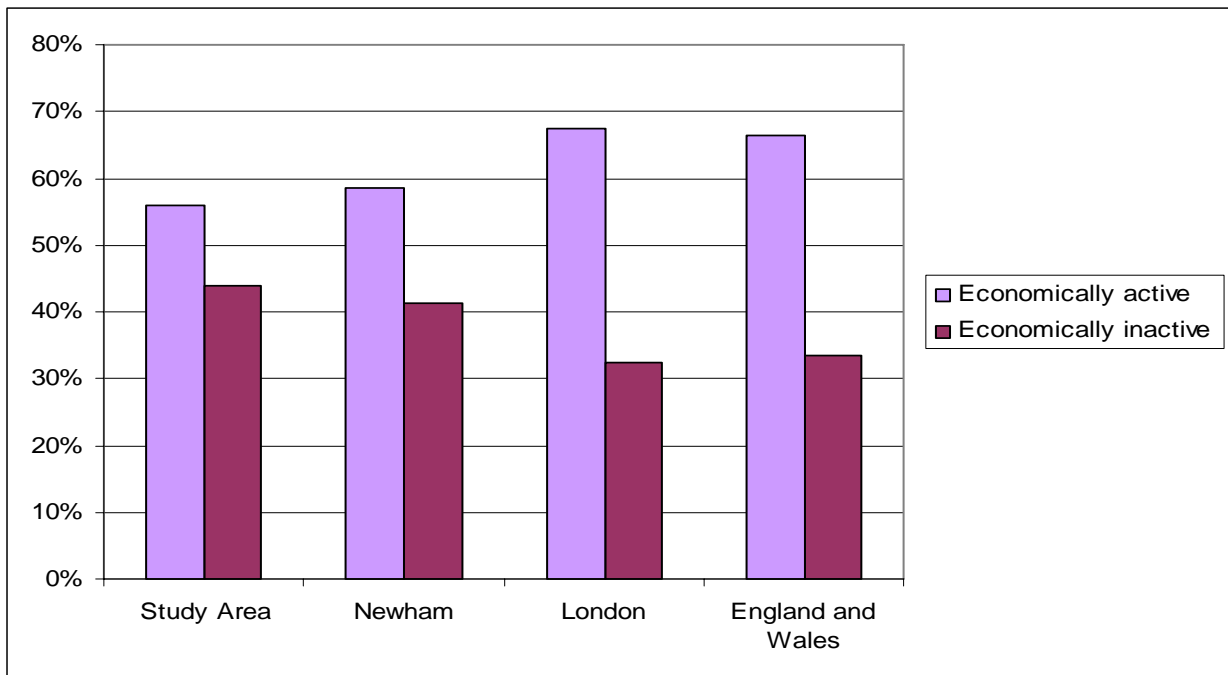


² Census 2001

Source: Census 2001

3.2.3 Economic activity levels within the Study Area (56%) are lower than all other comparator areas (Newham – 59%; London – 68%; England and Wales – 67%) which are further exacerbated by higher unemployment levels (12%) than Borough (11%), Regional (6%) or National (5%) levels³. Within the economically inactive population, there are a significant number of people looking after the home or the family (27% of economically inactive) as well as a significant student population (23% of economically inactive) within the Study Area. Of those that are employed, there is greater representation within the manual, semi-skilled and unskilled occupations than higher-level, higher-skilled occupations⁴.

Figure 3.5: Economic Activity Levels within the Study Area

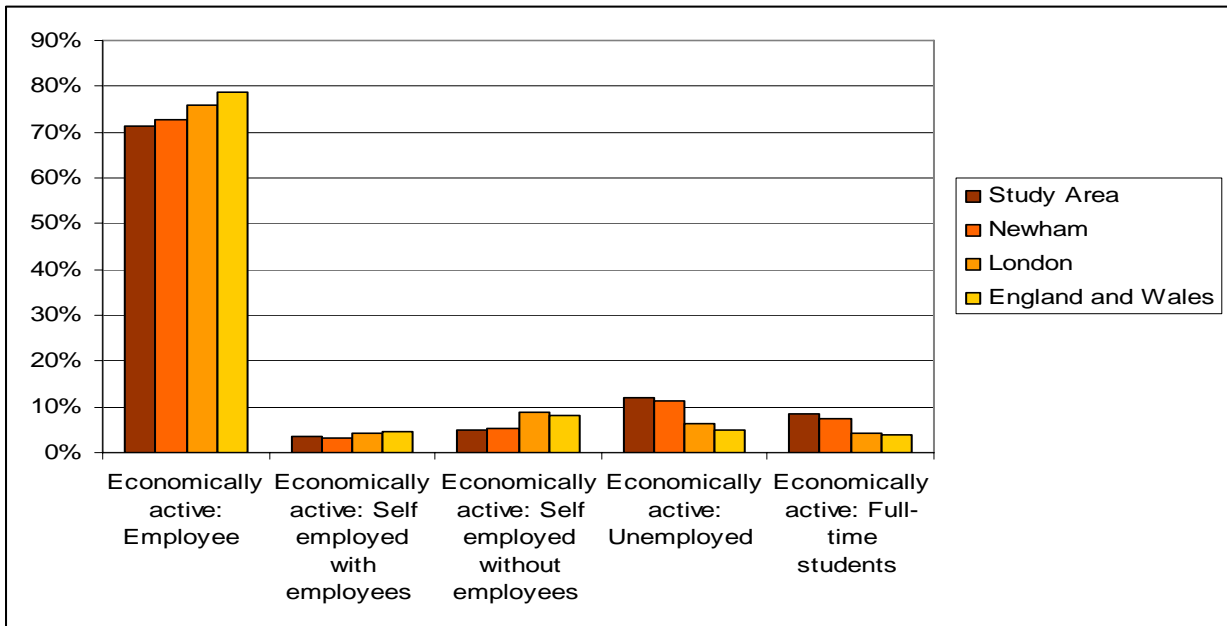


Source: Census 2001

³ Census 2001

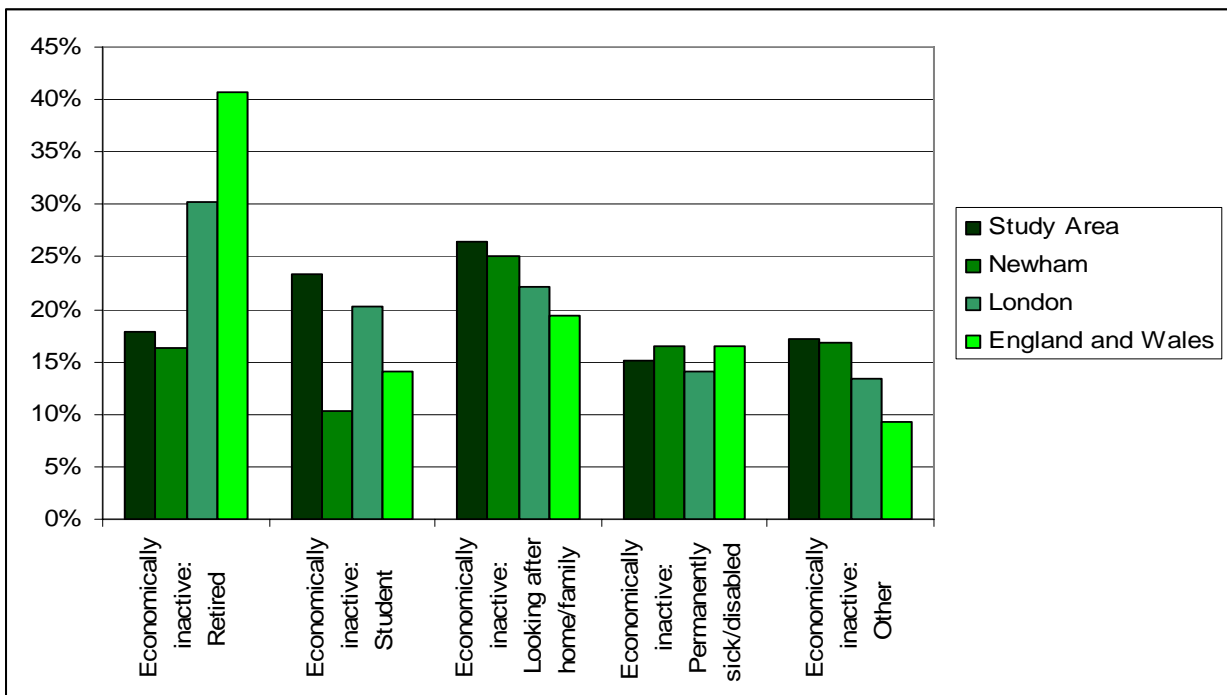
⁴ Census 2001

Figure 3.6: Profile of Economically Active Population in Study Area



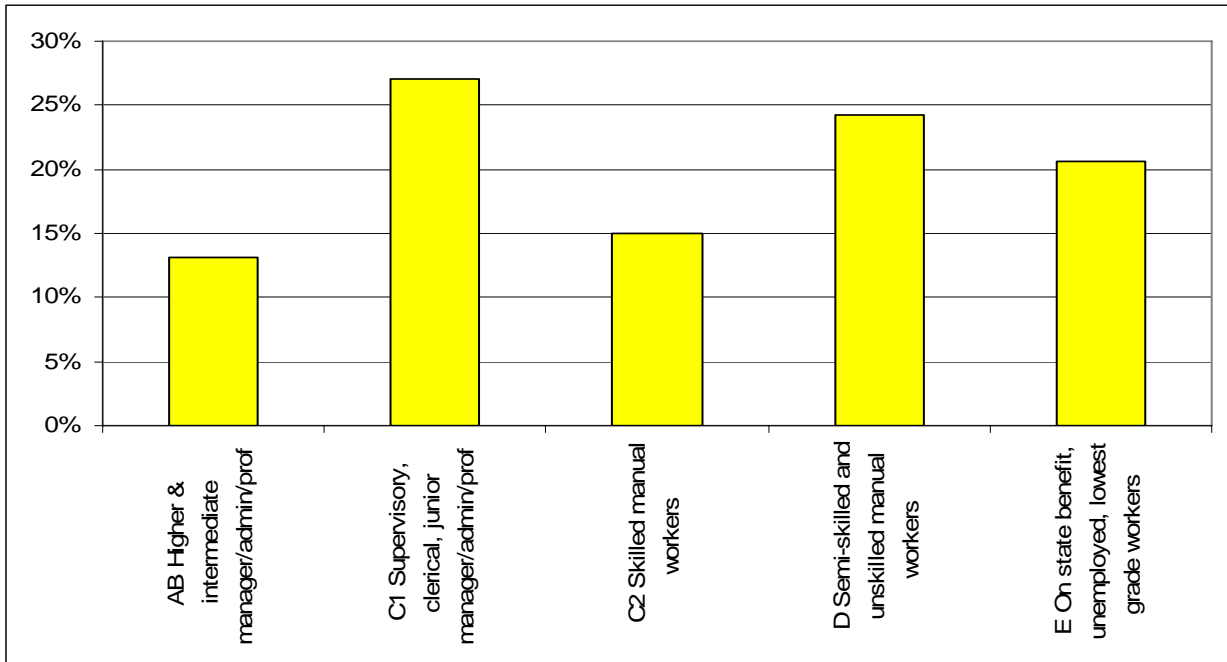
Source: Census 2001

Figure 3.7: Profile of Economically Inactive Population in Study Area



Source: Census 2001

Figure 3.8: Social Grade of Study Area

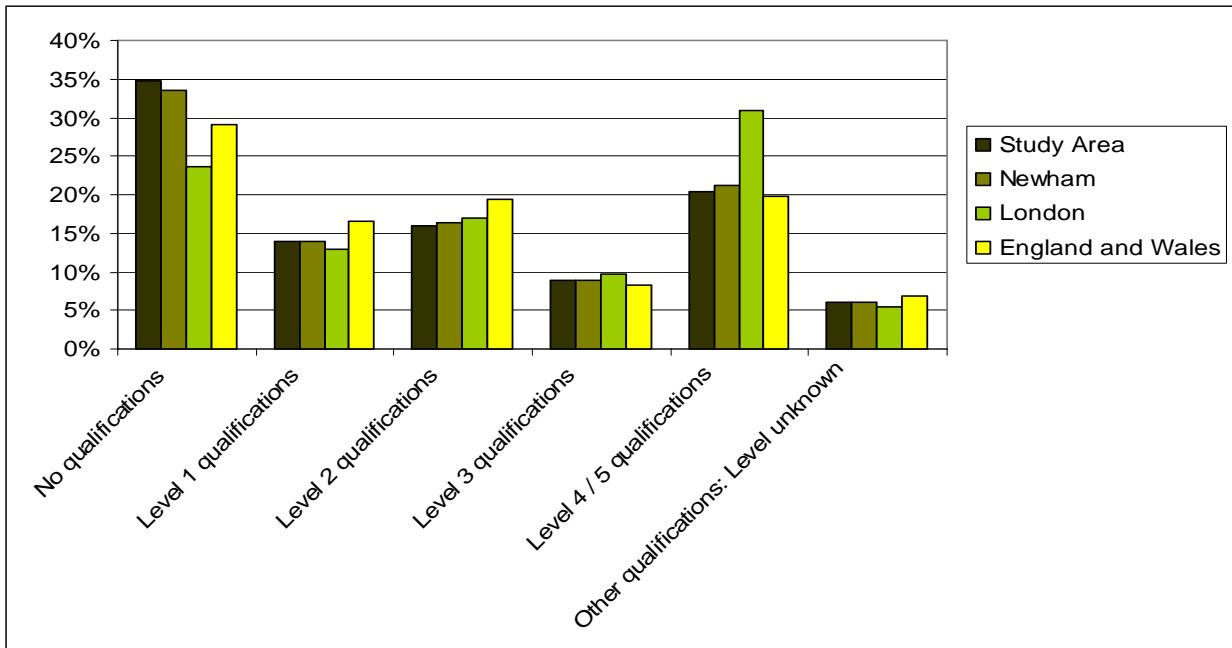


Source: Census 2001

3.2.4 An analysis of residents’ qualifications explains the level of occupation of residents within the Study Area with fewer residents qualified to Level 4 and 5 and a significant proportion of the population (35%) with no qualifications compared to regional (24%) and national (29%) levels⁵.

⁵ Census 2001

Figure 3.9: Qualification Profile of Study Area



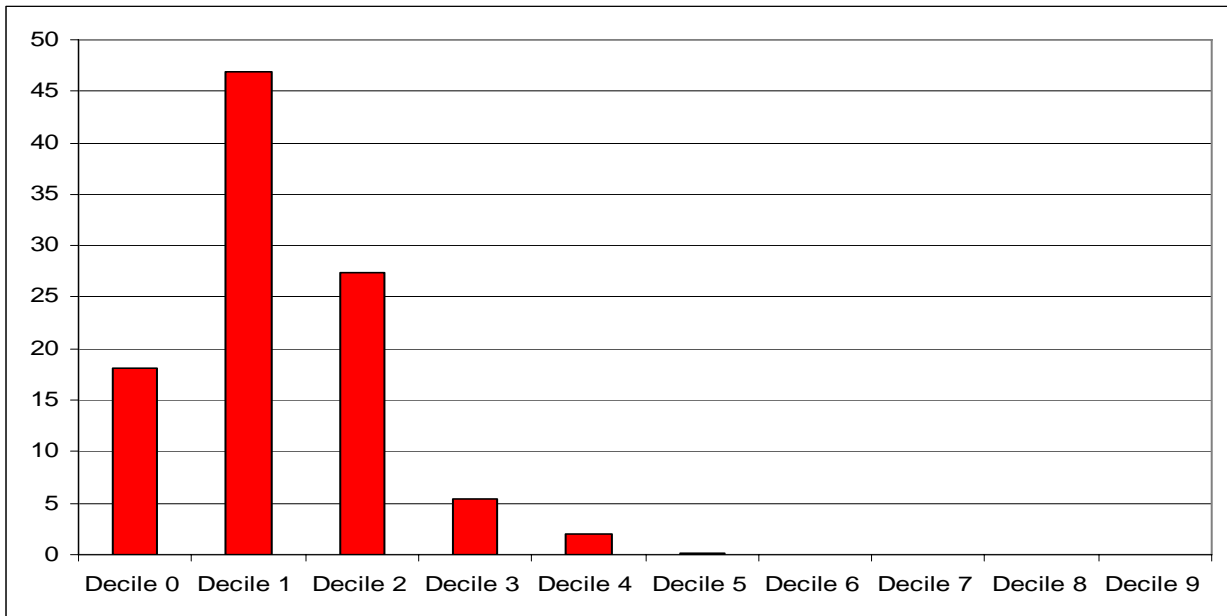
Source: Census 2001

3.2.5 Experian’s Wealth and Poverty Index⁶ measures the levels of poverty within an area based on a number of factors related to income and lifestyles. The entire Study Area falls within the lowest six deciles of this Index with the majority falling within the lowest three deciles, suggesting that residents living within the Study Area experience the highest levels of poverty. Furthermore, the Annual Survey of Hours and Earnings clearly indicates that Newham’s residents earn significantly less than their regional counterparts (Figure 3.11)⁷.

⁶ Retail Planner Report. Copyright © Experian Ltd.2007

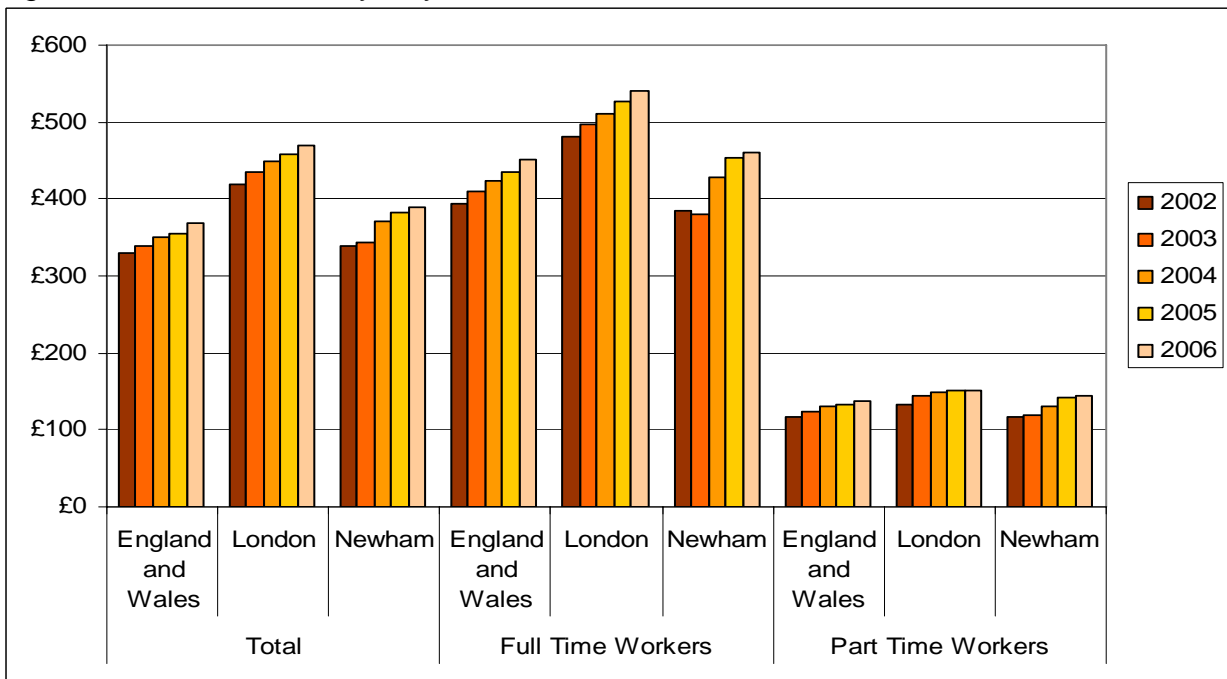
⁷ Annual Survey of Hours and Earnings 2002-2006, NOMIS 2007

Figure 3.10: Performance of Study Area on Wealth and Poverty Index



Source: Experian Wealth and Poverty Index for Queens Market, Newham, December 2007

Figure 3.11: Gross Weekly Pay of Residents 2002-2006



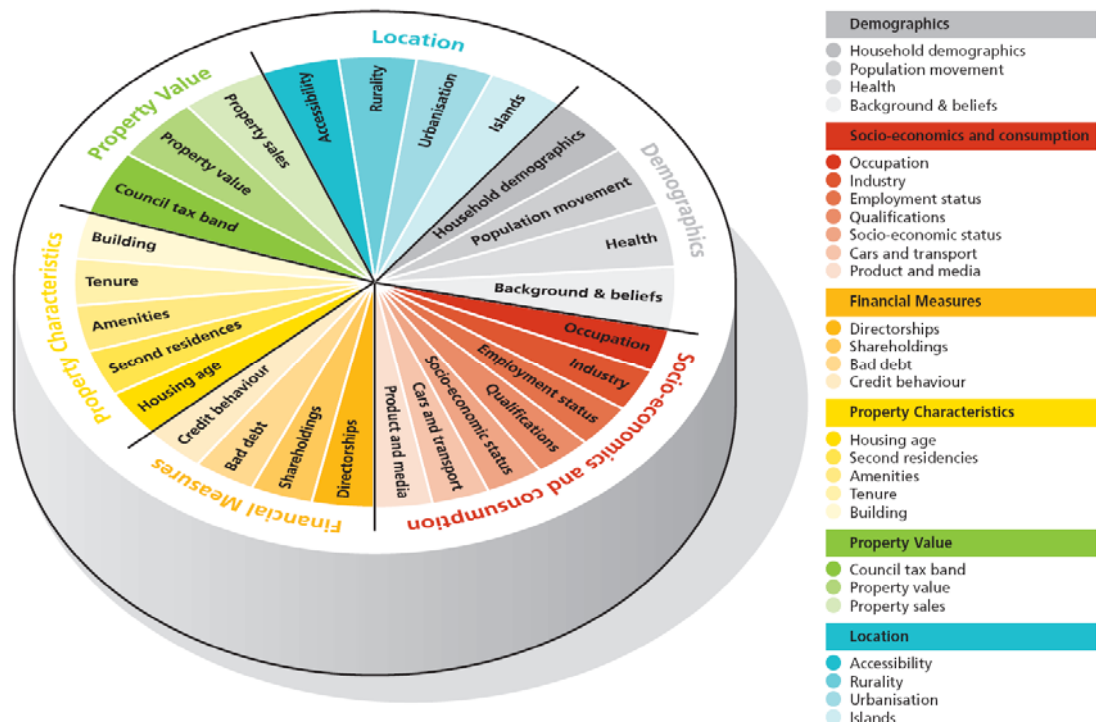
Source: Annual Survey of Hours and Earnings, 2002-2006, NOMIS 2007

3.2.6 Mosaic UK is a household-based consumer classification system which has been widely used for over 30 years by organisations in the commercial and public

sector to analyse the socio-economic composition of UK consumers at household address or postcode. It is used considerably by commercial organisations across a number of sectors (in particular retail and leisure) to help analyse potential and existing markets for products and services, and as a key tool in site location planning. Mosaic UK is also used by central and local government to identify areas of social deprivation and to allocate targeted remedial resources more effectively.

3.2.7 Mosaic combines over 400 separate data sources and divides the UK adult population into eleven ‘groups’ and 61 different ‘types’ covering the full spectrum of British and Northern Ireland society. In addition to the 2001 Census, data sources for Mosaic UK include the ‘edited’ electoral roll, Experian’s lifestyle information, house price data, council tax returns, consumer credit behaviour and ONS local area statistics. It is continually updated as new data is released. The various components that feed into Mosaic are illustrated in Figure 3.12.

Figure 3.12 Mosaic Data Sources



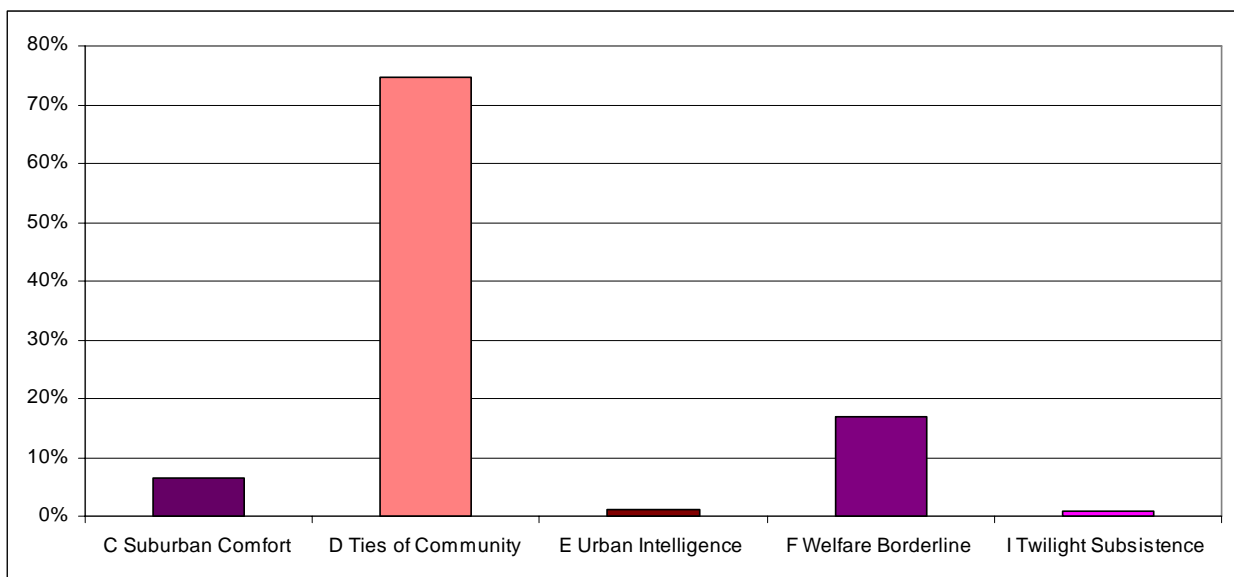
Source: Experian

3.2.8 The Experian Mosaic Groups attempt to combine a number of demographic characteristics and other statistics to draw together a profile of residents living in an area.

3.2.9 In line with this, a significant proportion of the Study Area’s population is classed as being Welfare Borderline, according to the Experian Mosaic Groups, although the vast majority of the Area’s population is classed within Group D ‘Ties of Community’ (75%). This indicates a well-established community characterised by a younger than average population with strong support networks, good access to local shops and services and a culture of economy and thrift⁸.

3.2.10 Furthermore, within these Mosaic Groups, the Study Area predominantly hosts households classed as South Asian Industry (40%) and Settled Minorities (34%), suggesting a diverse and well-established community.

Figure 3.13: Experian Mosaic Group Profile of Study Area



Source: Experian Mosaic Groups 2006, for Queens Market, Newham, December 2007

3.2.11 In other measures of deprivation, the Study Area has 10% of the population classing themselves as not in good health and a slightly higher than average population (17%) with limiting long-term illnesses⁹. There were 1,373 people

⁸ Experian (2005) Mosaic United Kingdom: The Consumer Classification for the UK.

⁹ Census 2001

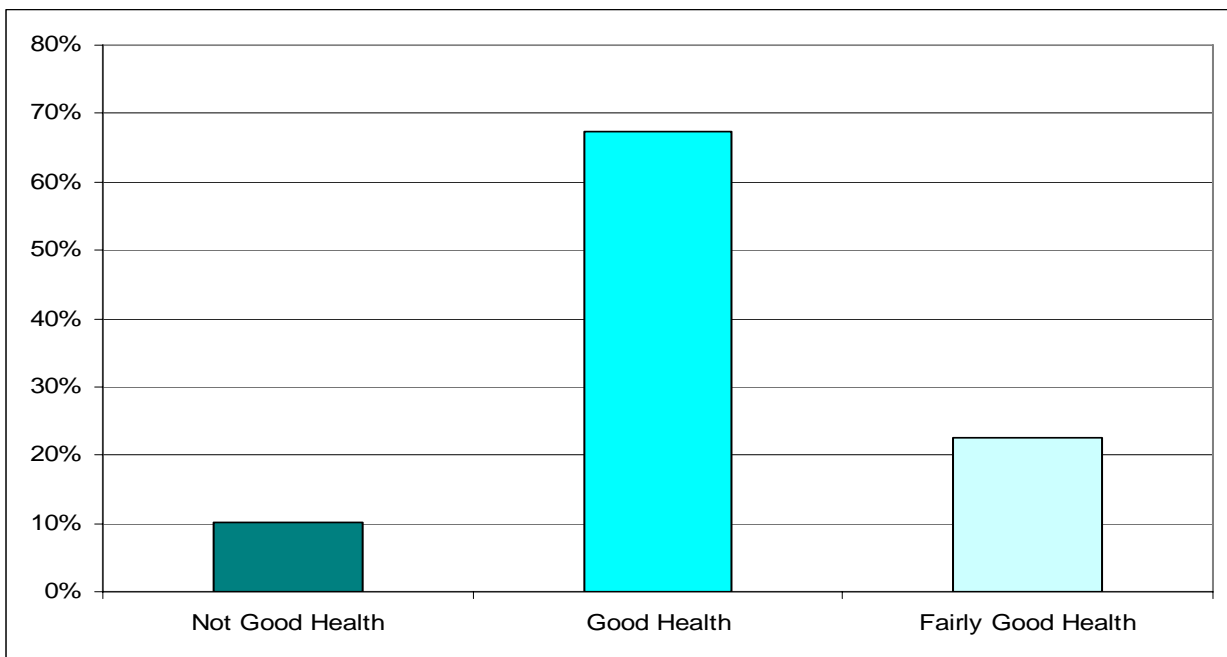
registered Blind or Partially Sighted in Newham on 31st March 2006, a 9% decrease on the number registered in 2004 (1,502)¹⁰.

3.2.12 The Blue Badge scheme is a national arrangement of parking concessions for people with permanent and substantial physical impairments. The scheme provides parking benefits for disabled people who travel either as drivers or passengers. The number of Blue Badges issued in the borough may help indicate the prevalence of the most severely disabled people in terms of mobility needs.

3.2.13 At 1st January 2007 approximately 7,100 Blue Badges had been issued to residents of Newham. High numbers of people in Green Street and Manor Park were issued with Blue Badges¹¹.

3.2.14 Newham has a high number of claimants of Disability Living Allowance compared to the average for both Inner and Outer London. The number of claimants of this benefit in both London and Newham has continued to increase and in Newham the number of claimants rose from 12,300 in May 2005 to 12,700 in May 2006¹².

Figure 3.14: Health Profile of Study Area



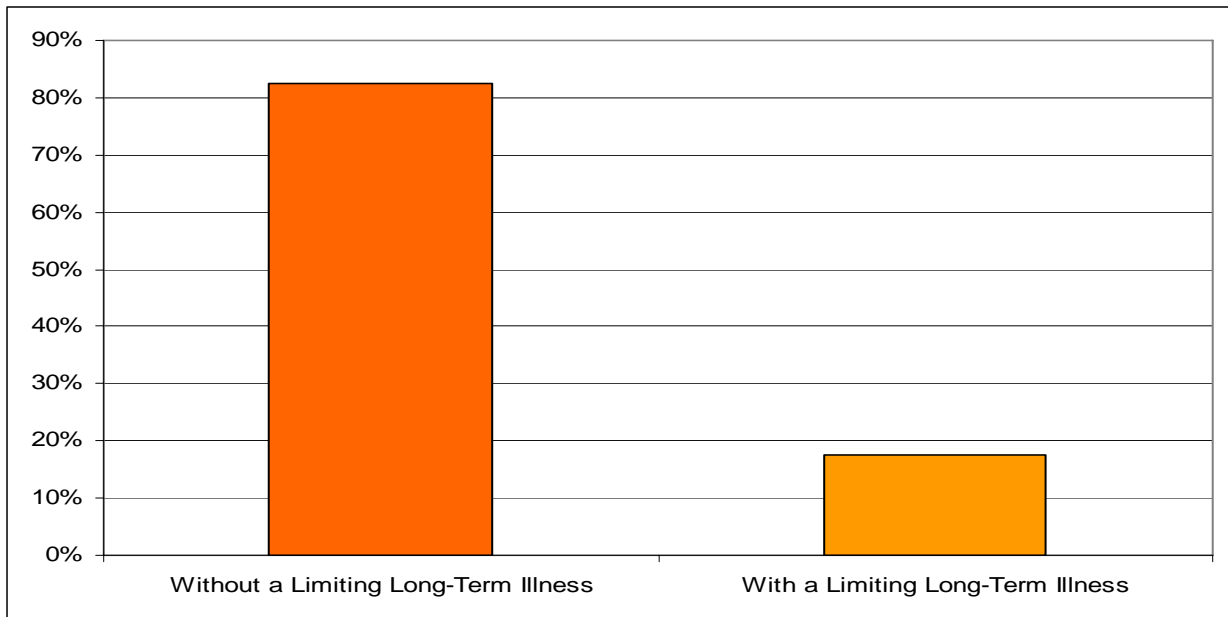
Source: Census 2001

¹⁰ Focus on Newham 2007

¹¹ Social Services Performance Team, 2007, in Focus on Newham 2007

¹² Department for Work and Pensions, 2006, in Focus on Newham 2007

Figure 3.15: Limiting Long-term Illness within Study Area

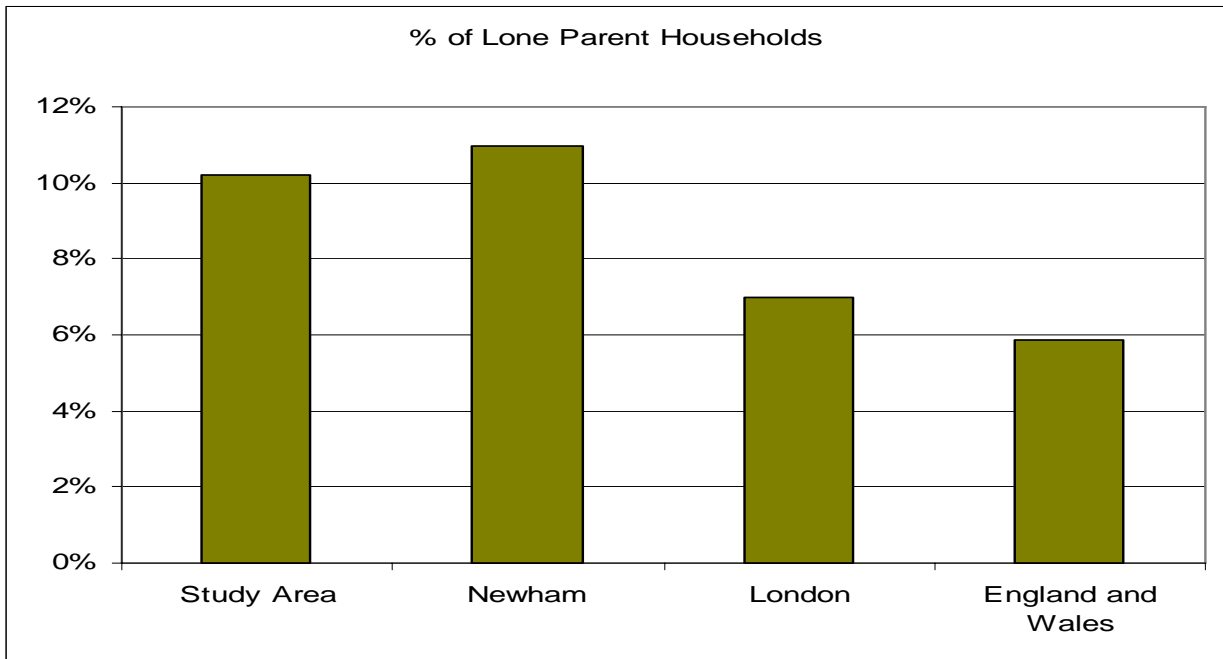


Source: Census 2001

3.2.15 Although not quite as high as Newham overall, the number of lone parent households within the Study Area, at 10%, is considerably higher than both regional (7%) and national (6%) levels, with the vast majority of these being female lone parents¹³.

¹³ Census 2001

Figure 3.16: Proportion of Lone Parent Households within the Study Area and Comparator Areas

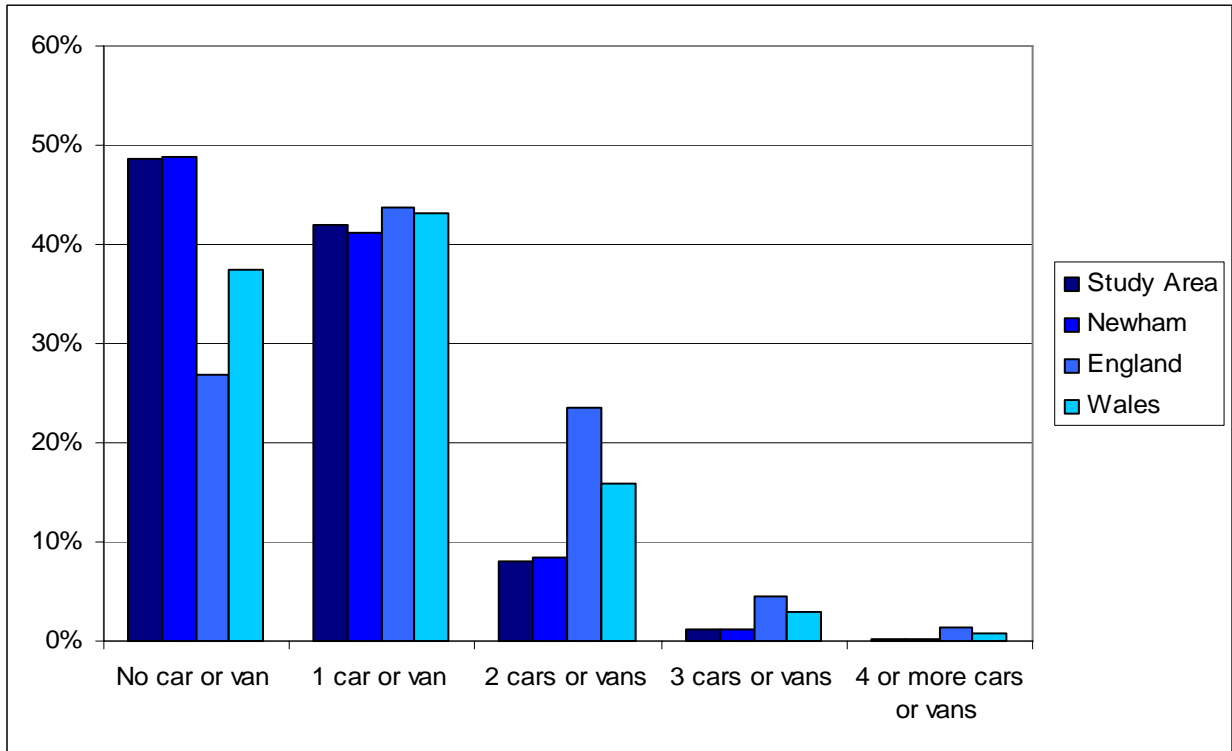


Source: Census 2001

3.2.16 Car ownership in the Study Area is low in comparison to all comparator areas with 49% of households having no car and only 9% having more than one¹⁴.

¹⁴ Census 2001

Figure 3.17: Level of Car Ownership within the Study Area and Comparator Areas

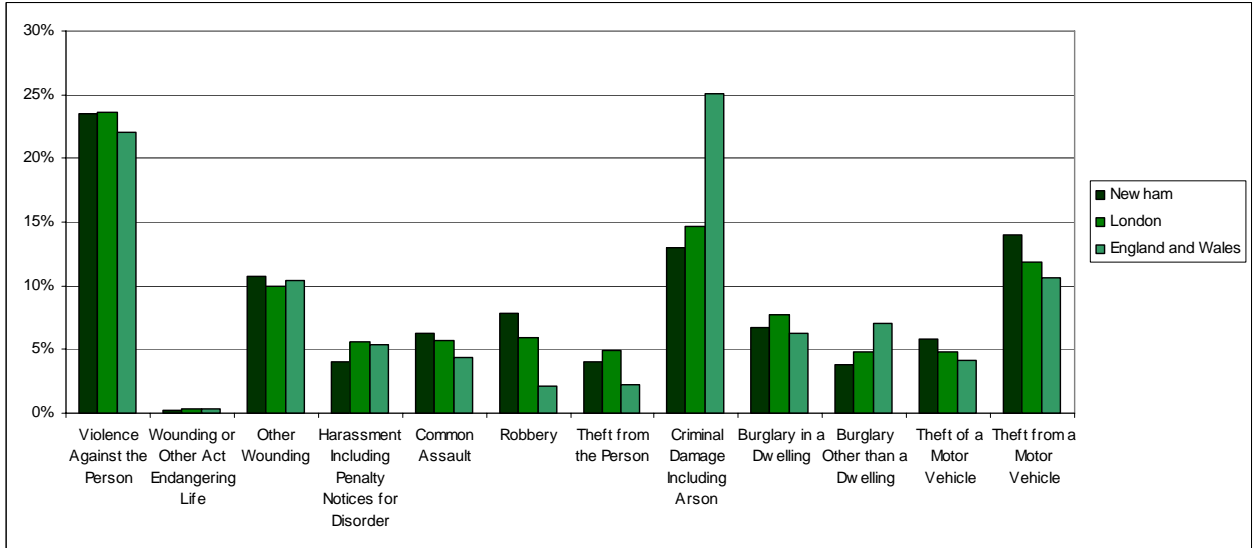


Source: Census 2001

3.2.17 The most common crimes committed within the Borough are related to violence against the person (24%), criminal damage (13%) and theft from a motor vehicle (14%), which broadly follows regional and national trends¹⁵. Within the Study Area, the most significant crime committed is related to Theft and Handling in East Ham Central ward (77 notifiable offences between November 2006 and October 2007).

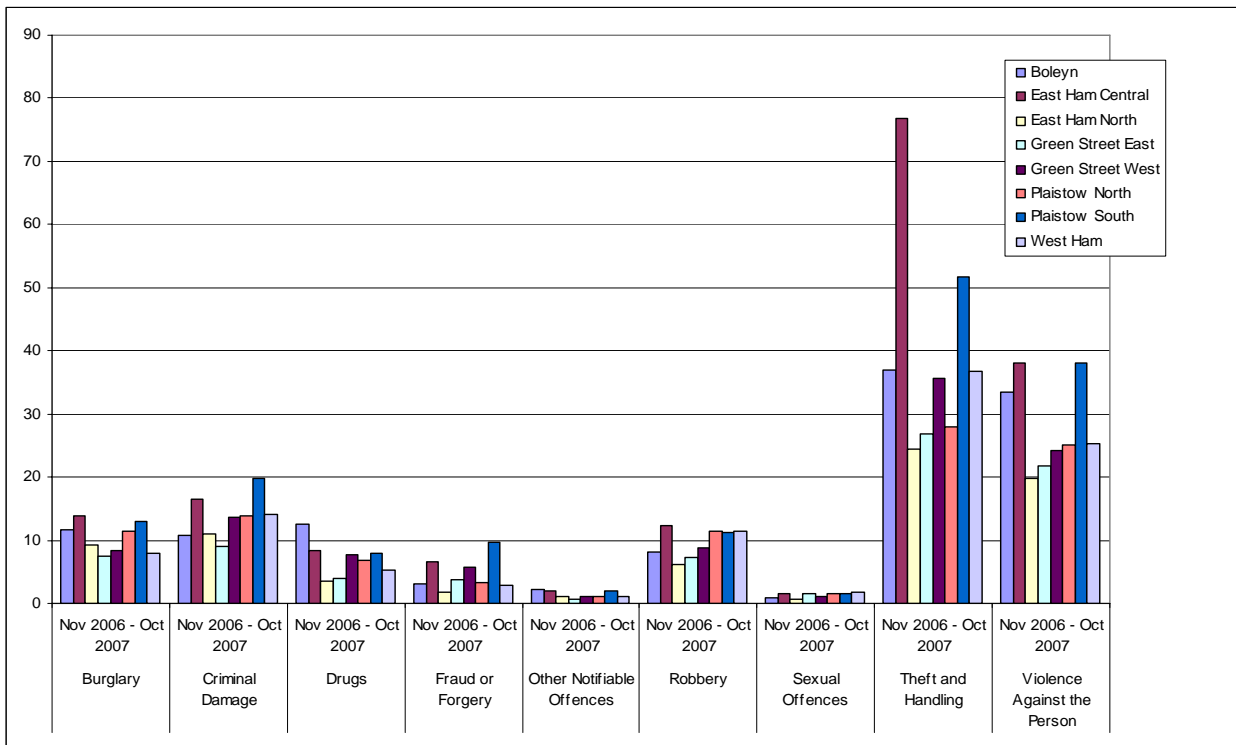
¹⁵ Notifiable Offences Recorded by the Police, Apr06-Mar07

Figure 3.18: Crime Profile of Newham and Comparator Areas



Source: Notifiable Offences Recorded by the Police, Apr06-Mar07, Metropolitan Police Service

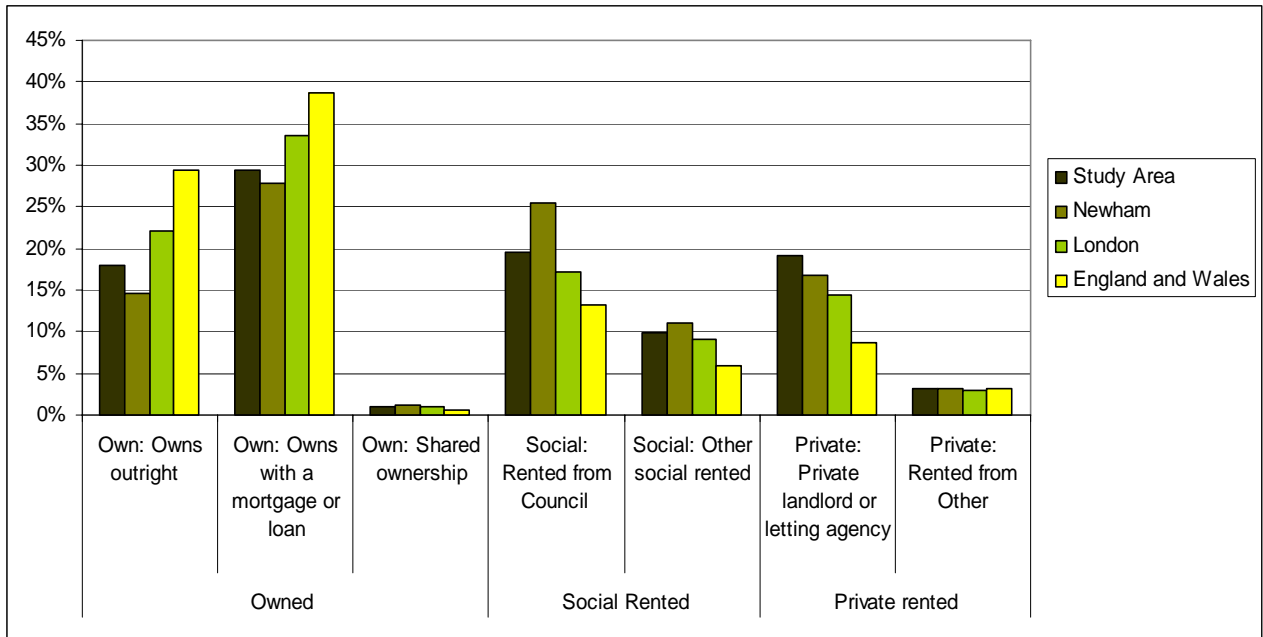
Figure 3.19: Crime Profile of Wards within Study Area



Source: Metropolitan Police Service, December 2007

3.2.18 In relation to Housing, the Study Area has a higher proportion of Council-rented accommodation (20%) than regional (17%) and national (13%) levels and the majority of people live in terraced housing¹⁶. There are also increasing disparities between the price of housing and local earning potential within Newham¹⁷ and the entire area falls within the top 20% most deprived in relation to housing and services¹⁸.

Figure 3.20: Tenure Profile of Study Area and Comparator Areas



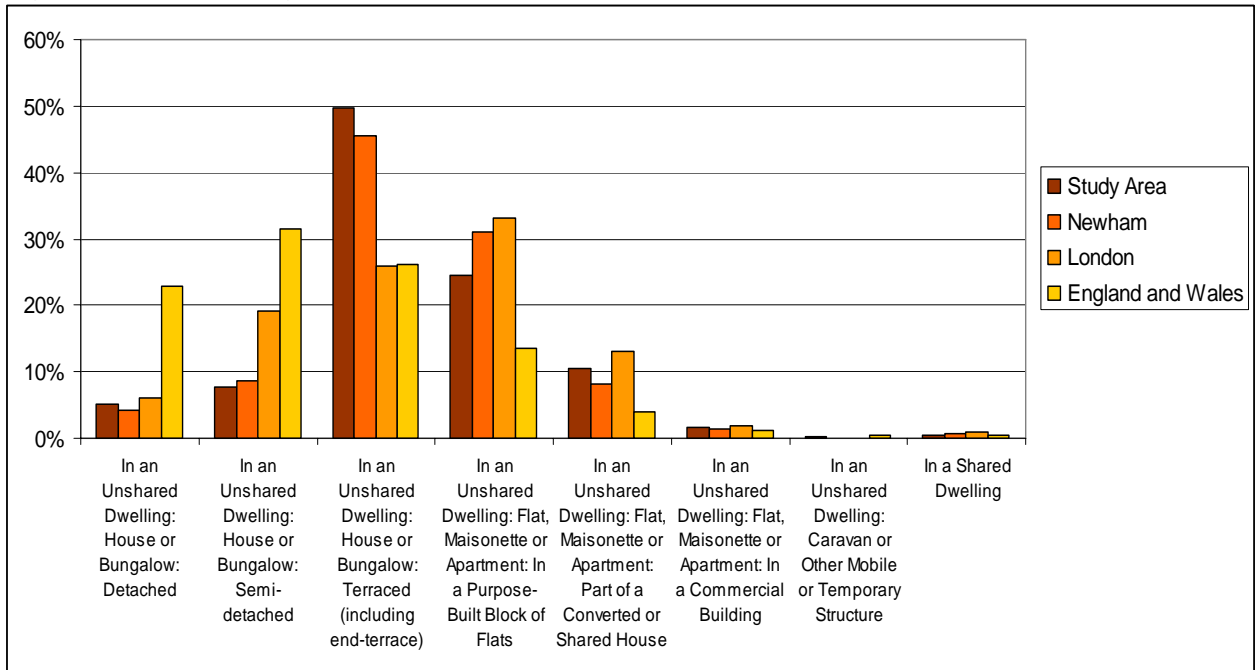
Source: Census 2001

¹⁶ Census 2001

¹⁷ Annual Survey of Hours and Earnings and HM Registry, December 2006

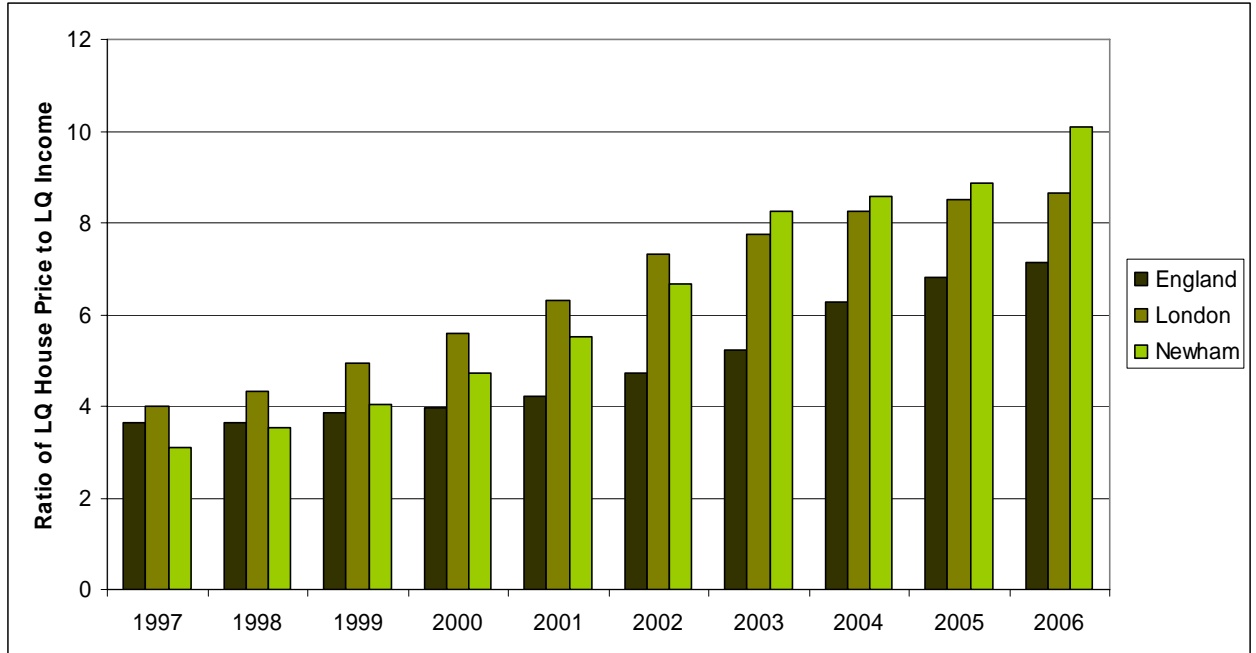
¹⁸ Index of Multiple Deprivation 2007

Figure 3.21: Housing Profile of Study Area and Comparator Areas



Source: Census 2001

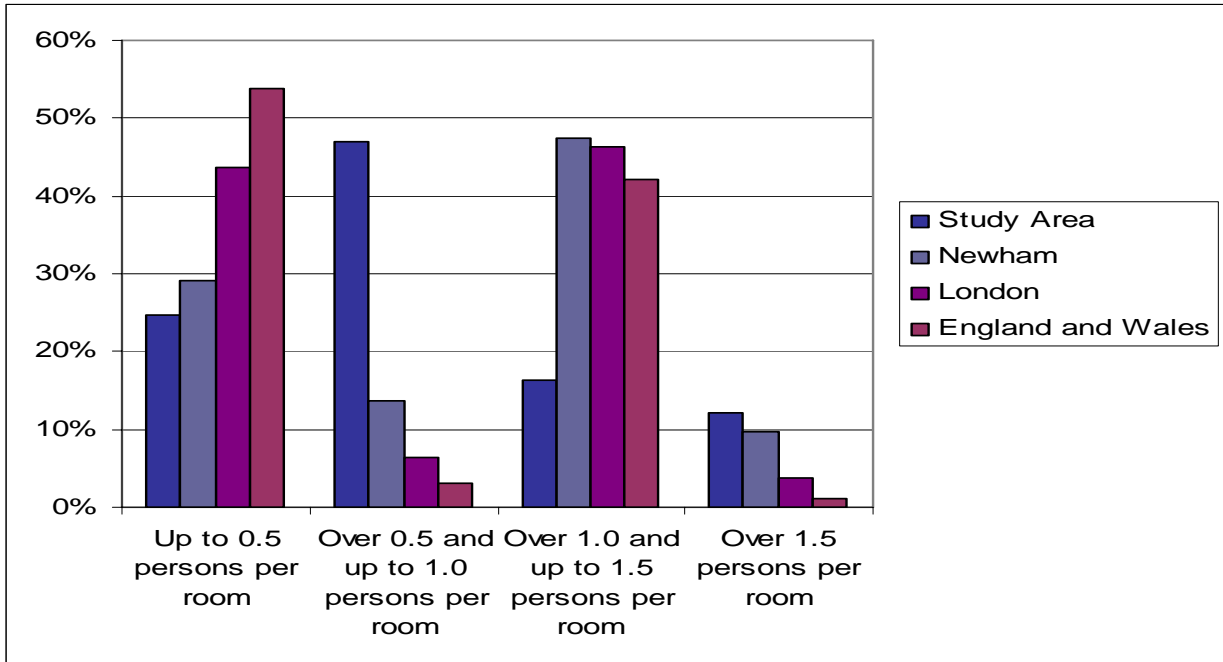
Figure 3.22: Earnings and House Prices Profile



Source: Annual Survey of Hours and Earnings and HM Registry, December 2006

3.2.19 Overcrowding in the Study Area is potentially more of an issue than all comparator areas with over 12% of households with over 1.5 people per room¹⁹.

Figure 3.23: Number or Persons per Room in Study Area Households and Comparator Areas



Source: Census 2001

3.2.20 Housing tenure in the Borough also has an ethnicity dimension. According to Newham’s Housing Needs Survey 2003, there are significantly more South Asian households living in privately rented accommodation and significantly fewer living in Local Authority housing. This ethnic group also has the lowest proportion of owner-occupied households with no mortgage. Black or Black British residents are the most reliant on Local Authority and Housing Association housing and also have a relatively low proportion of owner-occupied households (with or without a mortgage).

3.2.21 Furthermore, the total number of homeless households in need of temporary accommodation in Newham has increased over the last five years and was 6,107 in 2005-06, an increase of 85% since 2000/01²⁰.

3.2.22

¹⁹ Census 2001

²⁰ Focus on Newham 2007

3.3 IDENTIFICATION OF KEY EQUALITY TARGET GROUPS

3.3.1 From the above assessment of the Baseline report, therefore, the key equality target groups that have the potential to face the greatest impact from the development proposals have been identified as follows:

- Lone Parents (Newham has highest level in the Country)
- Those with poor health and limiting long-term illness (key issue in the area)
- Young People (those aged 0-15 years make up ¼ of the population)
- Women (particularly lone parents and those from BAME populations)
- Asian and Black population (significant level in Study Area)
- Muslim population (significant level in Study Area)
- Older People (Elderly Supported Housing in Area)
- Low Income Groups (disparity between house prices and earnings within Borough and low earnings and lower level occupations within Study Area and higher unemployed)

3.3.2 Gay, lesbian, bisexual and transgender people were not recognised as a particular target group, for the Study Area, due to a lack of robust data available. This issue will be considered again through the consultation process.

3.3.3 Furthermore, consultation with LB Newham has also highlighted Gypsy (Roma) and Travellers as a key equality target group within the Borough, particularly following recent relocations, such as those communities previously living within Clays Lane – which now forms part of the Olympic Park.

4 Equality Policy Review

4.1 INTRODUCTION

4.1.1 A full review of planning policy relating to the development proposal was undertaken as part of the development of the initial Environmental Impact Assessment baseline report.

4.1.2 Furthermore, to understand the issues and policy considerations specific to the equality target groups included in this EqIA, a further review of key equality policies and legislation has been carried out at a local, regional and national basis.

4.1.3 The key findings of this review are summarised in the following section.

4.2 SUMMARY OF EQUALITY POLICY REVIEW

4.2.1 This section summarises the key findings from each of the key policy documents reviewed in the initial stages of the EqIA.

4.2.2 **Framework for a Fairer Future – The Equality Bill (June 2008)** sets out proposals for the Government’s emerging Equality Bill. The new Bill will streamline existing legislation into a singular duty requiring public bodies to consider how their policies, programmes and services affect people according to their race, disability, gender, age, sexual orientation, gender reassignment and religion or belief.

4.2.3 The **Race Relations Act 1976 (as amended by the Race Relations (Amendment) Act 2000)**, requires Councils in carrying out their functions to have due regard to the need to:

- Eliminate unlawful racial discrimination;
- Promote equality of opportunity;
- Promote good race relations between people of different groups.

4.2.4 These general duties are supplemented by specific duties which include the need to monitor all functions and policies, both new and existing, for any adverse impact and to act on the results.

- 4.2.5 The **Disability Discrimination Act (2005) (DDA)** requires that any individual or organisation providing goods, facilities or services should not discriminate against disabled people. The Act also builds on the earlier 1995 to state the need for public authorities to promote equality of opportunity between disabled persons and other persons; the need to promote positive attitudes towards disabled persons; and the need to encourage participation by disabled persons in public life.
- 4.2.6 The **Equality Act (2006)** established the Commission on Equality and Human Rights (CEHR), replacing the previous equality commissions - the Commission for Racial Equality, the Equal Opportunities Commission and the Disability Rights Commission. The Act prohibits discrimination in the provision of goods and services on the grounds of religion and belief (subject to certain exemptions) and allows the Government to introduce regulations prohibiting discrimination on the ground of sexual orientation in goods and services, and to promote equality on the ground of gender.
- 4.2.7 The **Equality Act (2006)** will be shortly superseded by the Single Equality Act, due to begin publication in 2008, which will combine all of the equality enactments including age; disability; gender; proposed, commenced or completed gender reassignment; race; religion or belief and sexual orientation.
- 4.2.8 The **Sex Discrimination Act 1975 (SDA)** offers protection against unlawful discrimination to both men and women. It makes sex discrimination unlawful in employment, vocational training, education, the provision and sale of goods, facilities and services, the management and letting of premises and the exercise of public functions.
- 4.2.9 The **Gender Equality Duty 2007** placed a new legal requirement on all GB public authorities, when carrying out all their functions, to have due regard to the need:
- To eliminate unlawful discrimination and harassment on the grounds of sex
 - To promote equality of opportunity between women and men.
- 4.2.10 The **Special Educational Needs and Disability Act 2001** introduces the right for disabled students not to be discriminated against in education, training and any services provided wholly or mainly for students, and for those enrolled on courses

provided by 'responsible bodies', including further and higher education institutions and sixth form colleges.

4.2.11 LB Newham Community Strategy

4.2.11.1 The Newham Community Strategy established six overarching themes by which the subsequent policy documents outlined below are guided. These themes are as follows:

- a better environment for all
- building an active and inclusive community
- investing in young people
- making Newham safer
- narrowing the health gap
- business growth and access to jobs

4.2.11.2 Of particular relevance to this Assessment is the theme of building an active and inclusive community with a target for 'everyone in the borough to have the same chances in life whatever their background and for Newham to be a place where people live harmoniously and respect each other'.

4.2.11.3 This theme includes emphasis on removing barriers that stop people participating and to address areas where there are unequal opportunities and level of resources available to Newham's citizens. The aim, established in this Strategy, is to tackle this inequality by raising expectations and improving the lot of the most disadvantaged.

4.2.11.4 Priority actions listed include making sure people receive the benefits they are entitled to, making sure public buildings are accessible to everyone, making sure everyone has the same chances to do well at school, and encouraging more people to get involved in Community Forums so they can have a real say on what happens in their area.

4.2.12 The Equality Standard for Newham Council - Corporate Equality Action Plan 2002-2003

4.2.12.1 The Equality Plan establishes a number of priorities for ensuring equality of provision and take-up of key facilities and services including the provision of a

diverse range of leisure, cultural, recreational and community services that meets the needs of existing and potential customers.

4.2.12.2 The Plan also commits the Council to:

- undertaking and continuing constructive consultation in the development of leisure, cultural, recreational and community services and activities;
- putting in place strategies and implementation plans identifying new ways of delivering arts, sports, and community development activities; and
- identifying evidence of innovative ways of using cultural activities to increase social inclusion and community cohesion.

4.2.12.3 Within the Plan, a priority is also placed on improving accessibility and effectively managing the physical environment, to enable more participation from disabled people in everyday life.

4.2.12.4 More positive engagement, participation and consultation with under-represented groups is also prioritised as is equality in service delivery through the promotion of successful housing partnerships.

4.2.12.5 The Plan also states that an element of the Approved Development Programme and other capital resources will be targeted, when available, to meet the needs of wheelchair users and people in need of supported housing.

4.2.12.6 Furthermore, the Plan recognises the importance of ensuring that BME housing needs and those of all other equality groups are identified in detail to inform specific strategies and to ensure the Housing Strategy reflects the needs of Newham's diverse communities. This will be further supported through continuing to encourage community involvement and participation in housing decision-making processes to ensure equality in service provision.

4.2.12.7 An overall priority of the Plan in relation to Housing is to continue to ensure that there is equality of access to housing for all members of the community, irrespective of their ethnic background, gender, disability and sexual orientation.

4.2.13 Newham Disability Equality Scheme 2006 - 2009

4.2.13.1 In relation to service delivery, the Disability Equality Scheme details a number of priorities for the Borough including to:

- reduce barriers for disabled people to access and enjoy parks and green spaces;
- reduce barriers for disabled people to access the urban environment
- Complete programme of formalisation of parking bays reserved for “Blue badge” holders;
- reduce barriers for disabled people to access schools;
- ensure all new secondary schools are fully accessible;
- ensure all facilities used for classes are physically accessible’
- meet the needs of disabled people who are wheelchair users;
- target 10% of new social rented housing for wheelchair accessible units; and
- to identify the requirement for wheelchair accessible housing for low cost and market housing.

4.2.13.2 The Scheme states that everyone in the Borough should have the same chance in life whether they are disabled or non-disabled and Newham should be a place where people live harmoniously and respect each other. In achieving this, the Scheme recognises the need to reduce the barriers disabled people face in accessing information, being enabled to live independently, to access sports and leisure activities and to take up their full entitlement to benefits.

4.2.13.3 In relation to sports and leisure facilities, the Scheme commits to increasing the number of sports clubs having inclusive access; ensuring inclusive provision of and access of young disabled people to locally based sports (EBS); and to reduce barriers for disabled people to access leisure facilities.

4.2.13.4 For Education, the DES states a priority for improved access across Newham schools for disabled children and young people with all secondary schools fully accessible in line with the Building Schools for the Future programme. The Education vision established within the Scheme is for all children, within the Borough, whether disabled or non-disabled, to be achieving the same level of educational attainment as the national average. The Scheme also states that they should be healthy with good career prospects and a good quality of life.

4.2.13.5 The Scheme also aims to develop inclusive libraries for deaf children and for children with sensory impairment as well as developing confidence in using library services for blind children and young people.

4.2.13.6 For health, the Vision established by the Scheme is that by 2020 the health of local people will be at least as good as that of the people in the rest of London, and by 2010 good progress will have been made towards achieving this aim.

4.2.14 Newham Council Race Equality Scheme 2005 – 2008

4.2.14.1 According to the Race Equality Scheme, Newham Council has committed itself the Equality Standard for Local Government. This has helped to mainstream race equality issues into the core business of LB Newham, focussing on:

- Ensuring a better environment for all
- Building an active and inclusive community
- Investing in young people
- Narrowing the health gap
- Improving business growth and access to jobs.

4.2.15 Speaking out! A summary of experiences of lesbians, gay men, bisexuals and transgender people in Newham and issues for public sector service providers. January 2003

4.2.15.1 This summary refers to national survey statistics which indicate that 10.5% of men and 6.9% of women had ‘had a homosexual partner’. From this we can estimate baseline information of approximately 15,000 LGBT adults living in Newham.

4.2.15.2 In relation to housing, specific issues for the LGBT population include overcoming discrimination in tenancy and ensuring sensitivity to the needs of LGBT people in a range of housing areas such as homelessness, harassment, and housing for the elderly is considered in policy development

4.2.15.3 Furthermore, the Summary heralds the importance of supporting the development of LGBT community ‘infrastructure’ and social capital beyond just that which is “economically viable” and the need for a variety of safe places for the LGBT community to meet together and socialise.

4.2.16 Newham Gender Equality Scheme 2007 - 2010

- 4.2.16.1 The overall vision established by the Gender Equality Scheme is for everyone in the borough to have the same chance in life whether they are female or male and Newham to be a place where people live harmoniously and respect each other.
- 4.2.16.2 The Scheme reinstates a number of the policies and priorities outlined in the above schemes but with a commitment towards ensuring that gender issues are also taken into account when ensuring equality issues.
- 4.2.16.3 Furthermore, the GLA's **Supplementary Planning Guidance for Equality and Diversity in London (October 2007)** highlighted a number of areas of potential impact of new developments on the key target equality groups which have formed central considerations in the EqIA.

5 EqIA Scoping Analysis

5.1 INTRODUCTION

5.1.1 Following the methodology outlined in Chapter 2, an assessment of the potential impact of each of the elements of the development proposal on the key equality target groups was undertaken. An initial scoping exercise was necessary to determine the key headline equality considerations that needed to feed into the consultation process and design of the development proposal.

5.1.2 The detail of this assessment is given in a full matrix contained within the Appendix A to this document whilst the key findings are summarised in the following section.

5.2 SUMMARY OF KEY FINDINGS

5.2.1 For each of the elements underlying the development proposal, an assessment of the potential impact on a number of key equality target groups was carried out under the following headings:

- Gender
- Race
- Disability
- Age
- Faith
- Sexuality
- Income

5.2.2 Overall, it is anticipated that the redevelopment scheme will have generally positive impacts on each of the target groups with an improved shopping offer; new and improved community facilities; a more secure and safe environment; and an enhanced public transport, pedestrian and cycle route network. Furthermore, ensuring an appropriate target for affordable housing combined with a housing type mix reflective of the needs of the local community will ensure a greater housing choice for individuals and families.

5.2.3 In order to begin to identify areas of mitigation need, the key issues arising from the scoping analysis have been summarised below, under the individual headings relating to different elements of the development proposal.

5.2.4 Key questions arising from the Scoping exercise are highlighted in summary boxes at the end of each section. These questions will form the basis of further exploration by the Assessment Team, in particular, informing the consultation process.

5.3 HOUSING & HOUSEHOLDS

5.3.1 Appropriate Provision of Affordable Housing

5.3.1.1 The scheme provides much needed affordable housing for the borough including a contribution of large affordable family housing. The scheme provides 362 units, providing (on a habitable room basis) 82% for private sale and 18% for Affordable at a 30:70 split (Social Rented:Intermediate).

5.3.1.2 There will be ten four-bed family houses with private gardens provided off-site on the nearby 'island' site. All of these will be made available as affordable, social-rented properties.

5.3.1.3 In addition there will be a further six 3-bed apartments made available within the main scheme as affordable family accommodation as well as further one and two bed apartments.

5.3.1.4 The remaining social rented and intermediate apartments will be pepper-potted throughout the main development.

5.3.1.5 Newham's currently emerging Core Strategy recognises that the Borough's existing housing stock is significantly skewed towards affordable housing and lower value housing stock, concluding, therefore, that it is appropriate to concentrate on inward investment and community building through a range of housing types, including a significant element of owner-occupier²¹.

5.3.1.6 LB Newham feel that this would assist in creating more mixed and balanced communities, reducing localised deprivation, improving educational attainment, and increasing local income and employment levels and therefore spending power in the local economies. This analysis is based on research by

²¹ LB Newham Core Strategy Issues And Options Paper (December 2007)

the Joseph Rowntree Foundation and St Andrews University²² that showed that the benefits of mixing housing tenure are maximised at between 10% and 30% affordable housing, and between 90% to 70% owner-occupier. As such, the emerging Core Strategy currently proposes strategic affordable housing targets of between 35% and 40% affordable housing from private development sites.

5.3.1.7 Six existing dwellings will be demolished on Tolpuddle Avenue. These are owned by Toynbee Housing Association who will be relocating residents accordingly.

Key Questions for Consideration

1. What is the level of demand for affordable housing in Newham and the Study Area in particular?
2. What is 'affordable' in relation to local incomes?
3. What type of affordable housing is needed (i.e. family housing; sheltered housing; 1-2bed flats; etc.)?
4. Is the 'pepper-potting' of affordable housing with market housing likely to cause any social or management issues?

5.3.2 Appropriate mix of Housing Types to meet demographics of population

5.3.2.1 The scheme includes the provision of ten four-bed family housing units, which will all be provided as social rented units. Six further three-bed units are also currently proposed to be provided as social rented accommodation. Across the remainder of the Scheme, current proposals are for approximately 101 one-bed units, 215 two-bed-units and a further 36 three-bed units.

5.3.2.2 LB Newham's Housing Needs Survey found that the need for larger household sizes is closely linked to ethnicity, with Asian, Chinese and other ethnic minority groups (not white, mixed or black) having above average household sizes. The Housing Needs Survey also indicates that within the social rented

²² School of Geography and Geosciences University of St. Andrews (January 2006) Mixing housing tenures: is it good for social well-being? A Report to the Joseph Rowntree Foundation

sector, the greatest need is for 2 and 3 bed units (35% and 31% respectively), followed by 4 or more beds (22%)²³.

5.3.2.3 The residential provision will need to respond to the specific needs of the different cultures and ethnic groups living in the Study Area.

Key Questions for Consideration

1. Is the level of family housing provision deemed sufficient for the size of the development?
2. What other housing types are needed?
3. Are there any culturally or ethnically specific housing needs related to the communities living in the Study Area?

5.4 ACCESS & MOVEMENT

5.4.1 Improve access to quality, affordable public transport

5.4.1.1 A Transport Assessment carried out to inform the planning application concluded that the location of the development is very good in relation to existing public transport facilities, including eight bus routes that run along Green Street with up to 35 buses per hour in each direction. The site is also very close to the tube station and improved access will be provided between the tube station and Queens Market to enhance access to the Market for pedestrians and the mobility impaired.

5.4.1.2 A full Travel Plan is being formulated to cover the site, which will have the intention of reducing the impact of car trips to the site. The measures employed will encourage trips to be made by public transport, cycle and walk modes. The public transport capacity as part of the Transport Assessment has been analysed and the predicted trips split by mode. The analysis undertaken indicates capacity for the development is available within the public transport network.

5.4.1.3 The key transport node is Upton Park Tube Station which is barely 50 metres from the market.

²³ LB Newham Core Strategy Issues And Options Paper (December 2007)

- 5.4.1.4 There are also regular bus routes along Green Street, directly in front of the site which not only serves to transport residents away from their homes to work or for other purposes, but also brings people from the surrounding local communities to Queens Market for shopping and to use the library.
- 5.4.1.5 The redevelopment of Queens Market has the potential to increase visitor numbers to the area. The provision of an additional 362 homes will also increase footfall in the area. As such, it is likely that there will be increased demand for public transport to and from the area.
- 5.4.1.6 The scheme involves certain improvements to public transport gateways, such as bus stops. Developers are also consulting with Transport for London to consider mitigation measures to address the additional pressure that the scheme could put on local bus services as well as the potential for increased traffic on the Green Street Corridor.
- 5.4.1.7 This development also provides the opportunity to complement any future Transport for London scheme to improve accessibility to Upton Park tube station – which currently is not DDA compliant - particularly in relation to creating new physical linkages between the station and the market.

Key Questions for Consideration

1. How do residents currently travel to employment/education/ community facilities?
2. Where do residents currently travel to by public transport?
3. How far do residents currently travel by public transport?
4. What modes of transport are currently used?
5. Do residents feel safe and secure travelling alone by public transport?
6. What improvements are needed to the current public transport network?
7. What improvements are needed to the current public transport gateways (i.e. bus stops; tube station; etc.)?

5.4.2 Appropriate Level of Parking Provision

- 5.4.2.1 The development will provide improvements to sustainable access with the provision of car parking for the residential units of 0.38 spaces (including dedicated provision for the mobility impaired) per unit; this has been agreed with

TfL and the Council as providing the opportunity to reduce the impact of car trips associated with the development on the local roads. Provision of public spaces will be provided with associated dedicated bays for the mobility impaired within the car park.

- 5.4.2.2 As the market area is well connected to the local transport system, the need for car parking is reduced. There will however be 125 bays provided for the residential dwellings and 175 bays for the market stalls.
- 5.4.2.3 The Scheme will provide new as well as renewed parking facilities in a new and improved covered environment. 30% of new homes will be provided with parking spaces. Those already allocated to Hamara Ghar residents will be unaffected.
- 5.4.2.4 Additional car parking for visitors to the market will also improve access to the market for people with mobility impairments. Access between the market trading floor and the car parking spaces will be DDA compliant.
- 5.4.2.5 Eleven parking spaces will be designed for users visitors with mobility difficulties within the market/general use area. Six spaces would also be provided for residents with mobility difficulties within the residential area.
- 5.4.2.6 There will be 13 spaces for motorcycles.
- 5.4.2.7 The existing vehicular access ramp will be relocated and improved as part of the Scheme, allowing for additional environmental improvements in the market area. The new location of the ramp, close to the Hamara Gar residential building, will be provided at two levels below the habitable rooms of the Hamara Gar. Furthermore, appropriate materials will be used to construct the ramp in order to minimise noise from vehicles using it.
- 5.4.2.8 New quality housing provision that forms a key part of the Scheme is likely to have an impact on the demographics of the Study Area and potentially could increase the level of car ownership. As such, pressure for car parking spaces could increase.
- 5.4.2.9 Improvements to public transport links and networks, however, will help to encourage residents and visitors to travel to and from the Market area by alternative modes.

5.4.2.10 LB Newham's current approach to parking provision is one of restraint, in order to encourage the use of sustainable means of travel such as public transport, walking and cycling²⁴.

5.4.2.11 The London Plan sets out maximum residential parking standards for sites within 10 minutes walking distance of a town centre and sites along transport corridors of less than 1 space per residential unit.

Key Questions for Consideration

1. How well does the current parking provision meet demand?
2. Does the high public transport accessibility of the site justify low parking provision?
3. Are the parking proposals included in the Scheme deemed sufficient to meet the increase in demand?

5.4.3 Provision of safe walking/cycling routes

5.4.3.1 Cycle and pedestrian improvements are proposed, including the provision of a significant amount of both cycle parking and motorcycle parking opportunities. Improvements to the public realm and pedestrian environment around the Green Street and Queens Road frontage will also be provided.

5.4.3.2 As part of the transport improvements a one way system will be implemented to prevent 'rat-running' traffic between Green Street and Rochester Avenue via Selsdon Road, which will improve the environment in this location for vulnerable road users such as cyclists and pedestrians and will minimise conflicts at the access to the car park ramp.

5.4.3.3 The Queens Market Sustainability Strategy²⁵ states that it 'is generally accepted that 400m is the distance people would want to walk to a transport node'.

5.4.3.4 The bus stops and the tube station are closer than 400m to this site, and by providing safe and well-lit routes for pedestrians, the Queens Market site encourages walking, thus promoting a healthy lifestyle for its residents.

²⁴ Newham 2020, Local Development Framework, Background Paper: Transport, 2006

²⁵ PRP, December 2007

- 5.4.3.5 Secure cycle storage is provided throughout the development allowing residents to make journeys on bike rather than by public transport.
- 5.4.3.6 New pedestrian crossing and additional signals across Green Street will provide a significant benefit to residents living on the east of Green Street by providing a new pedestrian link across the road and to the market and new front office provision.
- 5.4.3.7 There will also be a widened public realm link alongside the market linking to Green Street. This will provide a better quality safer pedestrian link for local residents and market customers.
- 5.4.3.8 A raised pavement profile around the outskirts of the market will help to create a semi-pedestrianised environment, encouraging safer walkways and reduced dominance of the private car.
- 5.4.3.9 The potential for walkways through the market to be open when the market is closed is also currently being explored.

Key Questions for Consideration

1. What is the level of cycle use in the area currently?
2. Do residents feel safe cycling on the roads around the Queens Market area?
3. Do residents feel safe walking alone around the Queens Market area?
4. What improvements need to be made to current footpaths and cycle paths in the Area?
5. What additional safety/security measures need to be implemented?
6. What would be the best location for a new pedestrian crossing?
7. Should pedestrian access through the market be opened when the market is closed?

5.5 BUSINESS & ECONOMIC

5.5.1 Support Local Businesses

- 5.5.2 The importance of Queens Market to the local economy is clearly demonstrated through the findings of the New Economic Foundation's report 'World on a Plate'. The report found that each of the businesses involved within the market employs an average of just over four staff, generating more than £13 million for the local

economy per annum and providing 581 jobs. Furthermore, just over half of these employees live locally demonstrating that Queens Market makes a significant contribution to local employment in an area of relatively high unemployment²⁶. These findings were quoted within the recently published GLA report on London's Street Markets (January 2008) in order to emphasise the importance in investing in the support and retention of street markets within the London economy²⁷.

- 5.5.3 The importance of retaining the market in its current state is, therefore, undisputed. At the core of the revised proposals is ensuring that the market can continue to flourish, retaining its strong international influence. The plans will also help Green Street to prosper, bringing important community facilities to the area's young people, and contribute to making the market and Green Street a premier destination for visitors during the London 2012 Olympic and Paralympic Games.
- 5.5.4 The GLA report on London's Street Markets explores the potential of improving the quality and efficiency of markets by encouraging public-private partnerships. The report cites the example of Barking Town Centre market which is jointly-operated between public and private bodies in the London Borough of Barking & Dagenham (LBBD). The report has suggested that Barking Town Centre market is highly successful because of co-operation with a private company. The borough handles all the legal, disciplinary and statutory obligations, but the company guides commercial aspects. The key to the market's success is promotion and a large 'open door' policy (casual traders are welcomed). The report states that LBBD suggests problems can be resolved if markets are run as businesses²⁸.
- 5.5.5 Market stall traders currently pay Newham Council a pitch fee that enables the authority to recover operating costs for the market. The operating costs in the new market hall will be substantially reduced due to more efficient operating methods and the fact that the building is brand new, creating a significant cost saving.
- 5.5.6 St Modwen will charge rent to recover the initial investment costs associated with building the brand new market and service charge to recover the actual & properly incurred operating costs. Added together the rent & service charge that the traders will pay to St Modwen in the new market will be line with the pitch fees that

²⁶ New Economic Foundation (2005) The world on a plate: Queens Market The economic and social value of London's most ethnically diverse street market, p.17

²⁷ GLA (January 2008) London's Street Markets, p.7

²⁸ GLA (January 2008) London's Street Markets, p.15

they currently pay to Newham Council in the existing market. St Modwen has pledged to fix the rent for market stall traders for five years from the opening of the new market hall.

- 5.5.7 The reconstruction of the market will allow it to operate in a much cleaner and more hygienic way. The provision of improved recycling and waste facilities and improved delivery arrangements means that the many equality groups that use the market will receive better standards of service and access to better quality, fresher food. The improved waste facilities will reduce problems associated with storing food waste.
- 5.5.8 The provision of a redeveloped, more efficient and attractive market space and the proposed longer trading week has the potential for a positive impact on existing market traders through the potential for an increased turnover through higher footfall rates in the market. The new homes being created will add to this increased footfall and the new improved market environment will encourage greater diversity and variety in the market offer. St. Modwen, as leaseholder, will also manage the lease of shops and stalls to prevent any potential 'clash' allocations.
- 5.5.9 With regard to shopkeepers, St Modwen has accepted the principle that there will be a stepping of rent over five years from the opening of the new market. St Modwen has confirmed that rents for shops at the new Queens Market will generally be lower than those on Green Street. Precise rental levels will be set according to each shop unit's location within the new Queens Market.
- 5.5.10 Given the provision of new retail units within the development, the quality of shopping at the market will be greatly improved. This could well produce a domino effect with local businesses, resulting in a visible attempt to improve their own retail facilities, competing with the market to retain their own existing trade and attracting people from the market where they are offering a different service such as restaurants. A possible result could be the improved streetscape, which in turn could draw more people to the area and create an enhanced local economy and further growth²⁹.

²⁹ PRP (18th December 2007) Queens Market Newham Sustainability Strategy

5.5.11 The most significant threat, however, seems to be the sustainability of the market and its robustness to survive a lengthy construction period.

Key Questions for Consideration

1. How can the market traders be best supported to continue trading during the construction period?
2. What support do local retailers need to promote the Market and Green Street as a destination ethnic shopping destination?

5.6 CRIME

5.6.1 Secured by Design

5.6.1.1 The introduction of skylights to the roof of the market will significantly improve the working and shopping environment in the market. The introduction of natural light through to market area will make it a more welcoming and safe environment.

5.6.1.2 The improvements to the configuration of the space and road layout surrounding the new development should improve community safety to the rear of the building. The introduction of the access points to the residential elements of the scheme should significantly increase the amount of people in the surrounding streets and hence promote a feeling of safety.

5.6.1.3 The nature of the proposed development with high-rise apartments and an enclosed courtyard means that the quality of access points to and from the residential units will be particularly relevant to equality groups, from a community safety point of view and accessibility point of view. Door widths and ease of opening doors or whether they are automatic will be particularly important to people with mobility issues or children. The scheme should avoid having separate entrances for those with mobility impairments.

5.6.1.4 The internal courtyard is overlooked by a number of residential balconies. As such, this promotes natural surveillance of the courtyard area providing a safe environment for leisure and recreational pursuits.

- 5.6.1.5 Increased permeability through the market area and Hamara Ghar and the creation of new shop frontages along Queens Road and Rochester Avenue will increase the level of natural surveillance along these routes, helping to counter anti-social behaviour issues to the side and rear of the market and improve the feeling of community safety. Additional security measures, such as CCTV, will also need to be integrated, however, to maintain this level of surveillance and security outside shop trading hours.
- 5.6.1.6 The longer opening hours of the market area will create a more active and vibrant environment, promoting community safety.
- 5.6.1.7 The provision of a front office is a significant strength for the local community and specifically equality groups. Front office provision is the Council's proposal to place customer based facilities into eight front office provisions around the Borough. The front office provision will include front office services such as local service centre and library. The front office provision will provide access to training and support services and importantly internet access. The front office provision will give equality groups good access to local council services and assist the Council in assessing the specific needs within the community.
- 5.6.1.8 The new layout of the front office provision overlooks the market entrance and trading area providing natural surveillance and a safer environment.
- 5.6.1.9 The potential for the market to be kept open for through flow outside trading hours will need to be carefully managed to reduce potential for anti-social behaviour.

Key Questions for Consideration

1. What is the perceived level and type of crime and anti-social behaviour in the area?
2. What measures could be taken to reduce this anti-social and criminal activity in the area?
3. Which groups and/or individuals are most at threat of becoming victims of crime or anti-social behaviour in the area?
4. Should the market be kept open for access purposes outside trading hours?

5.7 HEALTH

5.7.1 Access to Affordable Food

5.7.1.1 Low income levels and strong levels of diversity amongst the resident population of the Queens Market area has led to strong support for the Market which provides an affordable and diverse food offer.

5.7.1.2 The London Mayor's Food Strategy states that:

*'healthy eating should not be consistently or dramatically more expensive than alternatives, and no-one in London will struggle to access healthy, affordable and culturally appropriate food and drink.'*³⁰

5.7.1.3 Furthermore, the GLA report on London's Street Markets recognises the important role that street markets play as sources of affordable high quality food, stating that:

*'Access to affordable, good quality food for people, especially those on low incomes, is crucial to the success of policies relating to Londoners' health and wellbeing'*³¹.

5.7.1.4 The current offer available at Queens Market provides affordable, healthy food in the recognised food desert that is Newham.

5.7.1.5 The importance of maintaining this affordable offer is paramount. In recognition of this, St. Modwen is prioritising the retention of the existing market offer. In response to this, St Modwen is offering existing traders first refusal on the new leases and wants to support and encourage them to continue trading. St Modwen is working with the market traders and shopkeepers to agree sustainable rent levels. St Modwen is proposing that the shop units will have step-rents and that the rent level within the occupancy charges for the market traders will be frozen for a period of five years.

5.7.1.6 Market stall traders currently pay a single licence fee to Newham Council that recovers the actual costs incurred in managing Queens Market. St Modwen has looked closely at this fee, and predicts that without any operational improvement to the market, it is likely to increase, largely due to the increasing

³⁰ London Development Agency (May 2006) Healthy and Sustainable Food for London The Mayor's Food Strategy, p.65

³¹ GLA (January 2008) London's Street Markets, p.7

difficulties at Queens Market with regard to recycling and refuse collection and the highly unsustainable way that it operates.

- 5.7.1.7 These increases will apply to whoever runs Queens Market, and without major investment the market will be hard to maintain. St Modwen's investment in the new market will provide enhanced services for traders while significantly reducing these overall operating costs.
- 5.7.1.8 St Modwen has pledged to freeze rents for market stall traders for five years from the opening of the new market, and with the overall reduction of operating costs, St Modwen believes that total fees will be in line with what market stall traders currently pay in their single licence fee. Full details of St Modwen's anticipated charges have been provided to the Queens Market branch of the National Market Traders' Federation (NMTF).
- 5.7.1.9 St Modwen has therefore confirmed that service charges in the new Queens Market will continue to recover the proper and actual costs incurred in operating and managing the market, and will not generate profit for St Modwen or Newham Council.
- 5.7.1.10 With regard to shopkeepers, St Modwen has accepted the principle that there will be a stepping of rent over five years from the opening of the new market. St Modwen has confirmed that rents for shops at the new Queens Market will generally be lower than those on Green Street. Precise rental levels will be set according to each shop unit's location within the new Queens Market.
- 5.7.1.11 As with market stall traders, service charges for shopkeepers will recover the proper and actual costs incurred in managing the market, and will not generate profit for St Modwen or Newham Council.
- 5.7.1.12 From an economic point of view, the importance of maintaining the existing trade base, has also been recognised by developers, if the market is to continue to prosper. The potential for traders to be lost during the construction period must be avoided through the provision of temporary accommodation of an appropriate quality in close proximity to the existing marketplace and in close proximity to other traders to maintain the Market's competitiveness.

5.7.1.13 Some concern has been identified in relation to the potential for an improved environment and new residential demographic leading to a change in the offer available at the market.

5.7.1.14 A vision of the London Mayor's Food Strategy is that food and drink retailers will use their best endeavours continuously to improve the quality of the products they sell, including an increase in the proportion of food sold that is healthy, culturally appropriate, ethical and environmentally beneficial³². Furthermore, through the consultation carried out to inform the 'Right to a Healthy Diet' report³³, price was identified as only one of a number of key factors in promoting access to healthy food. Quality and range of the produce on sale, the ease of access and the ability of food projects to address specific cultural and dietary needs were also deemed important. The new market environment is intended to make the Mayor's vision easier to achieve, by creating a much improved market environment, promoting choice and quality of food.

5.7.1.15 In relation to the specific situation of Queens Market, the New Economic Foundation report 'The World on a Plate' concluded that immediate face-to-face feedback from customers at the market about pricing allows traders to adjust prices and react quickly to surges and drop-offs in demand³⁴. This suggests that the offer at Queens Market will continue to respond to consumer demand, providing the balance of quality and affordability that customers demand.

Key Questions for Consideration

1. What is the current offer in Queens Market?
2. Who are the current customers for the Market?
3. What is the view of the market traders?

5.7.2 Health and Social Care

5.7.2.1 The scheme will improve the area around Hamara Ghar. Access to and from the building and vehicular access and parking will be maintained. The

³² London Development Agency (May 2006) Healthy and Sustainable Food for London The Mayor's Food Strategy, p.65

³³ Aston-Mansfield (June 2001) The right to a healthy diet: sustaining the fight against food poverty.

³⁴ New Economic Foundation (2005) The world on a plate: Queens Market The economic and social value of London's most ethnically diverse street market, p.13

residents at Hamara Ghar will be able to make use of the new front office provision.

- 5.7.2.2 All new residential units provided by the scheme will be lifetime homes, promoting access to all.
- 5.7.2.3 Sustainable energy practices integrated into the scheme are intended to provide affordable heating options for all residents.
- 5.7.2.4 The new population moving into the area will need an appropriate level of healthcare (i.e. GPs; dentists; opticians; etc.). This new demand arising will need to be carefully monitored to ensure existing practices have sufficient resources to respond.

Key Questions for Consideration

1. What are the views of the Hamara Ghar residents?
2. What specific needs do the Hamara Ghar residents have?
3. What services do the Hamara Ghar residents currently use?
4. Do existing healthcare facilities in the area have capacity to meet new demand arising?

5.7.3 Community Facilities

- 5.7.3.1 The provision of a front office is a significant strength for the local community and specifically equality groups. Front office provision is the Council's proposal to place customer based facilities into eight front office provisions around the Borough. The front office provision will include front office services such as local service centre and library. The front office provision will provide access to training and support services and importantly internet access. The front office provision will give equality groups good access to local council services and assist the Council in assessing the specific needs within the community.
- 5.7.3.2 The front office provision will have opening hours beyond that of the market, providing active use of the site and an ongoing community focus.
- 5.7.3.3 Access to the first floor front office provision will be a significant issue to a range of equality groups. The scheme will be DDA compliant, providing both stairs and lift access from the ground floor entrance. Access to the facility will be highly

visible and welcoming from the pedestrian link from Green Street. Given that the front office provision is not going to be on the ground floor the architecture used should demarcate the use of the building at first floor level.

5.7.3.4 The new population moving into the area will create demand for school places and childcare. This new demand arising will need to be carefully monitored to ensure existing practices have sufficient resources to respond.

5.7.3.5 Queens Public House is being demolished as part of the development proposals. The views of local residents will need to be explored in detail through consultation events.

Key Questions for Consideration

1. What services do local residents currently use?
2. What should be included in the new front office?
3. Are there any concerns with the proposed location of the entrance to the front office?
4. What measures need to be taken to ensure safe use of the front office when the market is closed?
5. Do schools in the area have the capacity to absorb the additional demand created by the development?
6. Are there sufficient childcare facilities and services in the area to absorb the new demand arising?
7. Are residents opposed to the loss of Queens Public House?

5.7.4 Children's Play Space

5.7.4.1 As a significant proportion of the residential units are small one and two bedroom type properties, it is anticipated that the development will yield a number of young children.

5.7.4.2 National Playing Fields Association (NPFA) targets set out 0.8ha (2 acres) per 1,000 population for children's play comprising designated areas for children and young people containing a range of facilities and an environment that has been designed to provide focused opportunities for children's play and casual or informal playing space within housing areas.

5.7.4.3 The GLA's current draft Supplementary Planning Guidance (SPG) on children's play and informal recreation, however, finds that existing national standards are too high for application in London and do not take into account the potential for other areas of open space to be used as play spaces. A benchmark standard of a minimum of 10 sq m of dedicated playspace per child is recommended instead. Maximum walking distance to playspace from residential units is recommended as 100m for children under 5 years, 400m for 5-11 year olds and 800m for 12 year olds and above³⁵.

5.7.4.4 Since the previous EqlA consultation, the Scheme has included significant provision of play space in the residential courtyard garden. Plans were produced showing this in response to the GLA's comments.

5.7.4.5 The potential for soft play space within the Scheme is currently being explored.

Key Questions for Consideration

1. Should children's equipped play space be provided within the Scheme or on alternative location(s) close by?
2. What equipment should be included in the play space?
3. How well is the area currently served in terms of provision of play space?
4. What measures are needed to ensure play space is safe for all users?

5.8 OPEN SPACE

5.8.1 The central core of the development provides a significant area of green outdoor space. The provision of good quality communal outdoor space will provide safe space for equality groups to exercise and play. Thought will need to be given to the accessibility of outdoor space. Balconies will be provided with most of the apartments which will overlook the central courtyard improving levels of natural surveillance.

5.8.2 The four-bed affordable family housing to be provided off the main site will have private outdoor space.

³⁵ Providing for Children and Young People's Play and Informal Recreation. The London Plan Draft Supplementary Planning Guidance October 2006

- 5.8.3 Apartments without balconies will be able to use the internal courtyard and consideration is currently being given to the option of segregating areas within the courtyard for these residents to provide them with some private space³⁶.
- 5.8.4 Demolition of the Queens Public House and reconfiguration of the benched area will enable the development of a higher quality, secure public open space and meeting area for residents and market visitors alike.
- 5.8.5 The outdoor space should be landscaped in such a way that encourages its use by the range of equality group through sensitive planting and thoughtful furniture.
- 5.8.6 LB Newham's current standards require all new residential development 100 dwellings and over to incorporate functional public open space at the standard of 1.1 hectares per 1000 new residents. Furthermore, the Preferred Policy set out in the LDF Core Strategy Background Paper on Open Space and Recreation states that all new residential development are to address the following standards:
- Communal/Semi-Private Amenity Space: 20m² per dwelling, including balconies and roof terraces.
 - Garden Spaces: 30m² per family dwelling at ground level³⁷.

Key Questions for Consideration

1. How can we encourage residents to use the open space?
2. How can we ensure security of the open space?
3. What will the open space be used for?
4. How, where and when should it be accessed?
5. What specific access requirements do individual target groups have to enable their use of the space?

³⁶ PRP (18th December 2007) Queens Market Newham Sustainability Strategy

³⁷ Newham 2020 Planning for the Future (February 2006) Local Development Framework Background Paper: Open Space and Outdoor Recreation

6 Consultation & Involvement

6.1 INTRODUCTION

- 6.1.1 To ensure a fully comprehensive, objective assessment, the findings and issues illustrated in this report needed to be explored in more detail through a full consultation process with identified equality groups.
- 6.1.2 The key questions outlined in the previous chapter were addressed within relevant consultation sessions in order to gather a fuller appreciation of the specific impacts that development proposals may have on the target groups.
- 6.1.3 The outcomes of this consultation were then fed into a design review of the development proposal prior to submission of the full planning application in June 2008.
- 6.1.4 In July 2008 it was decided to carry out an additional consultation exercise to enable the local community to have a further opportunity to learn more about the proposals and give their views on how the scheme may affect them and their families and to comment specifically on any concerns that they have in respect of equality issues. The consultation event also launched the process of written consultation.
- 6.1.5 The outcomes of this additional consultation period has informed this revised EqIA which will, in turn, inform any proposed amendments to the planning application.

6.2 PREVIOUS CONSULTATION

- 6.2.1 A number of significant changes have been made to the development proposals as a result of the various rounds of public consultation that have been undertaken and ongoing discussions with traders and shopkeepers. St Modwen and Newham Council consulted on these plans in November 2004, December 2005 and October 2006, when a number of meetings were held together with a 3-day public exhibition close to Queens Market at West Ham United Football Club on Green Street. The exhibition was also taken to residents at Hamara Ghar then moved to Unit 72 in Queens Market where it was made available for traders, shopkeepers and customers to visit.

- 6.2.2 St Modwen and Newham Council have also worked closely with the National Market Traders Federation (NMTF) and its Queens Market branch, which represents the interests of market stall traders, on all matters relating to the regeneration project. As well as being invited to the public exhibitions, a series of meetings have been held with the Queens Market branch and meetings are ongoing. Every market stall trader in Queens Market is invited to attend meetings on the third Tuesday of each month, whether they are members of the NMTF or not. St Modwen and the Queens Market Branch of the NMTF issued a joint statement in June 2007 (see below), representing a major step forward in safeguarding the future of Queens Market.
- 6.2.3 The June 2007 joint statement between St Modwen and the National Market Traders' Federation (NMTF) formalised St Modwen's offer to place existing market stall traders on Landlord & Tenant Act protected leases in the new market hall. The agreement also guarantees continuity of trade during the redevelopment for the majority of market stall traders.
- 6.2.4 Two meetings have taken place with shopkeepers to discuss rent as well as unit allocations and sizes. Discussions with shopkeepers are now ongoing on an individual basis to discuss their individual circumstances.

6.3 METHODOLOGY

- 6.3.1 Building on the outcomes of the previous consultation outlined above, targeted and focussed consultation was necessary to examine the particular issues relating to equality groups in greater detail.

January 2008

- 6.3.2 On completion of the EqIA Scoping Report, LB Newham's Diversity and Cohesion Manager and Regeneration and Development Division helped to identify a range of suitable venues, dates and times at which to hold consultation events on the findings of the EqIA. These venues were identified as providing the most accessible options for the equality groups, identified, to attend and were all in close proximity to the Queens Market area.
- 6.3.3 Furthermore, a database of local community groups and organisations, particularly targeting or working with such equality groups, was developed in

partnership with LB Newham so that a personalised invite to the list of events could be sent out to the relevant contacts.

6.3.4 Advertisement material (including leaflets, posters and press adverts) was, subsequently, produced to advertise the list of events in the local press, at the actual venues and through a personalised mail-out to the complete community contacts database.

6.3.5 Finally, three large, colour exhibition boards were produced which gave graphical summaries of the development proposals to help communicate the key messages of the Scheme to participants at the consultation events. Events

6.3.6

Venue	Date	Time
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ght events were held, in total, at the following venues, dates and times: throughout January 2008:

Credon Centre, Kirton Road, Plaistow, London, E13	Tuesday 15th January	9:00 - 12:00
Katherine Road Community Centre, 254 Katherine Road, Forest Gate, E7	Wednesday 16th January	10:00 -13:00
	Thursday 17th January	14:00 - 17:00
West Ham United Football Club, Boleyn Ground, Green Street, Upton Park, London, E13	Thursday 17th January	17:30 – 20:00
Green Street Local Service Centre	Friday 18th January	11:00 – 13:00
Cleve’s Primary School, Arragon Road, London, E6	Friday 18th January	14:30 – 15:30
Hamara Ghar, 412 - 422 Green Street, Upton Park, E13	Monday 21st January	17:00 - 20:00
Newco Products, Bridge Road Depot, Abbey Road Stratford, London, E15 3LX	Thursday 31st January	11:30 – 13:00

- 6.3.7 The events were staffed by representatives from EDAW, LB Newham officers, and members of the developer team as appropriate. Interpreters were also employed from the Newham Language Shop to attend the events identified by LB Newham as likely to have particular language needs. The four interpreters employed were able to provide language support in Bengali, Urdu, Gujarati and Punjabi.
- 6.3.8 Participation at the events, overall, was good and comments were received from a wide range of people. Full summaries of the comments made by attendees at each event are given in Appendix B.

July 2008

- 6.3.9 An additional event was held in July 2008 at the West Ham Football Club conference suite.
- 6.3.10 Prior to the event, personalised invitation letters were sent out to an updated list of community group representatives from each of the equality strands. The full list of invitees is included in Appendix D.
- 6.3.11 An advertisement was also placed in the local press two weeks before the event.
- 6.3.12 The event was staffed by representatives from EDAW, LB Newham officers, and members of the developer team as appropriate. Interpreters were also employed from the Newham Language Shop to attend the events identified by LB Newham as likely to have particular language needs. The four interpreters employed were able to provide language support in Bengali, Urdu, Gujarati and Punjabi. A British Sign Language interpreter was also employed to help staff the event.
- 6.3.13 The event was reasonably well attended. A period of consultation was also installed for three weeks after the event to allow for further representations to be made. A summary of the comments arising from these representations are given in Appendix C.

6.4 SUMMARY OF OVERALL RESULTS

January 2008

- 6.4.1 Overall feedback from participants at the events was highly positive and supportive of the Scheme.
- 6.4.2 The vast majority of people were keen to see the improvements made to the market area, particularly with regard to making the area cleaner, brighter and lighter.
- 6.4.3 Many were keen to see the new stalls that would provide a more hygienic option for storing and displaying food products.
- 6.4.4 A number of people interviewed currently have security concerns with the market in its current state and so were pleased to see the introduction of natural and artificial light as well as natural surveillance techniques and CCTV.
- 6.4.5 The new front office provision proved to be a very popular feature, with many finding the existing Green Street Library to be very uninviting. Internet access was stated by a wide range of people as a definite need within the new facility as well as space for community education and learning.
- 6.4.6 Although a small minority of people raised concerns about the demolition of the Queens Public House, in relation to its landmark status rather than their use of it, the vast majority were supportive of its removal, citing problems of antisocial behaviour and criminal activity within its vicinity.
- 6.4.7 Opinions on the residential element of the Scheme were mixed with many pleased to see the provision of a wide range of new and affordable homes, whilst others were concerned that the influx of new people would add to the overcrowding and congestion issues already experienced in the Area.
- 6.4.8 Similarly, opinions on public transport issues were mixed, with many stating that current connections were good and able to accommodate further demand, whilst others felt that the local public transport system was already struggling to meet demand.

July 2008

- 6.4.9 Overall feedback from representations received after the event was negative and unsupportive of the Scheme.

- 6.4.10 A number of concerns were raised. Of particular note was the concern about the potential for the rents and service charges of stall holders to be increased. Respondents were concerned that this may have a subsequent impact on the price of food charged by the stall holders and could potentially reduce the diverse variety of food on offer.
- 6.4.11 Respondents also opposed the high rise design of the Scheme, feeling that it did not fit in with the existing urban fabric of the area.
- 6.4.12 Some respondents also criticised the level of affordable housing being provided by the Scheme and some felt that more houses, rather than flats, should have been included in the Scheme.
- 6.4.13 Overall, there was a concern that the development plans would threaten the unique, multi-cultural character of the market and diminish the opportunities for social interaction and informal support structures.
- 6.4.14 There were some requests for the market to be transferred into community ownership, such as a not-for-profit organisation, to ensure rents and service charges were not increased beyond the affordability of stall holders and shopkeepers.
- 6.4.15 A few respondents expressed concern that the existing problems of traffic and pedestrian congestion would worsen as a result of the additional residential units.
- 6.4.16 Two respondents also criticised the level of renewable energy produced by the Scheme.
- 6.4.17 A number of respondents raised concerns about the level of blue badge parking being provided for residents, visitors to the market and visitors to the Front Office.
- 6.4.18 In general, there was support for the market to be cleaned up and small improvements made, such as lighting, toilets and roof repairs, but several stated that the development proposals went too far.
- 6.4.19 A number of requests were also made by the respondents including a shopmobility scheme, a wider range of clothes shops and pedestrian and public transport priority measures.

6.4.20 A number of concerns were raised about the impact of the constructions phase on the market. There were particular concern about how the market would function when split over more than one site.

6.4.21 A number of the respondents also criticised the organisation and publicity of the additional consultation event, feeling that it did not focus on race equality issues sufficiently, was not adequately advertised and was held in an inappropriate location.

6.5 SUMMARY OF EQUALITY ISSUES

January 2008

- 6.5.1 The main concerns raised by disabled people and/or those with limited mobility were that the entrance to Upton Park tube should be updated to meet DDA requirements and that the new front office provision should have lift access to it. A few people requested that the new toilet facilities should have adequate provision for disabled people, including a hoist and strong visual and text signage for those with visual impairments. Strong visual and pictorial signage, appropriate colour schemes and lighting were each flagged as priorities for assisting those with learning difficulties, visual impairments and physical disabilities. A couple of respondents requested more wheelchair/pushchair ramps. Paving options suited to the combined, yet contrasting, needs of those with visual impairments and those with mobility issues were also suggested.
- 6.5.2 Overall, however, many felt that the improvements to the market stalls, including removing food from the floor, would have a beneficial impact by improving access through the market and removing many of the current obstacles.
- 6.5.3 The careful planning and location public art and street furniture that is sensitive to the needs of those with visual impairments was also requested.
- 6.5.4 One request was made for a shop-mobility-style scheme to help all those with impairments of any nature, linked to a centralised management suite located close to all public facilities.
- 6.5.5 There were very few issues raised in relation to specific faith needs. The main issue raised was a request for a multi-faith prayer room or facility within the market vicinity that should be of an adequate size and design so as to

accommodate gender-segregated worship at the appropriate times for all faith groups using the market.

- 6.5.6 No issues were raised that were specific to different ethnicities.
- 6.5.7 For young people, the main issue raised was a request to provide a children's play space or facility to serve the local residents and those visiting the market. A short-term crèche offering qualified, affordable childcare was also a popular request made by many of the respondents interviewed.
- 6.5.8 Elderly residents cited mobility issues as the main concern, requesting that lifts be provided as appropriate and adequate parking provision to meet demand. Many were concerned about security issues, although this was also a concern of all age groups, stating that they felt insecure in the market in its current state. All those that raised this concern were supportive of the plans to address safety issues, such as CCTV and natural light.
- 6.5.9 Many women interviewed also raised concerns over safety with several having experienced some element of crime or antisocial behaviour within the market in the past; and were equally pleased with the proposals. Several women also requested children's play space and childcare facilities as described above.
- 6.5.10 No issues were raised that were specific to sexual orientation.
- 6.5.11 Many people interviewed were deeply concerned that the proposals for Queens Market would remove the market or reduce the availability of affordable food. For many, however, these concerns were based on earlier versions of the Scheme that had included a major food retail store being based on site; and these people were often reassured when given details of the new Scheme.

July 2008

- 6.5.12 The majority of the representations made stated concerns in relation to race equality, particularly with regard to the potential threat of the development plans removing the existing character of the market.
- 6.5.13 The respondents were also concerned that the plans would result in a rise in the costs to stallholders which would be passed on the shoppers, reducing the availability of fresh, affordable food to meet the needs of the ethnically diverse population. Respondents were also concerned that the character of the market as

a place where diverse population mixes would be adversely affected by the construction phase and the design of the new market.

6.5.14 Disability issues raised included the need to consider the potential to address the level changes between the tube station and the market; the need to ensure disabled access throughout the period of construction in the temporary market; and ensuring sufficient, separated blue badge parking for residents and visitors to the Market.

6.5.15 One respondent raised the issue of the need to provide unisex toilets.

7 Recommendations & Interventions

7.1.1 Based on findings of the scoping analysis combined with the feedback from the consultation process, the assessment can conclude that the development proposed is not likely to unlawfully discriminate against any specific equality group identified. It is also considered that with the right attention to detail, the proposal can be delivered in a way which promotes equality of opportunity and promotes the good relations between people of different groups. The existing benefits of the market to the diverse community so far as the provision of diverse, affordable and healthy food and as a place for persons of different races to mix will be secured by specific interventions such as the protection of existing tenants, careful planning of the construction phase and a collaborative approach to the detailed design of the market.

7.1.2 There are some legitimate concerns in relation to the impact of proposals on the ability of the market to continue to trade both during and after the construction process. The interventions already identified by the developers, in partnership with traders, shopkeepers and trader associations, however, are considered to be appropriate and proportionate to the level of impact identified.

7.1.3 Further concerns and requests raised by participants at the consultation events and by participants to the consultation process, however, suggested a number of potential interventions that could be provided within the Scheme to maximise the positive impact on equality groups.

- 7.1.4 It is recommended, therefore, that they be explored in more detail to test their feasibility in being included in the Scheme and, potentially, improving the level of positive aspect of the Scheme on specific equality groups.

FAITH

A multi-faith prayer room or facility for use by traders and shoppers of the market was a particularly popular request of consultees due to the high representation of Muslim people living and shopping in the area. Such a facility should, however, be able to provide for gender-segregated worship with appropriate washing facilities and facilitating prayer orientated towards Mecca. This would result in a relatively large facility that would be at the expense of other community facilities or commercial shops or market stalls. Upton Park is also well provided for in terms of prayer rooms and mosque spaces available locally.

AGE

Another priority is to consider the potential to accommodate a children's play space or facility within the Scheme. This could take the form of a soft play room or an equipped outdoor play space. The inclusion of a childcare service or crèche also could be considered.

Seating areas with benches and appropriate landscaping need to be provided in appropriate areas to provide a safe and secure meeting area for elderly residents and individuals with mobility problems.

Since the inception of the Scheme, St. Modwen has ring fenced funds for a shopmobility scheme within the new Market. How these funds are spent will be discussed with the council in due course. It is important to ensure that these discussions happen at the earliest opportunity to ensure the Scheme is implemented at the most appropriate time.

INCOME GROUPS

Appropriate interventions, such as freezing the rental element of the occupancy charge for market traders and stepped rents for shop-keepers, as well as preferential lease agreements, have already been agreed by St. Modwen in partnership with LB Newham and traders' representatives to enable existing traders to continue to trade. These will need to be monitored consistently to ensure long-term sustainability.

Specific measures and resources are being put in place to support specific traders (including butchers and fishmongers) to continue to trade during the temporary market and to maintain a balanced offer to the local community. The location and opening hours of the temporary market should be widely publicised to ensure local residents and market customers are fully aware that the market will remain open during the construction period. Every measure possible should be taken to minimise disruption to both traders and customers during this period.

ACCESSIBILITY

Plans are already in place to provide fully accessible toilets within the new Scheme. The detailed design and any assistive equipment of these toilets will need to follow best practice, as implemented by St. Modwen in Edmonton, and should be wheelchair accessible and include a hoist. These toilets should be placed in a location that provides the optimal level of accessibility from outside and through the market; as close as possible to entrances/exits and well signposted with symbols as well as text. The fact that the toilets will be moved inside the market as part of an effort to increase accessibility and security of the facilities means that these toilets will not be accessible 24 hours a day as they are at present. The Council should monitor this issue going forward.

Ramps need to be provided wherever an obstacle or step entrance/exit is in place to ensure accessibility for all.

Navigation techniques for people with visual impairments need to be looked at in detail when choosing the fabric of the interior of the market area. These should employ the use of tactile paving, as appropriate, whilst taking care to not cause unnecessary inconvenience to those with mobility issues. Contrasting colour schemes and strong lighting techniques should also be explored.

Signs represented by pictures or symbols should also be accompanied by text to help those with visual impairments.

Wide, clear passageways, free from clutter, should be encouraged between the market stalls to aid movement for those with mobility problems and visual impairments.

The appropriate level of car parking has already been agreed with LB Newham, but further details such as the affordability of parking facilities to local residents and shoppers needs to be discussed further as does the appropriate level of disabled parking provision. Provision of separated blue badge parking for visitors to the Front Office needs to be factored into the proposals.

Design and layout of the temporary market during the construction period must ensure accessibility to and throughout for disabled people and those with mobility or visual impairments, providing ramps as necessary.

St. Modwen have already committed that a safe, bright, accessible pedestrian route will be provided between the two market venues to ensure ongoing accessibility for all. They are currently working with the National Market Traders' Federation and Market Centric on this issue.

The slope between the entrance to Queens Market and the station will be moderated by the regarding of the road and paving. The small retaining wall on the corner of Queens Road and the associated barriers will no longer be required. The purpose of these improvements is to remove obstacles allowing easier access into

ETHNICITY/RACE RELATIONS

Appropriate signage should be put in place to aid navigation around the new Market area to enable residents, traders and shoppers to re-familiarise themselves with the lay-out of the market after completion. Signage, in the form of diagrams or pictures, is more immediately understood by people. Given the multiplicity of languages spoken in the area and the range of literacy abilities, this kind of signage will promote better access and should be used wherever possible.

The diverse, affordable food offer currently available at Queens Market is an important resource. The provision and its affordability should be supported through initiatives to protect existing tenants to make sure that the market can continue to serve its important role as a resource to the diverse community and source of affordable and healthy ethnic food. The arrangements during the construction phase will need to ensure that the market continues to support traders and remains an attractive and accessible destination.

The market provides an opportunity for people of different races to mix. It will be important to ensure through the detailed design of the market place that such opportunities are provided in the redesigned market. It is suggested that the collaborative approach proposed to the design including the involvement of market traders in that process will ensure that this will happen as part of the redevelopment of the site.

Local community groups should be engaged in the design of the community open space. The organisation and management of the space should ensure optimal access to community groups to hold events, fairs and celebrations.

GENDER

The use of secured by design techniques, CCTV and a police presence should also be encouraged to assist female shoppers in feeling more secure within the market place and surrounding streets.

Female lone parents would benefit from a secure children's play area and crèche and both these options should be examined in more detail in light of the opportunity cost that providing such a facility(ies) would represent.

The fully accessible toilet is to be provided as a unisex facility. Furthermore, baby changing facilities should be provided in male, female and disabled toilets.

Public transport improvements may need to be made, particularly in the latter parts of the Scheme, as new residents move into the Area and additional shoppers visit the market. A traffic impact assessment has been carried out in support of the planning application which concluded that the location of the development in proximity to local transport services, the provision of cycle and enhanced pedestrian measures and the provision of a travel plan for the site, aimed at reducing the need to travel by car, results in the development and measures to be fully in line with sustainable best practice and transport policy objectives as set out by Government and the Mayor. The results of this Assessment have been fed back to Transport for London and LB Newham Highways. This issue needs to continue to be discussed by LB Newham and TfL.

Streetscape improvements will be made to the area as a result of the proposed scheme. This may include the need for traffic calming measures as requested by a few consultees. The traffic situation, however, will need to be assessed to allow for additional homes and visitors to the market place.

In relation to pedestrian overcrowding, early consultation with Newham's Design Review Panel led to an increase in permeability through the market, linkages with the streets behind and an upgrading of Queens Road, Seldon Road and Rochester Avenue. This should lead to a more pleasant environment for pedestrians and should provide easier access to the market from the street.

Residents of the Hamara Ghar should not suffer any adverse effects from either the construction or completed phases. This includes minimising environmental impacts (such as dust and noise) and ensuring accessibility to the market and surrounding area is maintained at all times.

Potential for a police presence at the market, perhaps linked to the local Safer Neighbourhood Team, should be discussed with the London Metropolitan Police Service who will also need to be consulted on a range of security measures and interventions to prevent antisocial behaviour and petty crime.

Although not an issue raised through consultation, it is important to assess the impact of the new residential communities on the capacity of local social and community infrastructure, including schools, health and social care and sports and leisure facilities. St. Modwen needs to work with LB Newham and other service providers to monitor

this impact closely in order to meet any additional demand with the appropriate level of supply - either through increasing the capacity of existing facilities to meet demand or by providing new facilities.

Consultation identified concerns about the level of renewable energy included. The energy strategy for Queens Market is very well specified achieving a reduction in CO₂ emissions when compared with building regulations of over 60%. This is achieved by a combination of energy efficiency, thermal efficiency, high specification heating and lighting controls and a design that captures passive solar gains to the maximum. Heating and lighting costs for the occupancy of the majority of the apartments will therefore be comparatively very low.

A detailed energy strategy and feasibility study for all renewable energy options and a combined heat and Power feasibility study form part of the planning application.

Heating throughout the scheme will be provided by CHP which will also provide electricity in a highly efficient manner significantly reducing the draw from the National Grid. Only two renewable energy sources are considered to be compatible alongside the CHP plant. These are wind and photovoltaics. The energy strategy and feasibility studies explain that wind power is not an option due to location. Photovoltaics, however, are included to supplement the CHP; these are located on the roof of the main tower and 10 family homes on Rochester Avenue. Concerning, the other roofs within the scheme and the residential court yard these will be sedum roofs for reasons of biodiversity and water attenuation. This has achieved betterment in water run off of 30%. The scheme will also include an accelerator composter which will divert waste from landfill. It is not felt that any further actions are needed to address this from any equalities perspective.

Representations highlighted the importance of design of the stalls and internal structure of the market in encouraging informal interaction between shoppers and stallholders and promoting community cohesion. St. Modwen is working with the National Market Traders' Federation and Market Centric to ensure that the detailed design is appropriate to retain the market's current success (both financial and social). As part of this, market traders will be able to select the form of stall which is most appropriate to them and the level of formality this takes. Market traders should continue to be consulted throughout the detailed design and fit-out of the internal market.

It is recognised that the detailed design of the market is important to ensuring that the benefits of the market in terms of providing opportunities for mixing of people from different races and backgrounds are delivered as part of the regeneration. St Modwen is committed to a collaborative process to achieve this and it is anticipated that the Council will have control over the final design through planning conditions. There is no reason why the success of the current market in this area cannot be replicated in the new design of the market and every effort will be made to ensure that this occurs.”

8 Conclusions

- 8.1 The overall conclusion that can be drawn from the EqIA scoping and consultation processes is that the Scheme, in its current form, is not likely to unlawfully discriminate against any specific equality group identified. The scheme should also be deliverable in a way which promotes good relations between persons of different groups by ensuring that the diversity of offer of the existing market and its benefits in terms of social interaction are secured in the redevelopment of the market.
- 8.2 There are, understandably, some concerns about the potential for the improvements to the market area to ultimately lead to an increase in the quality and, therefore, price of the produce for sale. Were this to happen, there may well be a threat to the existing affordable ethnic food offer.
- 8.3 St. Modwen has put a number of interventions in place to prevent this from happening, which have been outlined in previous chapters.
- 8.4 Concerns focussed around traffic and pedestrian impacts have been well considered throughout the development of the Scheme and the interventions proposed, including the Travel Plan, ensures that there is unlikely to be an adverse impact on the equality groups identified.

- 8.5 The potential for the market to be retained in community ownership has been explored through an options appraisal carried out by LB Newham. The results of this appraisal found that this option would not be financially feasible and carried a greater risk to implementation and delivery. St. Modwen is, however, closely restricted by development agreements; which will help to ensure that the existing market and its traders are protected and that the benefits of the regeneration of the market are delivered in a way which protects the existing traders and allows the market to thrive in the new scheme
- 8.6 Ultimately, however, the Scheme is based on improving the market area, re-providing existing facilities in a better quality environment and providing additional housing (including affordable and family homes) and a new home for the Green Street Library and Local Service Centre within the Council's new front office provision. The benefits of the new scheme can be delivered in a way which safeguards existing market traders and ensures that the benefits of the existing market will not be lost.
- 8.7 Improvements to the environment, access and security of the market and its surrounds are likely to have a positive effect on all equality groups.
- 8.8 A revised matrix summarising the effects of the Scheme on individual equality groups as well as interventions recommended and agencies responsible for their implementation is included in Appendix C.
- 8.9 A range of additional questions were raised within the Scoping element of this assessment. Although those that have a particular impact on specific equality groups have been explicitly addressed through the consultation process, the remainder should also be borne in mind as the Scheme is implemented to ensure equality issues remain central concerns of the Scheme.