

## Equality & Health Impact Assessment (EqHIA)

### Document control

<b>Title of activity:</b>	<i>Hall Lane Pitch &amp; Putt Course, Upminster Appropriation to Planning Powers and Disposal</i>
<b>Lead officer:</b>	<i>Mark Leeson Principal Asset Surveyor Strategic Asset Management Property Services</i>
<b>Approved by:</b>	<i>Simeon Nnyombi Strategic Asset Manager Strategic Asset Management Property Services</i>
<b>Date completed:</b>	<i>04/09/2020</i>
<b>Scheduled date for review:</b>	<i>Not applicable. The site is to be sold for development.</i>

<b>Did you seek advice from the Corporate Policy &amp; Diversity team?</b>	Yes
<b>Did you seek advice from the Public Health team?</b>	Yes
<b>Does the EqHIA contain any confidential or exempt information that would prevent you publishing it on the Council's website?</b>	No

# 1. Equality & Health Impact Assessment Checklist

## About your activity

1	Title of activity	<i>Disposal of land at Hall Lane Pitch &amp; Putt Course, Upminster following its appropriation for planning purposes.</i>		
2	Type of activity	<i>This project concerns the appropriation of this Council owned site to planning powers prior to its future disposal for residential development.</i>		
3	Scope of activity	<i>This proposal involves the closure of the existing pitch &amp; putt facility to enable the site to be sold for the purposes of creating a 37 unit residential development on the site.</i>		
4a	Are you changing, introducing a new, or removing a service, policy, strategy or function?	Yes	If the answer to <u>any</u> of these questions is 'YES', please continue to question 5.	If the answer to <u>all</u> of the questions (4a, 4b & 4c) is 'NO', please go to question 6.
4b	Does this activity have the potential to impact (either positively or negatively) upon people (9 protected characteristics)?	Yes		
4c	Does the activity have the potential to impact (either positively or negatively) upon any factors which determine people's health and wellbeing?	Yes		
5	If you answered YES:	<b>Please complete the EqHIA in Section 2 of this document.</b> Please see Appendix 1 for Guidance.		
6	If you answered NO:			

Completed by:	<i>Mark Leeson Principal Asset Surveyor Strategic Asset Management Property Services</i>
Date:	<i>04/09/2020</i>

## 2. The EqHIA – How will the strategy, policy, plan, procedure and/or service impact on people?

### Background/context:

On 13 March 2019, Cabinet authority was given to consider any objections to the intended appropriation and disposal of the Council-owned land at Hall Lane Pitch and Putt, Upminster. Cabinet also agreed to the principle of disposing of the land following its appropriation for planning purposes, subject to the required statutory processes being undertaken.

The statutory process governing these activities requires the proposal to be publicly advertised and for any objections to be duly considered. Therefore in connection with the appropriation and disposal of the land, authority was also given by Cabinet to formally advertise the proposed intentions.

Following 868 responses being received amendments to the proposal has been put in place and Cabinet approval is now being sought for the disposal of the land, which will result in the closure of a pitch and putt golf facility, currently (although presently closed due to Covid) owned and operated by the Council on a pay and play basis.

*\*Expand box as required*

### Who will be affected by the activity?

- Those who pay to use the existing facility,
- Neighbouring householders.

*\*Expand box as required*

### Protected Characteristic - Age: Consider the full range of age groups

Please tick (✓) the relevant box:

Positive	
Neutral	
Negative	✓

#### Overall impact:

*The proposal involves the withdrawal of a facility with limited users. Following a consultation exercise, to ascertain the views of residents impacted by the potential loss of space, it was identified that families with small children would be those impacted the most, but this can be mitigated by the alternative public open space (which includes a children's play area) plus a developer contribution to enhance the facilities provided at the nearby Upminster Hall Playing Fields.*

*\*Expand box as required*

**Evidence:**

The estimated population of the London Borough of Havering is 256,039.

- It has the oldest population in London with a median age of approximately 40 years old, as recorded in the 2011 census.
- As well as increases in the number of births in Havering, there has been an increase in the general fertility rate from 58 (per 1,000 women aged 15-44) in 2004 to 68 in 2017. This equates to an additional 10 births per 1,000 women aged 15-44 within the period.
- From 2011 to 2016, Havering experienced the largest net inflow of children across all London boroughs. 4,580 children settled in the borough from another part of the United Kingdom during this six year period.
- It is projected that the largest increases in population will occur in children (0-17 years) rising from 58,500 in 2018 to 72,100 in 2033 and older people age groups (65 years and above) from 46,900 in 2018 to 61,400 in 2033.

The current facility is only available at weekends, bank holidays and on weekdays in the school holidays between April and October. We haven't completed a survey into the age of users at the pitch and putt but the above opening times suggest that the users of the facility are families with a mix of young and older. It is likely that, as a pitch and putt operation with opening times that have regard to school holidays, the activity offered represents an entry level to the game of golf, suggesting a significant proportion of users are in the younger age bracket. Participation levels are well below the capacity of the site however.

Within Cranham Ward, there are two alternative golf sites, Upminster Golf Course and Cranham Golf Course – the latter being a pay and play 18-hole course which is recognized as a good facility for beginners with good quality social facilities which are currently being extended and enhanced.

*\*Expand box as required*

**Sources used:**

Golf Facilities Needs Assessment Final Report – November 2018  
Continuum Sport & Leisure Ltd

*\*Expand box as required*

**Protected Characteristic - Disability:** Consider the full range of disabilities; including physical mental, sensory and progressive conditions

<i>Please tick (✓) the relevant box:</i>		<p><b>Overall impact:</b></p> <p><i>In terms of people with physical disabilities, it should be noted that the existing facility has no on-site parking and the only structure is a small low grade brick pavilion including basic wc facilities. Of the proposed 37 residential units, 10% are required to be wheelchair accessible with the remaining 90% being wheelchair adaptable.</i></p> <p><i>In terms of mental/sensory/progressive conditions, the existing facility is restricted access and the proposed redevelopment of the site will incorporate at least 25% site area as public open space so increasing future public accessibility. A contribution of £120K (secured by planning condition) will also be allocated to upgrading the facilities at the nearby Upminster Hall Playing Fields which contains publicly accessible open space in addition to sports pitches.</i></p> <p style="text-align: right;"><i>*Expand box as required</i></p>
<b>Positive</b>		
<b>Neutral</b>	✓	
<b>Negative</b>		

**Evidence:**

- According to the latest ONS Annual Population Survey (Jan 2015-Dec 2015), 19% of working age people living in Havering have disclosed that they have a disability or long term illness. This is a similar proportion to England (20%).
- The estimated number of people in Havering aged 18-64 living with moderate physical disabilities was 11,870 in 2017 – a rate of 7,865 per 100,000 population aged 18-64 years. This rate is one of the highest among London local authorities. It is statistically similar to England but significantly higher than the London average.

**Mental Health Statistics**

- At least one in four people will experience a mental health problem at some point in their life and one in six adults have a mental health problem at any one time
- One in ten children between 5 and 16 years has a mental health problem, and many continue to have mental health problems in adulthood.
- Half of those with lifetime mental health problems first experience symptoms by the age of 14, and three quarters before their mid-20's.
- Self-harming in young people is not un-common (10-13% of 15-16 year olds have self-harmed).
- Almost half of all adults will experience at least one episode of depression during their life-time.
- One in ten new mothers experience postnatal depression.
- About one in 100 people has a severe mental health problem.
- Some 60% of adults living in hostels have a personality disorder.
- Some 90% of all prisoners are estimated to have diagnosable mental health problem (including personality disorder) and / or substance misuse problem.

## Sensory Impairment

### Sight

- The estimated number of people living with sight **loss** in **England** is 1.7 million.
- Only 17 per cent of people experiencing sight loss are offered emotional support in response to their deteriorating vision.
- Only 27 per cent of blind and partially sighted people of working age are in employment – a fall from 33 per cent in employment in 2006.
- 39 per cent of blind and partially sighted people of working age say they have some or great difficulty in making ends meet.
- 35 per cent of blind and partially sighted people say that they sometimes, frequently or always experience negative attitudes from the public in relation to their sight loss.
- 31 per cent of people are rarely or never optimistic about the future.

### Hearing

- There are 11 million people with hearing loss across the UK, that's around one in six of us.
- By 2035, we estimate there'll be around 15.6 million people with hearing loss across the UK - that's one in five.
- There are 50,000 children with hearing loss in the UK. Around half are born with hearing loss while the other half lose their hearing during childhood.
- An estimated 900,000 people in the UK have severe or profound hearing loss.
- We estimate that there are at least 24,000 people across the UK who use British Sign Language (BSL) as their main language (although there are likely to be more that we don't know about).
- More than 40% of people over 50 years old have hearing loss, rising to 71% of people over the age of 70.
- Around one in 10 UK adults has tinnitus.

*\*Expand box as required*

### Sources used:

- Detail contained within Planning Application No. P0248.19
- Mental Health JSNA January 2015
- Royal National Institute for the Blind
- Action on Hearing Loss

*\*Expand box as required*

Protected Characteristic - Sex/gender: Consider both men and women		
<i>Please tick (✓) the relevant box:</i>		<b>Overall impact:</b>  <i>A person's sex or gender will not be affected by the closure of the pitch and putt.</i>  <i>*Expand box as required</i>
<b>Positive</b>	<input type="checkbox"/>	
<b>Neutral</b>	<input checked="" type="checkbox"/>	
<b>Negative</b>	<input type="checkbox"/>	
<b>Evidence:</b>  No assessment of users has been undertaken to establish the relative proportion of male vs female participants.  <i>*Expand box as required</i>		
<b>Sources used:</b>          <i>*Expand box as required</i>		

Protected Characteristic - Ethnicity/race: Consider the impact on different ethnic groups and nationalities		
<i>Please tick (✓) the relevant box:</i>		<b>Overall impact:</b>  <i>A person's Ethnicity or race will not be affected by the closure of the pitch and putt.</i>  <i>*Expand box as required</i>
<b>Positive</b>	<input type="checkbox"/>	
<b>Neutral</b>	<input checked="" type="checkbox"/>	
<b>Negative</b>	<input type="checkbox"/>	
<b>Evidence:</b>  No assessment of users has been undertaken to establish the relative proportion different ethnic groups or nationalities.  <i>*Expand box as required</i>		

**Sources used:**

*\*Expand box as required*

**Protected Characteristic - Religion/faith:** Consider people from different religions or beliefs including those with no religion or belief

<i>Please tick (✓) the relevant box:</i>		<b>Overall impact:</b>  <i>A person's religion or faith will not be affected by the closure of the pitch and putt.</i>
<b>Positive</b>	<input type="checkbox"/>	
<b>Neutral</b>	<input checked="" type="checkbox"/>	
<b>Negative</b>	<input type="checkbox"/>	

*\*Expand box as required*

**Evidence:**

No assessment of users has been undertaken to establish the relative proportion of different or non-religious groups.

*\*Expand box as required*

**Sources used:**

*\*Expand box as required*

**Protected Characteristic - Sexual orientation:** Consider people who are heterosexual, lesbian, gay or bisexual

<i>Please tick (✓) the relevant box:</i>		<b>Overall impact:</b>  <i>A person's sexual orientation will not be affected by the closure of the pitch and putt.</i>
<b>Positive</b>	<input type="checkbox"/>	
<b>Neutral</b>	<input checked="" type="checkbox"/>	
<b>Negative</b>	<input type="checkbox"/>	

*\*Expand box as required*



<p><b>Evidence:</b></p> <p>No assessment of users has been undertaken to establish sexual orientation.</p> <p style="text-align: right;"><i>*Expand box as required</i></p>
<p><b>Sources used:</b></p> <p style="text-align: right;"><i>*Expand box as required</i></p>

<p><b>Protected Characteristic - Gender reassignment:</b> Consider people who are seeking, undergoing or have received gender reassignment surgery, as well as people whose gender identity is different from their gender at birth</p>							
<p><i>Please tick (✓) the relevant box:</i></p> <table border="1" style="width: 100%;"> <tr> <td style="width: 50%;"><b>Positive</b></td> <td style="width: 50%;"></td> </tr> <tr> <td><b>Neutral</b></td> <td style="text-align: center;">✓</td> </tr> <tr> <td><b>Negative</b></td> <td></td> </tr> </table>	<b>Positive</b>		<b>Neutral</b>	✓	<b>Negative</b>		<p><b>Overall impact:</b></p> <p><i>A person currently seeking, undergoing or have received gender reassignment surgery will not be affected by the closure of the pitch and putt.</i></p> <p style="text-align: right;"><i>*Expand box as required</i></p>
<b>Positive</b>							
<b>Neutral</b>	✓						
<b>Negative</b>							
<p><b>Evidence:</b></p> <p>No assessment of users has been undertaken to identify gender reassignment issues</p> <p style="text-align: right;"><i>*Expand box as required</i></p>							
<p><b>Sources used:</b></p> <p style="text-align: right;"><i>*Expand box as required</i></p>							

<p><b>Protected Characteristic - Marriage/civil partnership:</b> Consider people in a marriage or civil partnership</p>	
<p><i>Please tick (✓) the relevant box:</i></p>	<p><b>Overall impact:</b></p>

<b>Positive</b>		<i>A person's marital status will not be affected by the closure of the pitch and putt.</i>
<b>Neutral</b>	✓	
<b>Negative</b>		
<i>*Expand box as required</i>		
<b>Evidence:</b>		
<p>No assessment of users has been undertaken to establish the marriage or civil partnership status of users.</p>		
<i>*Expand box as required</i>		
<b>Sources used:</b>		
<i>*Expand box as required</i>		

<b>Protected Characteristic - Pregnancy, maternity and paternity:</b> Consider those who are pregnant and those who are undertaking maternity or paternity leave		
<i>Please tick (✓) the relevant box:</i>		<b>Overall impact:</b>
<b>Positive</b>		<i>A person who is pregnant or who are undertaking maternity or paternity leave will not be affected by the closure of the pitch and putt.</i>
<b>Neutral</b>	✓	
<b>Negative</b>		
<i>*Expand box as required</i>		
<b>Evidence:</b>		
<p>No assessment of users has been undertaken to establish how many users are pregnant or who are undertaking maternity/paternity leave. The current facility is restricted access and the proposed redevelopment of the site will incorporate at least 25% of the site area as landscaped public open space to include a children's play area which could appeal to new mothers/fathers in the locality.</p>		
<i>*Expand box as required</i>		

**Sources used:**

*\*Expand box as required*

**Socio-economic status:** Consider those who are from low income or financially excluded backgrounds

<i>Please tick (✓) the relevant box:</i>		<b>Overall impact:</b>  <i>Broadly neutral as this low cost facility is underutilised and there is alternative provision available at reasonable cost within the borough. This is not a deprived part of the borough.</i>  <i>*Expand box as required</i>
<b>Positive</b>	<input type="checkbox"/>	
<b>Neutral</b>	<input checked="" type="checkbox"/>	
<b>Negative</b>	<input type="checkbox"/>	

**Evidence:**

Ticket prices for the current facility are £5 per adult and £3 per junior/concession. It is therefore a low cost facility.

However, the research undertaken for the GFNA reveals that there are a range of entry level golf facilities in the borough and its immediate catchment area where the prices to access these facilities are set at a reasonable level which bear comparison with the much poorer quality facilities at the Hall Lane site.

Furthermore, this report notes that Havering is a relatively affluent borough based on an IMD 2015 ranking of 166 out of the 326 local authorities in England.

Within Havering, Upminster Ward has the highest proportion of residents in groups 1 and 2 (40.7%). Cranham Ward's percentage is 36.3% so this is not an area experiencing high levels of deprivation.

*\*Expand box as required*

**Sources used:**

Golf Facilities Needs Assessment Final Report – November 2018  
Continuum Sport & Leisure Ltd (GFNA)

*\*Expand box as required*

**Health & Wellbeing Impact:** Consider both short and long-term impacts of the activity on a person's physical and mental health, particularly for disadvantaged, vulnerable or at-risk groups. Can health and wellbeing be positively promoted through this activity? Please use

the Health and Wellbeing Impact Tool in Appendix 2 to help you answer this question.

<i>Please tick (✓) all the relevant boxes that apply:</i>		<b>Overall impact:</b>  <i>The withdrawal of an existing leisure facility, however underutilised, could be said to have a negative impact on health and wellbeing.</i>  <i>*Expand box as required</i>
<b>Positive</b>	<input type="checkbox"/>	
<b>Neutral</b>	<input type="checkbox"/>	
<b>Negative</b>	<input checked="" type="checkbox"/>	
		<b>Do you consider that a more in-depth HIA is required as a result of this brief assessment?</b> Please tick (✓) the relevant box  Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>

**Evidence:**

Despite its low level of usage, the closure of the existing pitch and putt facility could have a negative net impact on health.

The GFNA however concludes that while the Hall Lane facility is “nice to have” as a low cost entry to the game of golf, it offers little value as a site to deliver the Council’s health and wellbeing policies.

On the basis of the research and consultation undertaken in preparing the GFNA, the report concludes that facility supply and demand is broadly in balance with no gaps in provision and some spare capacity to cater for population growth.

Any negative impact on health resulting from the closure of this facility might be mitigated, for example:

The applicant (Planning Application P0248.19) has agreed to make a financial contribution of £120K towards the upgrading of the nearest public open space at Upminster Hall Playing Fields, some 240m north of the Hall Lane site. This is a public park containing car park, sports pitches, skate park, play facilities, large open space and trees.

The proposed residential redevelopment of the site will incorporate at least 25% of the site area as public open space (the current facility is restricted access to paying users) and this open space will be subject to agreed landscaping proposals and incorporate a children’s play area – secured by the relevant planning conditions attached to any approval.

In order to address environmental concerns and concerns from neighbouring property owners relating to density of development, disruption and increased congestion/pressure on local services, the planning application was amended to reduce the numbers of housing units from 48 to 37 units. The proposed development as revised is therefore low density, retains most of the existing trees and has reduced impact on local infrastructure and the amenity of neighbouring properties.

*\*Expand box as required*

**Sources used:**

Golf Facilities Needs Assessment Final Report – November 2018  
Continuum Sport & Leisure Ltd (GFNA)

Planning Application No. P0248.19

*\*Expand box as required*

### 3. Outcome of the Assessment

The EqHIA assessment is intended to be used as an improvement tool to make sure the activity maximises the positive impacts and eliminates or minimises the negative impacts. The possible outcomes of the assessment are listed below and what the next steps to take are:

Please tick (✓) what the overall outcome of your assessment was:

✓	1. The EqHIA identified <u>no significant concerns</u> OR the identified <u>negative concerns</u> have already been <u>addressed</u>	➔	<b>Proceed with implementation</b> of your activity
	2. The EqHIA identified some <u>negative impact</u> which still needs to be <u>addressed</u>	➔	<b>COMPLETE SECTION 4:</b> <b>Complete action plan</b> and finalise the EqHIA
	3. The EqHIA identified some <u>major concerns</u> and showed that it is <u>impossible to diminish negative impacts</u> from the activity to an acceptable or even lawful level	➔	<b>Stop and remove</b> the activity or <b>revise</b> the activity <b>thoroughly</b> . <b>Complete an EqHIA on the revised proposal.</b>

## 4. Action Plan

The real value of completing an EqHIA comes from the identifying the actions that can be taken to eliminate/minimise negative impacts and enhance/optimize positive impacts. In this section you should list the specific actions that set out how you will address any negative equality and health & wellbeing impacts you have identified in this assessment. Please ensure that your action plan is: more than just a list of proposals and good intentions; sets ambitious yet achievable outcomes and timescales; and is clear about resource implications.

Protected characteristic / health & wellbeing impact	Identified Negative or Positive impact	Recommended actions to mitigate Negative impact* or further promote Positive impact	Outcomes and monitoring**	Timescale	Lead officer
Health & Wellbeing	Negative - Closure of an existing leisure facility	Imposition of planning conditions to granting of consent for development.	<ol style="list-style-type: none"> <li>1. Provision of at least 25% public open land within the new development.</li> <li>2. Developer contributions to upgrade Upminster Hall Playing fields</li> </ol>	Timing – in tandem with the redevelopment of the site	LBH Planning/Building Control
Age	Negative – closure of an existing leisure facility used by young people	Imposition of planning conditions to granting of consent for development.	<ol style="list-style-type: none"> <li>1. Provision of at least 25% public open land within the new development to include a children’s play area.</li> </ol>	Timing – in tandem with the redevelopment of the site	LBH Planning/Building Control

			2. Developer contributions to upgrade Upminster Hall Playing fields which is within walking distance of the subject site		

**Add further rows as necessary**

\* You should include details of any future consultations and any actions to be undertaken to mitigate negative impacts

\*\* Monitoring: You should state how the impact (positive or negative) will be monitored; what outcome measures will be used; the known (or likely) data source for outcome measurements; how regularly it will be monitored; and who will be monitoring it (if this is different from the lead officer).



## 5. Review

**Review:**

Subject to Cabinet approval, the site will be sold to a third party for redevelopment and therefore no further review of the EqHIA is envisaged.

**Scheduled date of review:** N/A

**Lead Officer conducting the review:** N/A

*\*Expand box as required*

