

Stratford
Metropolitan
Masterplan
Supporting Document:
Equalities Impact
Assessment

February 2011

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**Final version approved by London Borough of
Newham Cabinet on 16th December 2010.
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Supported by Shared Intelligence, DTZ, Halcrow,
Urban Space Management and Arup.



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1 INTRODUCTION

1.1 Introduction

This is the equalities impact assessment of the draft Stratford Masterplan Design & Development Framework. The equalities impact assessment is one of a number of appraisals carried out on the draft masterplan, along with sustainability appraisal and viability testing. The purpose of the equalities impact assessment is to inform the final plan and ensure that it does not have a detrimental impact on particular groups in society.

An Initial Equalities Impact Assessment form has also been completed in accordance with Newham Council Policy and this report should be read in conjunction with that form.

2 DATA AND EVIDENCE

In order to undertake an equalities impact assessment it is important to understand the demographics of the study area and the needs of different groups with regard to housing, income, employment and education, which are particularly relevant to this study. However, data at the level of the study area is very limited and the best available information is at the borough level in Householder Survey carried out for the Strategic Housing Market Assessment 2010 and at the Stratford and New Town Ward level in the 2001 Census, but this is obviously becoming dated, particularly given the high level of population turnover in the area. Further sources of information referred to include: The Stratford Metropolitan Masterplan Evidence Base, the Stratford and Lower Lea Valley Area Action Plan EQIA Scoping Report, Community Infrastructure Assessment and Economic Development Strategy.

A summary of the key factors that may help to establish the impact of the masterplan on different groups of people are as follows:

Gender

- In 2004-5 the economically active female population was declining further than the male, though males outnumber females in the unemployed population, particularly in younger age groups⁴
- The employment rate for women is only 46% in Newham, compared with 62% across London⁵

Race

- Stratford and New Town Ward has a higher proportion of Black residents (approx 30%) compared with Newham as a whole³
White British and Asian residents are more likely to be homeowners¹
- Social renting rates are highest for Mixed race, Black and White British residents¹
- Three quarters of Other White residents live in private rented accommodation¹
- White British and Asian residents are more likely to live a house¹
- Mixed race and Black residents have the lowest incomes¹
- There is little variation by ethnic group regarding housing affordability¹
- Asian households are more likely to be overcrowded¹
- Asian women are more likely to be unemployed than White or Black women, according to an EOC report in 2007⁴
- The employment rate for BME groups in Newham is 49% compared with 56% of all working age residents⁵

Disability

- There are fewer people with health problems in Stratford than the rest of the borough¹
- Walking or other mobility difficulties are the most likely reason for ill health¹
- Generally disabled people are less likely to be in employed than people who are not disabled⁴

Age

- Almost a quarter of households have at least one member over the age of 60 and are considered 'older households'¹
- 40% of older households are owner occupied and half are social rented¹
- Older households are more likely to be satisfied with their home and less likely to want to move¹
- 6.3% of households are made up of people aged under 25¹
- Stratford and New Town Ward has a higher proportion of people aged 20-34 (45%) than Newham as a whole (30%)²
- 60% of young person households are single person households (compared to 25% of all households)¹
- Young person households are more likely to contain a single parent¹
- 87% of young person households are private rented, and no young person households are owner occupiers¹
- 80% of young person households live in flats¹
- Young person households have lower incomes¹
- Almost 50% of children in Newham were living in poverty in 2006/7⁵
- There is a high rate of continuation into full-time education at 16+ for Newham residents⁵

Faith

- Hindu, Muslim and Sikh households are generally larger¹
- Christian residents are the least likely to be homeowners¹
- Private renting is highest in Muslim and Hindu households¹
- Sikhs are most able to afford private market housing¹

Sexuality

- Gay, lesbian and bisexual residents are more likely to be owner occupiers, have higher incomes and live in small households¹

Sources

1 Opinion Research Services (2010) '*Strategic Housing Market Assessment*'

2 GLA Population projections by Age Cohort (2011)

3 Census 2001

4 EDAW|AECOM (2007) '*Stratford and Lower Lea Valley Area Action Plan EQIA Scoping Report*'

5 Newham Council (October 2010) '*Newham Economic Development Strategy 2010-2027*'

3 THE EQUALITIES IMPACT ASSESSMENT PROCESS

The approach taken in assessing the equalities impact of the Stratford Masterplan is to consider the key impacts against the spatial principles set out in the Development Framework.

These spatial principles are:

Places

- Chobham Family Neighbourhood
- Sugar Pudding Quarter
- Greater Carpenters Neighbourhood
- Stratford Town Centre
- Stratford Town Centre Fringe

Heights

Active and Connected (movement)

Stratford Spectrum (economy)

Community Infrastructure

- Health care
- Education

Smart Stratford

4 SUMMARY AND FINDINGS

- The masterplan proposals generally create positive benefits for all groups, but due to the strategic nature of the masterplan and the level of information available on the different groups a more detailed assessment of potential impacts is not possible at this level.
- The proposals for residential neighbourhoods have the most potential to disadvantage certain groups depending on the size of dwellings proposed, type of dwellings, tenure and affordability. It is therefore important to provide a range of accommodation across Stratford.
- The proposals for the town centre are particularly tailored to the demographics of Stratford with a view to creating a distinctive place that meets local needs as well as attracting visitors.
- The proposals for the education quarter coupled with employment opportunities will help encourage young people to stay in Newham and deliver Aspiration A, as it tends to be the better educated that move away from the area.

4.1 Masterplan recommendations

- New homes should be built to lifetime homes standards to ensure that the growing proportion of older people are able to stay in Stratford throughout their retirement.
- Employment programmes linked to the masterplan should be developed in the next phase of the masterplan. Specifically such programmes should assist women and BME groups to access the new employment opportunities given that they are underrepresented in the working population currently.
- Training programmes linked to the masterplan should teach English to a business standard to assist BME groups access the new job opportunities.
- Cultural programmes linked to the masterplan should reflect the demographics of Stratford to support the success of the Cultural Quarter and promote equal benefit from it.
- Providing a range of housing tenures (from rented to shared equity to owner occupation) will be important in reducing population churn and allowing particularly young households to get onto the property ladder and then remain in the area as their prosperity grows.

5 EQUALITIES IMPACT ASSESSMENT OF DRAFT STRATFORD MASTERPLAN

Spatial principle	Potential for impact						Comments
	Gender	Race	Disability	Age	Faith	Sexuality	
PLACES							
Neighbourhoods							
Chobham Family Neighbourhood - a new family neighbourhood with lower density housing to the north moving to higher density housing closer to the station	+	+	+	-	0	0	The provision of family housing addresses a local need. The provision of private homes is more likely to benefit White British, Asian and Sikh residents. The provision of larger homes is more likely to benefit Asian households, which are more likely to be overcrowded. There may be limited opportunities for young people to live in Chobham due to affordability and lack of smaller homes. However, there is good provision of 1 and 2 bedroom flats in other parts of the masterplan area. The permeable network of streets and provision of local services will benefit those with mobility issues. Homes should be built to lifetime homes standards to ensure that housing meets the needs of the projected increase in proportion of older people.
Sugar Pudding Quarter - A new quarter connected by links across the High Street, with a new neighbourhood centre. The quarter includes businesses and attractions, community facilities, restaurants and cafes in a superb historic waterside setting linked to the Olympics to the River Lea.	0	+	+	+	0	0	The provision of new housing (predominantly apartments) in a vibrant mixed use neighbourhood with a range of job opportunities will suit young people, providing there is a range of affordability to suit those on lower incomes such as young and Black households. Improved connections through the area will open up access to the river/canal network and historic waterside as well as adjoining neighbourhoods, such as Bromley-by-Bow.
Greater	+	+	+	+	+	0	The provision of family housing addresses a

Carpenters Neighbourhood				-			local need, and larger homes will be of particular benefit to Hindu, Sikh and Muslim households. Homes will be designed to be tenure blind and will provide a range of tenancy options and will therefore be accessible to those on lower incomes, such as young people and Black residents. The proposals involve phased demolition of existing homes, which could be more disruptive to older households given their higher satisfaction with their homes. Improved pedestrian connections to the town centre, Olympic Park and Stratford Station and provision of local services will benefit those with mobility issues. Homes should be built to lifetime homes standards to ensure that housing meets the needs of the projected increase in proportion of older people.
Stratford Town Centre: One centre, two hearts							
Stratford Old Town – a street based alternative to Westfield with a more authentic and edgy feel and including a destination market.	+	+	+	+	+	+	The town centre proposals are designed to be inclusive to act as a focal point for the whole community. The town centre offer caters specifically for local needs by encouraging small, independent shops, including budget shopping and a destination market that reflects the cultural diversity of Stratford.
High Street – an urban boulevard recognising the scale and importance of the route.	+	+	+	+	+	+	Proposals include putting in new paving, benches, trees and crossing places to improve the environment for pedestrians. The improvements will create a safer environment for those who may feel vulnerable walking alone, such as women, older people, ethnic minorities or LBG people. Improvements to crossings and paving will be particularly beneficial for the elderly and disabled.
Town Centre Fringe							
A cultural and educational hub	+	+	+	+	+	+	Proposals to improve the range of post 16 education and cultural offer in the town centre has the potential to benefit everyone, depending on the nature of the offer, which is unknown at this stage. Provision of evening and part-time courses, childcare, adult education and English courses will all be needed to ensure equal access to education. Development of cultural programmes that reflect the demographics of Stratford will be important in making the cultural quarter a success and meeting local needs. Improvements to physical access to the

							Cultural and Education Quarter will particularly benefit those with mobility issues.
Stratford Spectrum							
Stratford Spectrum – an economic powerhouse for East London with a wide range of employment-led locations	+	+	+	+	+	+	Proposals to offer a broad range of employment opportunities has the potential to benefit all residents, however little information is available at this stage about the types of jobs that will be available, or the employment needs of different groups.
Building height							
Building height strategy	0	0	-	0	0	0	The proposals seek to create a more coherent and logical approach to building height to help legibility by creating character areas with consistent built form. This will generally mean 2-4 stories in residential areas and slightly higher development in town centres and along high streets. Taller buildings, up to 40 stories will be appropriate in certain locations. Accessibility for those with limited mobility will need to be considered when considering individual developments, particularly where lifts are not provided.
Movement							
Links – taking advantage of opportunities to make the area more connected and permeable and promote the health and lifestyle benefits of walking and cycling.	+	+	+	+	+	+	Proposals include creating new connections throughout the study area to create a permeable street network connecting the town centre, Olympic Park, Cultural Quarter, the canal/rivers, employment areas and residential neighbourhoods. Streets will be well lit and overlooked thus creating a safer environment for those who may feel vulnerable walking alone, such as women, older people, ethnic minorities or LBG people. Providing high quality, low cost means of travel (walking and cycling) will benefit low income groups such as Black and young people as well as the elderly and women who are less likely to have access to a car. However, increased congestion and traffic levels along with severe restrictions on parking could be a disbenefit to disabled residents who rely on a car.
Smart Stratford							
Forefront of environmental technology making the area a cleaner, greener and	+	+	+	+	+	+	Proposals have the potential to impact positively on all groups, but the strategic level of the study does not allow a more in depth assessment at this stage. Energy and water efficient homes mean lower bills, particularly important to the elderly and those on lower incomes (typically

more pleasant place to live							Black and young residents). Better public transport could be of benefit to those with mobility issues, and those less likely to have access to a car, older people and women.
Community Infrastructure							
Health Care	+	+	+	+	+	+	The new polyclinic planned to open in 2013 will serve residents of Chobham and the Vicarage Lane polyclinic will serve existing and new residents to the south of Stratford. Along with existing GP practices this means that all residents in the study area should have good access to health facilities. It should be noted that the polyclinics are expected to cover a fairly large geographical area (800m or 10 minutes walk), which may mean they are beyond walking reach for those with impaired mobility.
Education	+	+	+	+	+	+	<p>New nurseries are proposed at Chobham and Sugar Pudding with existing facilities upgraded at Carpenters, ensuring good provision, meaning childcare should not be a barrier to accessing employment.</p> <p>The Council has recognised that the expanded population and high proportion of young children will necessitate the provision of new primary and secondary schools, and potential locations for these are considered in the masterplan. The special language college at Sarah Bonnell School will be relocated to the Rokeby site.</p> <p>Stratford's regeneration is creating the potential to strengthen links with a number of world class Higher Education establishments from London and the Greater South East, adding to the existing higher education offer and creating a platform for links between specialised research and innovation and Stratford's new employment sectors driven by inward investment.</p>

London Borough of Newham Initial Equality Impact Assessment Form

Title of Policy

Stratford Metropolitan Masterplan

Purpose for Initial EQIA

New Policy/Strategy/Service?Function	If other, please specify
--------------------------------------	--------------------------

Officer Responsible (to be completed by the report author)

Name: Oci Stott	Ext:
Directorate: Regeneration, Planning Property	Division
Signature: Oci Stott	

Form must be signed and dated by the relevant Executive Director

Executive Director: Philip Singleton	Date:
Comment:	
Signature:	

Corporate Planning & Partnerships

Signed off by:	Date:
Comments:	

PLEASE ANSWER THE FOLLOWING QUESTIONS

1. What are the aims, objectives and purpose of the Policy including desired outcomes:

<p>The fundamental aims of the plan are:</p> <ul style="list-style-type: none"> • To articulate a clear and deliverable vision for the future of Stratford • To plan for the ways in which Stratford town centre can be integrated with Stratford City and the Olympic site. • To create a strategy for the social and economic role of the existing town centre • To guide development in the area, once adopted as a Supplementary Planning Document

The plan promotes the following aspirations (agreed with stakeholders):

- Stratford as a stable and balanced community
- Stratford as London's future Third City
- Stratford as an alternative, innovative, local place and economy

2. Who are the main people that will be affected?

A wide range of people will be affected by the plan. The plan area is Stratford and New Town Ward and therefore there is the potential that all residents; businesses; employees; service providers; people who use the area for education and people who use the area for leisure will be effected.

In addition, given Stratford's importance in the context of Newham, it is hoped that the plan will affect the whole of the borough and its relation to London.

3. How relevant is the Policy to the following equality strands

	Age	Disability	Gender	Race	Religion / Belief	Sexual Orientation
Relevance	Medium	Medium	Low	Medium	Low	Low

4. What positive impact could the Policy have overall and on different groups? (Please provide evidence e.g. consultation, monitoring etc)

Overall

Positive impacts of the plan will be to create a more stable and balanced community in Stratford; promote Stratford as London's future Third City and to provide a Framework so that Stratford can become an alternative, innovative, local place and economy. The plan provides a broad range of housing in terms of housing type, tenure and affordability, improves the vitality of the town centre giving people better access to a range of local shops and services tailored to their needs and creates a range of job opportunities.

a) Age

As identified through the Stratford Metropolitan Masterplan Evidence Base the masterplan area has a significantly larger number of residents aged between 20 - 34 and future population projections predict an increase in those under 20 and

b) Disability

A key priority for the plan as identified through the first stakeholders' workshop (23rd March 2010) was to improve legibility, accessibility to public transport and the quality of the public realm. This has the potential to

those over the age of 50. The masterplan will have a positive effect on these different age groups as it aims to provide social and community infrastructure, education and leisure opportunities.	impact positively particularly on disabled groups for example improving walkways for those with impaired mobility, creating better access to public transport for those who are unable to drive etc.
c) Gender Women in Newham are less likely to be in employment and the plan provides further nursery facilities and a wide range of employment opportunities which should improve women's access to work. Improvements to the public realm, particularly streets, street lighting etc. which should decrease women's vulnerability.	d) Race It is difficult to get a full understanding of local patterns of ethnicity because of the rapidly changing population however, the area is extremely multi cultural and that this diversity is one of the positive aspects of the area. The masterplan seeks to build on this diversity (for example encouraging ethnic retailing, creating a diverse cultural quarter in Stratford etc. and by providing a range of house sizes, types and tenures that meet the needs of different ethnic groups.
e) Religion / Belief Improvements to the public realm, particularly streets, street lighting etc. which should decrease vulnerability of minority groups. The plan provides larger homes which should benefit Hindu, Muslim and Sikh households and a greater proportion of private housing, which should benefit Sikh households.	f) Sexual Orientation The provision of private housing, particularly apartments, should benefit LBG households, who tend to live in smaller accommodation. Improvements to the public realm, particularly streets, street lighting etc. which should decrease vulnerability of this minority group.
g) Other groups	

5. What negative impact could the Policy have overall and on different groups and (if possible) how can it be justified and / or eliminated? (Please provide evidence e.g. consultation, complaints, monitoring etc)

Overall None	
a) Age The plan could potentially have a negative impact on older people given that older people are less likely to want to move and may be affected by the potential redevelopment of the Carpenters Estate.	b) Disability The plan could have a negative impact on the disabled if Lifetime Homes Standards are not incorporated into the plan. Access to health care could be an issue given polyclinics cover a large geographical

	area. Home visits and/or patient transport could mitigate against this.
c) Gender None	d) Race None
e) Religion / Belief None	f) Sexual Orientation None
g) Other groups None	

6. If you have undertaken any internal / external research or consultation(s) please list them below (including purpose and summary of analysis)

- | |
|--|
| <ul style="list-style-type: none"> • Interviews with a wide range of stakeholders • Stakeholder workshops x 2 • Youth Council workshop • Discover Centre consultation event (under 11's and their parents) • Carpenters' Fun day • Public consultation events x 3 • Consultation with Carpenter's Primary School Yr 6/7 <p style="text-align: center;">See Consultation Report for details</p> |
|--|

7. Do you need to undertake any further consultation? If so what and with whom?

<p>Consultation is ongoing with residents of the Carpenters Estate and further public consultation will take place on the draft Supplementary Planning Document.</p>

8. Has a full impact assessment been planned or completed?

Yes <input type="checkbox"/>	No <input checked="" type="checkbox"/>
If yes please state timescales	

9. Action Planning

No	Identified Impact (positive or negative)	Objective	Actions	Outcomes	Timescales / Milestones	Lead Officer
1	Positive impact on ethnic minorities	To encourage independent/local/ethnic retailing	Ensure masterplan includes the appropriate size of retail units and market	Vibrant town centre that meets local needs by reflecting the diversity of the population	Masterplan completed by Dec 2010. Delivery of shops/market in first phase	Tomasz Kozlowski
2	Positive impact on ethnic minorities	To provide a cultural programme that reflects the diversity of Stratford	Stratford Rising which is developing a cultural programme is engaged in the process	A thriving cultural quarter that meets local needs as well as attracting visitors from across London	Cultural programme running for next 5-6 years	Ben Woods
3	Positive impact on ethnic minorities. Potential negative impact on	To provide a range of housing sizes and types to meet the needs of different ethnic groups, ages and incomes.	Ensure that a range of house types and tenures are reflected in Supplementary Planning Documents and any	New housing that enables people to stay in Stratford whatever their stage in life or ethnic	SPD completed by the end of 2011	Tomasz Kozlowski

	young households		development briefs produced in next phase	background		
4	Positive impact on ethnic minorities, women and elderly	To improve street safety for vulnerable groups	To be reflected in briefs for public realm design	Lively streets that are well lit and safe both during the day and evening	Town centre public realm improvements delivered before the Olympics. Briefs developed in phases over plan period	Tomasz Kozlowski
5	Positive impact on women	To improve access to employment for women	Ensure connections with Economic Development Strategy and childcare provision in the masterplan	Women (particularly BME women) able to work locally	Masterplan completed by Dec 2010.	Tomasz Kozlowski
6	Positive impact on BME groups	To improve access to employment for people whose first language is not English	Training programmes linked to the masterplan to teach English to a business standard		To be developed during next phase of plan	Jane Sherwood
7	Positive impact on elderly	To encourage lifetime homes standards in all new homes	To be reflected in SPD and any detailed development briefs produced in the		SPD completed by the end of 2011	Tomasz Kozlowski

8			next phase				
9							
10							

10 Have the above actions been incorporated into your Service Plan?

Yes No

If No how will these actions be monitored?

PLEASE EMAIL THE COMPLETED FORM TO

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Contact: David Hodgkins 020 337 39932

Head of Corporate Planning & Partnerships

Chief Executive Directorate

