



# **12 Estates Regeneration Programme**

Equality Impact Assessment

December 2022

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# **12 Estates Regeneration Programme**

Equality Impact Assessment

December 2022

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# Executive summary

## Overview of the commission

Mott MacDonald has been commissioned by Havering Council ('the Council') to undertake an Equality Impact Assessment (EqIA) of the demolition and planned redevelopment of the 12 Estates Regeneration Programme ('the Programme') in the London Borough of Havering.

## About the EqIA

The EqIA focusses on the potential effects likely to be experienced by those living, visiting, and working in the community in light of their 'protected characteristics', as defined under the Equality Act 2010. The protected characteristics are age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion and belief, sex, and sexual orientation.

The EqIA identifies any disproportionate effects (both positive and negative) on those with protected characteristics that may arise from the Programme and sets out any embedded actions that the Council and its project partners have put in place throughout design and development of the Programme to mitigate any risk.

## Approach to the EqIA

The EqIA considers the impacts of the redevelopment process – particularly the impact on existing residents, and owners, operators and users of businesses and community facilities in the local area. The assessment also explores the impact of the delivery of the Programme on the current and future community.

Assessment of equality effects has been undertaken in light of the characterisation of potential effects – including sensitivity of the affected groups to the Programme, the distribution of those groups on the sites, the nature of the effect, and mitigation measures in place to address the effects.

The EqIA has identified several potential equality impacts that could arise from the Programme. These have been split into the following broad categories:

- potential impact on residents and users of community facilities during Programme construction;
- potential impact on businesses and employees during the redevelopment process; and
- potential impact on the community following the redevelopment process.

## Findings of the EqIA

The research and analysis process for this EqIA has identified several equality opportunities and risks which may arise due to the delivery of the Programme. Some residents in the London Borough of Havering are likely to experience these effects differentially or disproportionately as a result of their protected characteristics.

The assessment identifies that the construction of the Programme, which is scheduled to take place between 2018 – 2036 (and has already begun on some sites), has the potential to result in adverse health and financial effects on residents of the 12 estates that comprise the Programme.

This EqlA recommends a series of further actions the Council should take to further mitigate the potential equality risks of the Programme, including the potential for adverse health effects.

These include:

- Engaging with residents of the 12 estates that comprise the Programme prior to the commencement of the Programme construction to discuss their needs. For estates in Phase 1, where development has already begun, residents and business owners should continue to be engaged, to ensure their needs are understood and potential risks are mitigated.
- Ensuring that records of the needs of the residents of the 12 estates that comprise the Programme are kept up to date and that discussions are held with particularly vulnerable residents about support with alternative temporary housing elsewhere during the demolition period.
- Ensuring that up-to-date information about construction, including what is going on before, during and after all stages of the process, is shared with residents and operators and users of community resources. Residents should also have the opportunity to provide feedback on any issues which they may experience in a way which is suitable for them.
- Due to the long project lifecycle, ensuring that a review of equality impacts and appropriate mitigation is undertaken by the council in at key future decision stages of the Programme. This should include individual EqlAs for each site where relevant.

The assessment also identifies that the proposed regeneration of the 12 Estates, has the potential to provide the following opportunities for positive equality effects:

- Improved provision of affordable and accessible housing;
- New employment opportunities for residents;
- Improved public realm;
- Improved provision of community facilities and improved social cohesion;
- Improved accessibility through delivery of new active transport infrastructure;
- Opportunities for businesses through the delivery of new commercial space; and
- Improved perception of safety and actual safety.



# 1 Introduction

## 1.1 Overview

Mott MacDonald has been commissioned by Havering Council to undertake an Equality Impact Assessment (EqIA) for the proposed regeneration of 12 estates located in the London Borough of Havering ('the Programme').

This report provides the context of the redevelopment, the requirements of the Equality Act 2010 ('the Equality Act'), and the potential impacts of the Programme on people with characteristics protected under the Equality Act.

Protected characteristics include the following (as defined by the Equality Act):<sup>1</sup> age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion and belief, sex, and sexual orientation.

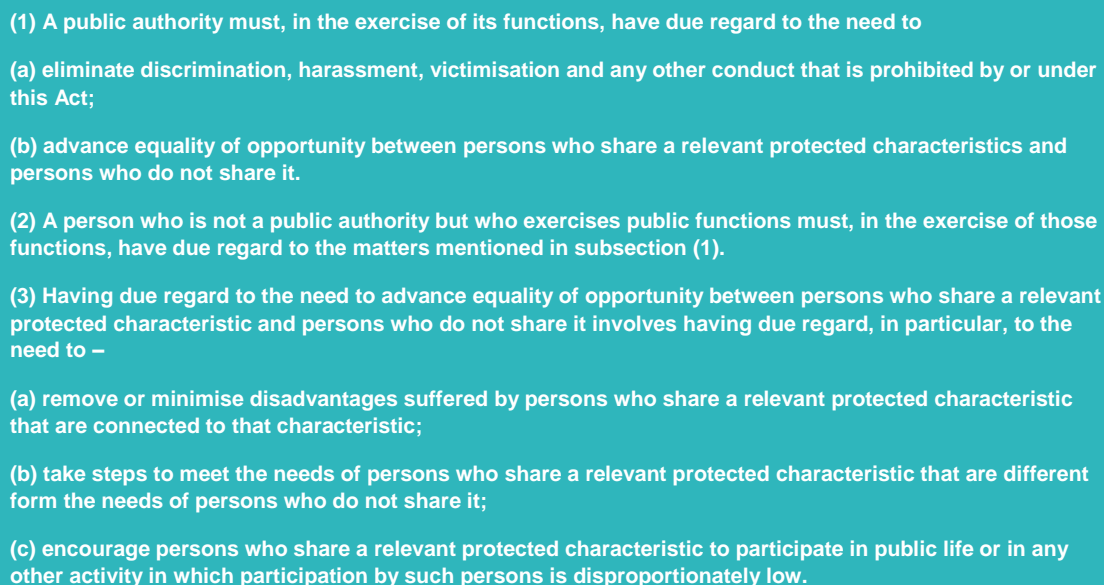
The report then outlines the findings of the assessment and provides recommendations for mitigation and further enhancement where appropriate.

## 1.2 Equality Impact Assessment

### 1.2.1 Equality Impact Assessment and the Public Sector Equality Duty

The EqIA has been undertaken in support of the Council's obligations under UK equality legislation, and in particular the Equality Act. The Act sets out a Public Sector Equality Duty (PSED), at section 149, and is set out in the Figure below.

**Figure 1.1: Article 149 of the Equality Act 2010: The Public Sector Equality Duty**

- 
- (1) A public authority must, in the exercise of its functions, have due regard to the need to
- (a) eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under this Act;
  - (b) advance equality of opportunity between persons who share a relevant protected characteristics and persons who do not share it.
- (2) A person who is not a public authority but who exercises public functions must, in the exercise of those functions, have due regard to the matters mentioned in subsection (1).
- (3) Having due regard to the need to advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it involves having due regard, in particular, to the need to –
- (a) remove or minimise disadvantages suffered by persons who share a relevant protected characteristic that are connected to that characteristic;
  - (b) take steps to meet the needs of persons who share a relevant protected characteristic that are different from the needs of persons who do not share it;
  - (c) encourage persons who share a relevant protected characteristic to participate in public life or in any other activity in which participation by such persons is disproportionately low.

Source: The Equality Act, 2010

<sup>1</sup> Government Equalities Office/Home Office, 2010: 'Equality Act 2010' Available at: [www.legislation.gov.uk](http://www.legislation.gov.uk)

The PSED is intended to support good decision-making. It encourages public bodies such as the Council to understand how different people will be affected by their activities. This helps to ensure policies and services are appropriate and accessible to all, and meet different people's needs. The Council must demonstrate that it has shown due regard to the aims of the PSED throughout the decision-making process for the redevelopment of the sites. The process used to do this must take account of the protected characteristics which are identified below in section 1.2.2.

### 1.2.2 Assessing equality effects

While the PSED does not specify a particular process for considering the likely effects of policies, programmes, and projects on different sections of society for public authorities to follow, this process is usually undertaken through some form of equality analysis. This can include EqIA.

By understanding the effect of their activities on different people, and how inclusive delivery can support and open up opportunities, public bodies can be more efficient and effective. The PSED therefore helps public bodies to deliver the Government's overall objectives for public services.

The PSED specifies that public bodies should minimise disadvantages experienced by people due to their protected characteristics, take steps to meet the different needs of people from protected groups, and encourage participation from these groups where participation is disproportionately low. Undertaking equality analysis such as an EqIA helps to demonstrate how a public body is complying with the PSED by:

- providing a written record of the equality considerations which have been taken into account;
- ensuring that decision-making includes a consideration of the action that would help to avoid or mitigate any negative impacts on particular protected groups; and
- supporting evidence-based and more transparent decision-making.

### 1.2.3 Protected characteristics

An EqIA provides a systematic assessment of the likely or actual effects of policies or proposals on social groups with the following protected characteristics (as defined by the Equality Act):

**Table 1.1: Protected characteristics**

Protected characteristic	Equality and Human Rights Commission (EHRC) definition
Age	A person belonging to a particular age (for example 32-year olds) or range of ages (for example 18 to 30-year olds).
Disability	A person has a disability if she or he has a physical or mental impairment which has a substantial and long-term adverse effect on that person's ability to carry out normal day-to-day activities.
Gender reassignment	The process of transitioning from one gender to another.
Marriage and civil partnership	Marriage is a union between a man and a woman or between a same-sex couple. Couples can also have their relationships legally recognised as 'civil partnerships'. Civil partners must not be treated less favourably than married couples (except where permitted by the Equality Act).
Pregnancy and maternity	Pregnancy is the condition of being pregnant or expecting a baby. Maternity refers to the period after the birth and is linked to maternity leave in the employment context. In the non-work context, protection against maternity discrimination is for 26 weeks after giving birth, and this includes treating a woman unfavourably because she is breastfeeding.
Race	Refers to the protected characteristic of race. It refers to a group of people defined by their race, colour, and nationality (including citizenship) ethnic or national origins.

Protected characteristic	Equality and Human Rights Commission (EHRC) definition
Religion and belief	Religion has the meaning usually given to it but belief includes religious and philosophical beliefs including lack of belief (such as Atheism). Generally, a belief should affect someone's life choices or the way they live for it to be included in the definition.
Sex	A man, woman or non-binary person.
Sexual orientation	Whether a person's sexual attraction is towards their own sex, the opposite sex or to both sexes.

Source: Equality Act, 2010 and Equality and Human Rights Commission, 2019

The analysis determines the likely or actual effects of the Programme on protected characteristic groups by:

- Assessing whether one or more of these groups could experience differential effects (whether effects are likely to be experienced differently to other members of the general population) as a result of the proposed development.
- Assessing whether one or more of these groups could experience disproportionate effects (over and above the effects likely to be experienced by the rest of the population) as a result of the proposed development.
- Identifying opportunities to promote equality more effectively.
- Developing ways in which any disproportionate negative impacts could be removed or mitigated to prevent any unlawful discrimination and minimise inequality of outcomes.

#### 1.2.4 Groups with protected characteristics

For the purposes of this EqIA, groups with protected characteristics have been identified based on the desk-based evidence review to improve the assessment.

- Within 'age', all age ranges are considered, but specific sub-groups include children (aged under 16 years), younger people (aged 16-24 years), and older people (aged 65 or over).
- Within 'race', all races and ethnicities are considered, but the sub-group of Ethnic Minority is identified to refer to non-White British communities.
- Within 'religion and belief', all religious and belief groups are considered, but the term 'Minority faith groups' refers to religious groups who are not Christian (Buddhist, Hindu, Jewish, Muslim, Sikh, and 'other').
- Within 'sexual orientation' and 'gender reassignment', all sexual orientations and gender statuses are considered, but the 'Lesbian, Gay, Bisexual, Transgender +' (LGBT+) community is considered together.
- Within 'sex', the sub-groups of men and women are used.
- Within 'pregnancy and maternity', pregnant women are reported as a sub-group where the effect only relates to pregnancy.

## 1.3 Overall approach to the EqlA

The approach to this EqlA employs the following five principal steps:

**Figure 1.2: EqlA Approach**



### 1.3.1 Tasks undertaken

Within the steps above, the following tasks were undertaken to deliver the assessment:

#### 1.3.1.1 Understanding the project

**Discussion with Havering Council:** Initial discussions were undertaken with Havering Council to gain a better understanding of the area and the approach to the Programme.

**Review of the Programme:** A review of documentation associated with the proposed regeneration and planned mitigation measures was undertaken.

#### 1.3.1.2 Evidence, distribution and proportionality

**Initial desk-based evidence and literature review:** In order to better understand the potential risks and opportunities arising from the Programme on residents, businesses and community facilities an initial desk-based review was undertaken. This allowed for the characterisation of potential risks and opportunities typically associated with regeneration, to understand whether they applied in this instance.

**Demographic analysis of the London Borough of Havering:** A high-level social and demographic profile of the London Borough of Havering has been collated using publicly available ward-level data and compared to wider social and demographic data for Havering, London and England.

#### 1.3.1.3 Engagement and analysis

**Stakeholder engagement:** The Council has implemented a programme of consultation and engagement with residents to inform of the Programme process and design. The aim of the process has been to ensure that the residents are involved in the design of the Programme and that they have influence on the process.

An analysis of stakeholder engagement for the Programme is being undertaken on an ongoing basis, to draw out equality themes and provide additional supporting evidence relating to potential impacts.

#### 1.3.1.4 Impact assessment

**Assessment of potential impacts:** Potential impacts were examined using the research undertaken in the stages above. Assessment of equality impacts was undertaken in light of the sensitivity of the affected parties to demolition and renewal, and distribution of people with protected characteristics in the London Borough of Havering. Any potential impacts were identified in the context of the mitigation measures implemented by the Council.

#### 1.3.1.5 Action Planning

**Making recommendations:** Based on the impacts identified, a series of conclusions and further recommendations were developed to help manage the Programme development and the impacts identified in the local area.

### 1.4 Methodology for identifying and assessing equality effects

#### 1.4.1 Assessing equality effects

The assessment of effects across the EqlA process is predominantly qualitative and outlines the nature of the impact on:

- residents living within the Study area;
- commercial properties within the Study area, including the operators, employees and customer bases of affected businesses;
- community facilities within the Study area, the operators and their service users;
- non-resident owners of residential property within the Study area, who may be indirectly impacted as a result of impacts for their tenants; and
- the local community.

The assessment considers, where possible and applicable:

- whether the Programme will have a positive or negative effect on the lives of those who live, visit or work in the area;
- the relationship of the effect to the Programme (e.g. direct relationship such as loss of property or indirect relationship such as loss of access to services);
- the duration, frequency and permanence of the impacts;
- the severity of the impact and the amount of change relative to the baseline; and
- the capacity of the affected groups to absorb the impacts (their resilience), including their access to alternative facilities, resources or services.

#### 1.4.2 Types of equality effects considered

Potential effects arising from the Programme will be assessed as either differential or disproportionate.

- **Differential effects** occur where people with protected characteristics are likely to be affected in a different way to other members of the general population. This may be because groups have specific needs or are more susceptible to the effect due to their protected characteristics. Differential effects are not dependent on the number of people affected.
- **Disproportionate effects** occur where there is likely to be a comparatively greater effect on people from a particular protected characteristic group than on other members of the general population. Disproportionate effects may occur if the affected community comprises of a higher than average proportion of people with a particular protected characteristic, or because people from a particular protected characteristic group are the primary users of an affected resource.

## 2 12 Estates Programme context

### 2.1 Programme overview

The London Borough of Havering have identified 12 existing housing sites which could be regenerated to deliver over 3,500 new homes in the borough. These are listed in Table 2.1 overleaf.

The aim of the Programme is to significantly increase the provision of affordable homes within the Borough by replacing poor quality housing stock with high quality, sustainable, modern housing for local people.<sup>2</sup>

The Council are aiming to double the amount of affordable housing on sites that comprise the Programme overall, including a 70% increase in the number of homes available for council rent and almost 400 new homes available for shared ownership.<sup>3</sup>

All Council tenants who have to move from their homes in order to enable the regeneration have been offered a Right to Return to new homes throughout the Programme.

#### 2.1.1 Study Area (London Borough of Havering)

The 12 sites are located throughout the London Borough of Havering. The Borough forms part of Outer London, with a total population of approximately 260,000.<sup>4</sup> The principal settlements in the Borough are Romford, Hornchurch, and Upminster. The Borough is predominantly suburban, with large areas of protected open space. Indeed, almost half of the Borough is dedicated to open green space.<sup>5</sup>

Due to the nature of the Programme, with 12 sites spread across the Borough, the entire London Borough of Havering is being used as the Study Area (or Local Impact Area) for this Impact Assessment, and the approximate location of the 12 maps that comprise the Programme are shown in Map 2.1 overleaf.

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<sup>2</sup> London Borough of Havering, 2018: '*Housing Regeneration Programme*'. Available at: [https://www.havering.gov.uk/download/downloads/id/1875/details\\_of\\_the\\_housing\\_regeneration\\_scheme.pdf](https://www.havering.gov.uk/download/downloads/id/1875/details_of_the_housing_regeneration_scheme.pdf)

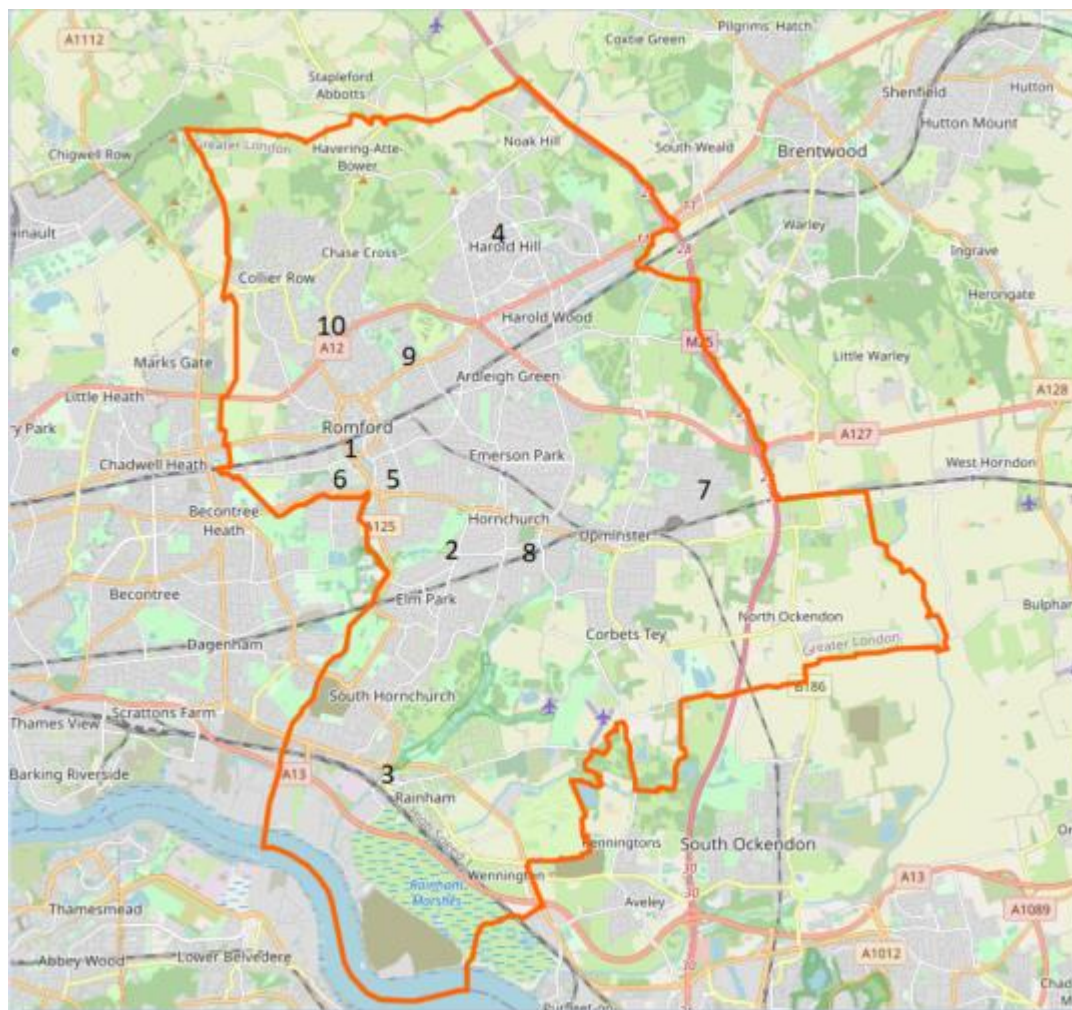
<sup>3</sup> London Borough of Havering, no date: '*12 Sites Regeneration Programme*'. Available at: [https://www.havering.gov.uk/info/20201/12\\_sites\\_regeneration\\_programme](https://www.havering.gov.uk/info/20201/12_sites_regeneration_programme)

<sup>4</sup> Office for National Statistics, 2021: '*How the population changed in Havering: Census 2021*'. Available at: <https://www.ons.gov.uk/visualisations/censuspopulationchange/E09000016/>

<sup>5</sup> Havering Data, no date: '*Geographical profile of Havering*'. Available at: [https://www.haveringdata.net/wp-content/uploads/jsna/this\\_is\\_havering/Geographical-Profile.pdf](https://www.haveringdata.net/wp-content/uploads/jsna/this_is_havering/Geographical-Profile.pdf)



**Map 2.1: Study area - London Borough of Havering**



Source: Open Street Map

1. Waterloo Estate (formally Waterloo Road East and Queen Street Sheltered Housing Scheme)
2. Solar Serena Sunrise
3. New Green (formally Napier House and New Plymouth House)
4. Harold Hill Centre (formally Chippenham Road, Farnham and Hilldene)
5. Maygreen Crescent and Park Lane Estate
6. Oldchurch Gardens
7. Brunswick Court
8. Dell Court
9. Royal Jubilee Court
10. Delderfield House

### 2.1.2 Programme background

The Council's housing policy is centred around the 2014 Local Plan and Housing Strategy, which aims to maximise inwards investment for affordable housing development.<sup>6</sup> The Programme aims to increase and improve the supply of affordable accommodation in the Borough and create a better place to live and work.

As part of a review conducted in 2016, 12 sites were identified for regeneration and long-term investment, on the basis that the current stock of homes were of lower quality in some circumstances had units not fit for purpose, failing to meet the Council's minimum sustainability ratings.<sup>7</sup> Consultations were held with residents of the identified sites and a decision was made by the Cabinet on 12<sup>th</sup> October 2016 to proceed with the Programme.<sup>8</sup>

### 2.1.3 Sheltered housing

Of the 12 sites, five of them currently provide sheltered housing only and a further three sites include sheltered housing as well as other tenure types. All sheltered housing will be reprovided across at least three new dedicated 'Retirement Villages', and the impacts of this will be considered as part of the assessment.

### 2.1.4 Temporary accommodation

Prior to demolition, the Waterloo Estate housed a temporary accommodation hostel with 20 beds. All residents were rehoused elsewhere in the borough.

Accommodation in Napier and New Plymouth House was also used as temporary accommodation.

## 2.2 12 Sites Proposals Overview and Present Status

The table overleaf provides a summary overview of the proposals for each site, including an update on the present status of the site.

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<sup>6</sup> London Borough of Havering, 2018: 'Housing Regeneration Programme'. Available at: [https://www.havering.gov.uk/download/downloads/id/1875/details\\_of\\_the\\_housing\\_regeneration\\_scheme.pdf](https://www.havering.gov.uk/download/downloads/id/1875/details_of_the_housing_regeneration_scheme.pdf)

<sup>7</sup> London Borough of Havering, 2018: 'Housing Regeneration Programme'. Available at: [https://www.havering.gov.uk/download/downloads/id/1875/details\\_of\\_the\\_housing\\_regeneration\\_scheme.pdf](https://www.havering.gov.uk/download/downloads/id/1875/details_of_the_housing_regeneration_scheme.pdf)

<sup>8</sup> London Borough of Havering, 2016: 'Waterloo Estate Update 2016 November'. Available at: [https://issuu.com/haveringcouncil/docs/waterloo\\_estate\\_update\\_2016\\_nov](https://issuu.com/haveringcouncil/docs/waterloo_estate_update_2016_nov)



**Table 2.1: Programme Summary**

Current Site	New Site	No. of current homes affected by decanting and demolition	Businesses and community facilities affected	New Homes	Retail offerings and community facilities	Public realm and green space	Current Status
Waterloo Road East and Queen Street Sheltered Housing Scheme	Waterloo Estate	287 Tenancy mix including Council rent, leasehold and temporary hostel accommodation	Hostel providing 20 bed spaces Pub (Prince Albert Public House) St Andrews Parish Centre Waterloo Estate Community Centre	1,380 new homes, including 3 and 4 bed family homes Tenure mix including properties for private sale, social rent, affordable rent and Low Cost Home Ownership. <sup>9</sup> Phase 1 proposed 33% affordable housing	Up to 1,375 sqm of flexible commercial workspace Up to 550sqm of community floorspace	New play space Raingarden Community village green Total of 11,650sqm of high quality open space Cycle parking	Demolition works began in May 2021 and have been completed. Construction works due to commence in 2023 Newsletter was sent out to residents of the estate in November 2022
Napier House and New Plymouth House	New Green	97 Tenancy mix including Council rent, leasehold and temporary accommodation		197 affordable homes, from 1 to 3 beds		Children's play areas New green space Landscape designed to encourage wildlife, with bat boxes, trees and flowers	Demolition works were completed on site in March 2020 Construction works began in December 2020 Residents to move in early 2023 All previous residents have been engaged about the possibility of returning
Maygreen Crescent and Park Lane Estate, including	Maygreen Crescent and Park Lane Estate	111		295 new homes as part of total regeneration of the	Full design TBC. Planning application for this site scheduled for submission 2026		

<sup>9</sup> Only the tenure mix for Phase 1 of the Waterloo Estate site has been confirmed, comprising 371 homes. Low Cost Home Ownership covers shared ownership options as well as Help to Buy.

Current Site	New Site	No. of current homes affected by decanting and demolition	Businesses and community facilities affected	New Homes	Retail offerings and community facilities	Public realm and green space	Current Status
Sheltered Housing Scheme		Tenancy mix including Council rent, leasehold and temporary accommodation		site of which at least 40% will be for Council rent			
Oldchurch Gardens	Oldchurch Gardens86	Tenancy mix including Council rent, leasehold and temporary accommodation		306 new homes as part of total regeneration of the site of which at least 40% will be for Council rent	Full design TBC. Planning application for this site scheduled for submission Autumn 2027		
Chippenham Road, Farnham Road and Hildene Avenue	Harold Hill Town Centre	57 Tenancy mix including Council rent, leasehold and temporary accommodation	Three charity shops (Barnardos, St. Francis Hospice, Sense) Boots Opticians Card Factory Bookmakers (Ladbroke's, William Hill) Grocery stores (Iceland, Greggs, The Co-operative Group, Sainsbury's local, Percy Ingle). Health and Beauty (Superdrug, Boots pharmacy) Finances and real estate (NatWest, Post Office, Santander, TSB bank)	Total 600 new homes across site 50% of the 480 Farnham Rd and Hildene Av site to be affordable 100% of 120 Chippenham Rd site homes to be affordable, with some supported housing	Creation of new town centre New shopping area and social hub with restaurants, bars, and shops New health centre	Safe and accessible pedestrian environment with places to sit	The Harold Hill Town Centre development is split into 5 phases. Construction on the health centre is due to commence construction in 2023. The final phase will commence construction in 2035. Residents have been engaged since 2021 and have had several resident meetings, newsletters and received information about a ballot vote.
Solar, Serena, Sunrise Court Sheltered Housing Scheme	Solar Serena Sunrise	55 sheltered accommodation homes	N/A	High quality older persons later living residency 175 new homes for the over 55's, 1 and 2 bedrooms	N/A	New communal gardens Internal and external	Demolition works commenced September 2019 Residents to move in Winter 2023

Current Site	New Site	No. of current homes affected by decanting and demolition	Businesses and community facilities affected	New Homes	Retail offerings and community facilities	Public realm and green space	Current Status
				Mixture of tenancies including council rent, shared ownership, and private sale 25% of properties to be Wheelchair User Dwellings		communal facilities Outside spaces designed with pedestrian priority	Residents engaged about the option to return in January 2023
Brunswick Court Sheltered Housing Scheme	Brunswick Court Sheltered Housing Scheme	47 sheltered accommodation homes		54 new homes in redeveloped extra care sheltered housing scheme	Full design TBC. Planning application for this site scheduled for submission Spring 2026		
Dell Court Sheltered Housing Scheme	Dell Court	29 sheltered accommodation homes		80 new homes for general needs housing of which at least 40% will be for Council rent	Full design TBC. Planning application for this site scheduled for submission Autumn 2026		
Royal Jubilee Court Sheltered Housing Scheme	Royal Jubilee Court	79 sheltered accommodation homes		152 new homes within the older persons village	Full design TBC. Planning application for this site scheduled for submission November 2023		
Delderfield House Sheltered Housing Scheme	Delderfield House	14 sheltered accommodation homes		22 new homes for general needs housing of which at least 40% will be for Council rent	Full design TBC. Planning application for this site scheduled for submission Autumn 2026		

Source: London Borough of Havering, 2022

## 2.3 Redevelopment Programme

The redevelopment works are being staggered over four phases, with works estimated to last from 2019 until early 2036. Phase 1 of the Programme is currently underway.

The first three sites which form Phase 1 of the regeneration have seen demolition and construction works begin, and are as follows:

- Waterloo Estate
- New Green
- Solar Serena Sunrise

The phasing plan for Phases 2-4 of the Programme has not yet been finalised and future EqlAs will provide further updates as appropriate.

### 2.3.1 Waterloo Estate

A Hybrid Planning Application was submitted for the Waterloo Estate site in June 2021. This application covers a full planning application for Phase 1 of that site developments listed above, and an outline application for the rest of the development with all matters reserved for future determination through a Reserved Matters Application.

The Outline Application establishes the parameters for the buildings within Phases 2-5, including the height, scale, and maximum number of residential units.

Planning permission was granted in November 2021.

### 2.3.2 New Green

A Planning Application was submitted for the New Green development in May 2019 for the demolition of existing buildings and redevelopment of the site comprising a number of buildings with a total of 197 residential dwellings, public and private open space, and associated car and cycle parking.<sup>10</sup> The development will consist of 100 per cent affordable homes for local people.

Planning permission was granted in April 2020.

### 2.3.3 Solar Serena Sunrise

A Planning Application was submitted in December 2019 for the demolition of existing buildings and the redevelopment of the site, including five buildings built over 3-10 storeys comprising 175 residential units, car and cycle parking and landscaping.<sup>11</sup>

Planning permission was granted in April 2021.

### 2.3.4 Previous EqlAs

The Council completed an EqlA in December 2017 of the Programme, which was reviewed in December 2020 to identify, mitigate impacts and enhance opportunities associated with the

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<sup>10</sup> London Borough of Havering, 2019: 'New Green Planning Documents'. Available at: <https://msp.havering.gov.uk/planning/search-applications#VIEW?RefType=PLANNINGCASE&KeyText=P0751.19>

<sup>11</sup> London Borough of Havering, 2019: 'Solar, Serena, Sunrise Planning Documents'. Available at: <https://development.havering.gov.uk/OcellaWeb/planningDetails?reference=P1809.19&from=planningSearch>

Programme. An EqlA specifically focused on the impacts on Sheltered Accommodation residents and Extra Care provision was written and reviewed in conjunction with this.

The table below outlines the overall impact of the Programme, as identified by the Council's EqlA.

**Table 2.2: 2017 EqlA - Overall Impact of Programme on protected characteristic groups**

Protected characteristic groups	Overall Impact of Programme
Age	Positive
Disability	Positive
Sex	Neutral
Sexual orientation	Neutral
Gender reassignment	Neutral
Pregnancy and maternity	Positive
Marriage and civil partnership	Neutral
Religion and belief	Positive
Ethnicity	Neutral

Source: London Borough of Havering, 2020.

Although the Council identified the overall impact of the Programme as either neutral or positive on protected characteristic groups, negative impacts were identified by the EqlA. These impacts, and the actions identified to mitigate them are set out in the table below.

**Table 2.3: 2017 EqlA - negative impacts and mitigations**

Impact	Mitigations identified
Incomplete and/or inaccurate data to assess the impact of the proposals on the protected characteristics	<ul style="list-style-type: none"> <li>Equalities Data collection exercise required</li> </ul>
Fair and equal service delivery	<ul style="list-style-type: none"> <li>Requirement that all council staff have completed Equalities training</li> </ul>
Insufficient consultation	<ul style="list-style-type: none"> <li>Identify specific community groups to encourage engagement with the Council</li> <li>Ensure complete log of consultation as and when completed</li> </ul>
Disruption caused by Regeneration and Decant Process	<ul style="list-style-type: none"> <li>Continuous engagement with tenants</li> <li>Disturbance and home loss payments</li> <li>Disconnection and reconnection services</li> <li>Moving services</li> <li>Housing advice for non- secure and non-council tenants</li> <li>Satisfaction surveys to monitor success of the decant process</li> </ul>
Tenants decanted away from support networks	<ul style="list-style-type: none"> <li>Regeneration decant reassessment to assess individual needs and support requirements</li> <li>Liaise with residents and support workers where appropriate to find best solution for residents</li> </ul>
Live-in Leaseholders	<ul style="list-style-type: none"> <li>Council purchasing private properties +10% of market value</li> </ul>

Impact	Mitigations identified
and freeholders are unable to purchase new housing on the open market	
New Communities on the Sites of impacted sites	<ul style="list-style-type: none"> <li>• Social Value and Community Engagement work</li> </ul>

Source: London Borough of Havering, 2020.

## 2.4 Stakeholder engagement

### 2.4.1 Phase 1 Residents Consultation

Official consultation periods were held from 2016 to 2019 to give the residents of the first three sites an opportunity to have their say on prospective ideas and designs for the project. In-person events were held across the Borough and residents were encouraged to provide feedback on the plans. This feedback is summarised in Section 3.

## 3 Summary evidence review

### 3.1 Summary

The tables below summarise the existing evidence of potential risks and opportunities and associated protected characteristic groups who may be disproportionately or differentially affected, prior to consideration of any mitigation measures in place. The tables do not summarise actual equality effects but rather the potential risks and opportunities that arise from regeneration and housing redevelopment schemes. Risks are defined as potential adverse effects resulting from the Programme, and opportunities are defined as potential benefits. A full assessment of potential equality effects, based on the risks and opportunities identified below, is provided in Chapter 5. Protected characteristic groups include those defined in Chapter 1.

**Table 3.1: Risks and opportunities**

Risks and opportunities	Potentially affected groups
<b>Effects on residents during the redevelopment process</b>	
<p><b>Loss of social infrastructure and access to community resources:</b></p> <p>The redevelopment process can involve temporary or permanent resettlement of residents and demolition of housing and community resources. This can lead to a loss of access to these resources and knock on impacts on social cohesion. In particular, it can increase residents' distances from facilities or places of social connection located on or in close proximity to their neighbourhood. This can disproportionately impact ethnic minority communities, disabled people, older people and children.</p> <p>Loss of social cohesion and access to community facilities can lead to increased stress and anxiety in children who may need to change school; and loneliness and isolation in older people which can turn to negative health outcomes such as poor mental health and obesity. Negative health impacts such as increased stress and anxiety can also be caused by a loss of social cohesion and access to community resources, which may disproportionately impact disabled people and pregnant women.</p> <p>Risks associated with relocation for these affected groups can be heightened if housed in temporary accommodation, due to the need to relocate more frequently.</p>	<ul style="list-style-type: none"> <li>• Children</li> <li>• Older people</li> <li>• Disabled people</li> <li>• Pregnancy and maternity</li> <li>• Minority faith groups</li> <li>• People from ethnic minority backgrounds</li> </ul>
<p><b>Costs associated with relocation</b></p> <p>Where redevelopment schemes require residents to resettle, it can lead to an increase in their financial outgoings due to costs associated with moving, particularly for single parent families (the vast majority of whom are led by women) and ethnic minority households.</p> <p>Relocation costs could include removal services, the need to adapt a new home or buy new furniture.</p> <p>Access to the required finance to assist with relocation may be most limited for those at risk of financial exclusion, who experience difficulty accessing appropriate and mainstream financial services, such as bank accounts and loans.</p>	<ul style="list-style-type: none"> <li>• Young people</li> <li>• Older people</li> <li>• Disabled people</li> <li>• People from ethnic minority backgrounds</li> <li>• Women</li> </ul>
<p><b>Access to finance</b></p> <p>Access to the required finance to obtain new housing may be most limited for those at risk of financial exclusion, who may experience difficulty accessing appropriate and financial services, such as mortgages.</p> <p>Homeownership has become increasingly more unaffordable for certain groups; and intermediate housing schemes such as Shared Ownership are often still too expensive for many groups such as disabled people and single parent families, the vast majority of whom are led by women.</p> <p>A lack of financial means can limit the range of ownership options available to older people and relocation may cause older people to use</p>	<ul style="list-style-type: none"> <li>• Young people</li> <li>• Older people</li> <li>• Disabled people</li> <li>• People from ethnic minority backgrounds</li> <li>• Women</li> </ul>

savings and investments in order to secure a new home, potentially affecting their long-term financial independence and stability.

### Appropriate and accessible housing

Where redevelopment schemes require the resettlement of many residents, issues can arise regarding sourcing suitable housing that meets the needs of diverse groups. This includes housing that meets the needs of people requiring adaptable and accessible accommodation, such as people with mobility impairments. Accessible housing would include at least the basic four accessibility features (level access to the entrance, a flush threshold, sufficiently wide doorways and circulation space and a toilet at entrance level).

It also includes housing suitable for multigenerational families and families with children. A lack of suitable housing can lead to families living in overcrowded conditions which can negatively impact the health of older people and children, putting them at increased risk of developing respiratory conditions. Overcrowding can also contribute to infections, psychological problems, Sudden Infant Death Syndrome (SIDS), and stress among children.

Homes without access to outdoor space can negatively impact the emotional wellbeing of residents, particularly children. Black people are four times less likely than white people to have access to a garden, or other form of outdoor space at home.<sup>12</sup>

- Children
- Older people
- Disabled people
- People from ethnic minority backgrounds
- Pregnancy and maternity

### Health effects

#### *Relocation health effects:*

Home relocation can have a negative impact on mental health and well-being. Relocation can create a great deal of stress and anxiety amongst children, young people and older people due to the need to adapt to new routines, facilities and surroundings.

Involuntary relocation can have important health impacts for older people, with an increased mortality rate for those moved for urban redevelopment projects.

#### *Health effects as a result of the construction process*

Physical health effects may also arise as a result of the environmental effects of demolition, refurbishment and construction processes

The demolition works may change noise and vibration levels in the local area and some groups are typically more sensitive to these changes in stimuli, including children, older people and disabled people with mental health issues and learning disabilities.

Construction works are likely to change air quality levels and particulate concentrations in the local area. Poor air quality is the largest risk to public health in the UK, and certain people are more sensitive to changes in air quality, such as children, older people, disabled people, pregnant people and people who live in deprived areas.

Older people, and people with dementia are more likely to be more sensitive to light pollution and rapid visual changes around them. Furthermore, research has shown that almost 90% of children with autism spectrum conditions develop atypical sensory experience, which can involve hypersensitivity to visual stimuli.<sup>13</sup> This results in more detail-focused perception in people with autism. Consequently, any minor visual change can have detrimental impact on quality of life and socio-psychological wellbeing.<sup>14</sup>

- Children
- Young people
- Older people
- Disabled people
- Pregnancy and maternity

<sup>12</sup> Office for National Statistics, 2020: 'One in eight British households has no garden'. Available at: [https://www.ons.gov.uk/economy/environmentalaccounts/articles/oneineightbritishhouseholdshasnogarden/2020-05-14#:~:text=One%20in%20eight%20households%20\(12,Survey%20\(OS\)%20map%20data.&text=This%20is%20acording%20to%20survey%20data%20from%20Natural%20England](https://www.ons.gov.uk/economy/environmentalaccounts/articles/oneineightbritishhouseholdshasnogarden/2020-05-14#:~:text=One%20in%20eight%20households%20(12,Survey%20(OS)%20map%20data.&text=This%20is%20acording%20to%20survey%20data%20from%20Natural%20England).

<sup>13</sup> Baron-Cohen, S. and Robertson, C.E., 2017: 'Sensory perception in autism' Available at: [docs.autismresearchcentre.com/papers/2017\\_Robertson\\_Sensory-perception-in-autism.pdf](https://docs.autismresearchcentre.com/papers/2017_Robertson_Sensory-perception-in-autism.pdf)

<sup>14</sup> Bakroon, A. and Lakshminarayanan, V., 2016: 'Visual function in autism spectrum disorders: a critical review'



Air pollution can contribute to health impacts in young children, including long term cognitive issues and neurodevelopment. Additionally, antenatal exposure to air pollution may alter the lung development of a baby whilst in the womb. If a baby is exposed to significant levels of air pollution, this can increase the risk of premature birth and low birth weight.<sup>15</sup>

Noise pollution can also have adverse health impacts on older people including sleep disturbance and stress.<sup>16</sup>

During the consultation period, residents stated that they would like to be kept informed about the times of the project, work hours, and potential possible intrusion

#### **Safety and security:**

In the lead up to the redevelopment process and during the decanting and demolition of properties in the area, properties will be vacated and can fall into disrepair. This can attract unwanted activity including anti-social behaviour and crime, which can affect those who are more likely to be a victim or witness of crime or those who are more fearful of crime.

During the consultation, councillors stated concerns over the open nature of the construction site at Solar, Serena, and Sunrise Court, and suggested that the site is gated to reduce the potential for crime and disorder

It has been suggested that fear of crime can contribute to social isolation, particularly for vulnerable groups such as women, older people, children and ethnic minority groups.

- Children
- Young people
- Older people
- Disabled people
- People from ethnic minority backgrounds
- Men
- Women
- LGBT people

#### **Accessibility and mobility in the local area:**

Evidence indicates that during construction the accessibility and mobility of the local area can be affected. In particular, construction can cause difficulties in relation to increased traffic in the local area, reduced parking (construction vehicles and subcontractors in parking), construction activities blocking access to homes, shops, bus stops and pavements and safe routes, as well as effects on wayfinding. This may also limit the ability of children to move around safely alone, limiting outdoor play opportunities.

For example, a reduction in parking bays, especially if they are spaces close to the Scheme or blue badge spaces, can particularly adversely affect parents with young children, and disabled people who rely on such parking facilities in order to access a range of services and facilities, including their home. This can lead to knock-on effects on parents and disabled people's independence, exacerbating issues such as loneliness and social isolation.

During the consultation, residents highlighted concerns with construction traffic limiting access to local amenities. Additionally, concerns were raised over the availability of parking during construction, due to workforce parking in the local area impacting access to local amenities. Residents also highlighted a concern around access to community facilities being disrupted by construction traffic.

- Children and people using buggies or pushchairs
- Older people
- Disabled people

#### **Information and communication:**

Complex material and information on the regeneration may present a challenge to those who have different information and communication needs. This includes but is not limited to people with cognitive or learning disabilities, people with low literacy levels, older people, people with visual or hearing impairments, and people who use English as a second language.

Some groups, such as children and young people, disabled people, and people from ethnic minority backgrounds, are more likely to face barriers to engagement. Consultation should 'go the extra mile' to speak with

- Children
- Young people
- Older people
- Disabled people
- People from ethnic minority backgrounds

<sup>15</sup> British Lung Foundation, 2016: 'How air pollution affects your children's lungs'. Available at: <https://www.blf.org.uk/support-for-you/signs-of-breathing-problems-in-children/air-pollution>

<sup>16</sup> World Health Organisation, 2011: 'Burden of disease from environmental noise Quantification of healthy life years lost in Europe'. Available at: [http://www.who.int/quantifying\\_ehimpacts/publications/e94888.pdf?ua=1](http://www.who.int/quantifying_ehimpacts/publications/e94888.pdf?ua=1)

these groups, including holding events in a variety of different venues and times (COVID-19 regulations permitting).

During the consultation period, residents stated that they would like to be kept informed about the times of the project, work hours, and potential possible intrusion

### Effects on businesses during the redevelopment process

#### Potential loss of business

Independent small businesses including shops, cafes and restaurants, play an important role in supporting the vitality and vibrancy of local communities and often operate from smaller premises, such as those that might be found on a housing Estate. Redevelopment can result in the permanent loss of such businesses, with the potential to affect self-employed business owners. Ethnic minority groups and older people may be particularly affected by the loss of business.

- Older people
- People from ethnic minority backgrounds

#### Financial implications associated with business relocation

The renewal process could result in the relocation of businesses. Should businesses relocate to new industrial or commercial premises elsewhere, it is likely that access to finance will be required to secure a new location. Ethnic minority groups and older people are more likely to experience difficulty accessing financial support, which could add further financial strain in securing alternative premises for business continuity following relocation.

- Older people
- People from ethnic minority backgrounds

#### Impacts on local customers

Estate renewal has the potential to close or relocate businesses and facilities used by the local population. Depending on the geography of where affected businesses relocate to, such relocation might make it harder for people to access local businesses and facilities they regularly use. It is also acknowledged that the total extinguishment of some businesses may be necessary, which might also result in the loss of service delivered to the local consumers.

- Disabled people
- Older people
- People from ethnic minority backgrounds

### Effects on community following the redevelopment process

#### Improved housing provision:

Redevelopment can lead to improvements in housing provision within the regeneration area thereby improving appropriateness, accessibility and affordability, as well as its quality and efficiency in energy consumption, or housing stock.

Warm and insulated homes can help prevent against the health and wellbeing impacts of living in a cold home. Children living in cold homes are more than twice as likely to suffer from a variety of respiratory problems than children living in warm homes. Cold housing can negatively affect children's educational attainment, emotional wellbeing and resilience. Effects of cold housing are also evident among older people in terms of higher mortality risk, physical health and mental health.

- Children
- Older people
- Disabled people
- People from ethnic minority backgrounds

#### New employment opportunities:

Redevelopment can act as a means of promoting economic growth and supporting job creation. For example, property development can contribute to urban economic regeneration by enabling local stores to grow and expand, and through attracting investment to the area and revitalising neighbourhoods. It can also facilitate improved connectivity between communities and places of employment and education. Improved opportunities to access employment and education can serve to help address issues of inequality and improve social mobility.

- Young people
- Older people
- Disabled people
- People from ethnic minority backgrounds
- Women

#### Improved public realm and green space:

Redevelopment offers an opportunity to improve the public realm. The ability to access and use the public realm is vitally important to ensuring people feel that they are active members of their society. This includes basic activities such as using local shops or meeting up with people in a shared space outside close to home. In addition, the opening up of green

- Children
- Older people
- Disabled people
- People from ethnic minority backgrounds

space has been shown to impact positively on both physical and mental health.

Inner-city green space can promote social cohesion and instil a sense of community. Social contact is especially important for the health and wellbeing of older people. Green space can also have a positive role in a child's cognitive development, their wellbeing, and is linked to lower BMIs. Access to green space has also been shown to have positive health benefits for disabled people, and people with autism or learning difficulties in particular.

During the consultation, residents highlighted concerns with the character of the new development. Residents stated a preference for building materials in keeping with the character of the area and raised concerns over the proposed height of the development, and how this will impact the visual amenity of the area.

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**Provision of community facilities and improved social cohesion:**

Community facilities provide important places of social connection and promote wellbeing for many groups. For example, community hubs can provide an accessible centre point for local activities, services and facilities. They allow for a cross section of the community to be brought together in a safe place, allowing for better social cohesion and helping to address social isolation.

An opportunity to socialise can have a positive effect on the loneliness of older people and disabled people, which may in turn provide positive health benefits. Social contact and out-of-classroom learning can also improve the wellbeing of children.

During the consultation period for the Waterloo estate, respondents believed that the development of a community centre would be a positive for the estate

- Children
- Older people
- Disabled people
- Pregnant people
- People from ethnic minority backgrounds
- LGBT people

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**Tackling crime and disorder:**

Levels of crime have in part been attributed to the urban environment. It has been argued that the opportunity for some forms of crime can be reduced through thought-out approaches to planning and design of neighbourhoods and towns. Reducing potential for crime can affect those more likely to fear crime or be a victim or witness of crime.

- Children
- Young people
- Older people
- Disabled people
- People from ethnic minority backgrounds
- Men
- Women
- LGBT people

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**Improved access, mobility and navigation:**

Redevelopment processes open up opportunities to create spaces and places that can be accessed and effectively used by all, regardless of age, size, ability or disability, using principles of inclusive design. There are a number of protected characteristic groups who can experience difficulties with access, mobility and navigation who could benefit from improvements in this area.

Improved streets and roads will promote active travel which will have a positive impact on people's health and wellbeing by providing spaces that are easily accessible and pleasant to pass through.

Children who cannot move about safely and independently on foot and bicycle often become less physically active, reducing opportunities for children to develop certain cognitive, motor and physical skills – as well as contributing towards childhood obesity risks.

During the consultation period for the Waterloo estate, respondents highlighted a preference for a separated cycle lane in and around the site. Residents also raised concerns over parking availability during once developments are operational. There were concerns that the lack of parking on site will impact parking availability in the local area, impacting residents' availability to access local amenities.

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- Children
- Older people
- Disabled people

## 4 Area profile and proportionality

### 4.1 Overview of the socio-demographic profile

The area profile summary in Table 4.1 provides a high-level summary of the socio-demographic profile of the London Borough of Havering, the Greater London region, and England at the time of the 2011 Census.

The summary includes analysis of protected characteristic groups under the Equality Act 2010 and the current socio-economic context of the area. In comparing these regions, where Havering deviates by more than 3% from regional or national figures, the difference is considered to be disproportionate and is reported as such.

The data used in the baseline is the most current publicly available data from the Office of National Statistics. Where there are higher proportions of certain groups in Havering, this is written in **bold text**. A more detailed breakdown of the baseline can be found in Appendix A.

**Table 4.1: Socio- demographic profile summary**

Protected characteristic	Comparison with London and England
Age	<ul style="list-style-type: none"> <li>Children make up 19% of the total population of Havering. This figure is broadly in line than London (21%) and England (19%).</li> <li>The proportion of young people in Havering is 11% which is broadly in line with both London and England (12%).</li> <li><b>The working age population (people aged between 16 and 64 years) in Havering (63%) is disproportionately lower than London (69%) and lower than the figure for England (65%).</b></li> <li><b>The proportion of older people (aged 65 and over) in Havering (18%) is disproportionately higher than the figure for London (11%) and broadly in line with the figure for England (16%).</b></li> </ul>
Disability <sup>17</sup>	<ul style="list-style-type: none"> <li>For Havering, 17% of the total population have a disability that limits their day-to-day activities either a little or a lot. This is broadly in line with the figures for London (14%) and the figures for England (17%).</li> </ul>
Gender reassignment	<ul style="list-style-type: none"> <li>There is no robust data for gender variant people in the study area or the UK more widely. However, Stonewall, the LGBT+ charity and campaign group estimates that around 1% of the UK population identify as transgender - around 600,000 people.</li> </ul>
Marriage and Civil partnerships	<ul style="list-style-type: none"> <li>Havering has a disproportionately lower proportion of single people (33%) compared to London (44%) but is broadly in line with figures for England (35%).</li> <li>The proportion of people who are married or in civil partnerships in Havering (49%) is disproportionately higher when compared to London (40%) but broadly in line with the figure for England (47%).</li> <li>The proportion of divorced people in Havering (8%) is broadly in line with the figures for both London (7%) and England (9%).</li> </ul>

<sup>17</sup> Defined here as 'People whose day-to-day activities are limited in any way as a result of being disabled or because of a long-term health condition' 15 November 2022

Protected characteristic	Comparison with London and England
Pregnancy and maternity	<ul style="list-style-type: none"> <li>The Total Fertility Rate (TFR) for Havering is 1.66. This is disproportionately higher than the TFR for both London (1.52) and England (1.62).</li> </ul>
Race	<ul style="list-style-type: none"> <li>Overall, ethnic minority groups account for 13% of Havering's population. This is disproportionately lower than the proportion for both London (40%) and England (17%)</li> <li>Those who identify as White British make up 83% of the population of Havering. This is disproportionately larger than the figure for London (45%) but broadly in line with the figure for England (80%)</li> <li>The largest ethnic minority group in Havering is Black Africans, who make up 3% of the total population. This is disproportionately lower than the figure for London (7%) but broadly in line with the figure for England (2%)</li> </ul>
Religion	<ul style="list-style-type: none"> <li>The Christian population in Havering (66%) is disproportionately higher than the population in London (48%) and England (59%).</li> <li>The Muslim population in Havering (2%) is disproportionately lower than the population in London (12%) and England (5%).</li> <li>Those with no religion in Havering (23%) is higher than in London (21%) but lower than the figure for England (25%).</li> </ul>
Sex	<ul style="list-style-type: none"> <li>The proportion of women in Havering (52%) is slightly higher than the figures for London (50%) and England (51%).</li> <li>The proportion of men in Havering (48%) is slightly lower than the figures for London (50%) and England (49%)</li> </ul>
Sexual orientation	<ul style="list-style-type: none"> <li>No information is publicly available at ward or local authority level.</li> </ul>
Deprivation	<ul style="list-style-type: none"> <li>7% of LSOAs in Havering fall in the most deprived quintile, which is more than London (6%) but less than England (20%).</li> <li>18% of Havering LSOAs fall in the second most deprived LSOA which is less than London (20%) and England (20%).</li> <li>25% of LSOAs in Havering fall within the third most deprived quintile which is more than London (24%) and considerably more than England (20%).</li> <li>26% of LSOAs in Havering fall in the fourth most deprived quintile, which is the same London (24%) but more than England (20%).</li> <li>24% of LSOAs in Havering fall in the least deprived quintile, which is the same London (24%) but more than England (20%).</li> </ul>

Source: 2011 Census, ONS

## 4.2 Businesses

In Havering, the construction industry is currently the largest employment sector and is expected to continue to grow in the next ten years.<sup>18</sup> Other major employment sectors within Havering are manufacturing, logistics and engineering industries, with the borough more recently becoming a hub for start-ups and expanding businesses.<sup>19</sup>

According to Havering's Employment Land Review (2015)<sup>20</sup>, 90% of businesses in the borough are micro businesses with up to nine employees and a further 7% are small enterprises with between 10 and 49 employees. The Council have identified the availability of affordable office or

<sup>18</sup> Invest in Havering, no date: 'Sector Expertise'. Available at: <https://www.investinhavering.co.uk/why-havering/for-business-potential/sector-expertise/>

<sup>19</sup> The London Borough of Havering, 2009: 'Businesses in Havering'. Available at: [https://www.havering.gov.uk/info/20009/business\\_in\\_havering](https://www.havering.gov.uk/info/20009/business_in_havering)

<sup>20</sup> Havering London Borough Council, 2015: 'Havering Employment Land Review'. Available at: [https://www.havering.gov.uk/download/downloads/id/5613/employment\\_land\\_review\\_-\\_2015.pdf](https://www.havering.gov.uk/download/downloads/id/5613/employment_land_review_-_2015.pdf)

and commercial space as a key constraint for the growth of micro businesses SMEs in Havering, and within the local plan have committed to maintaining a record of affordable workspace available to small businesses as part of its commitment to growing the Havering economy.<sup>21</sup>

In the LIA, key commercial centres currently include:<sup>22</sup>

- Romford Town Centre;
- The London Riverside SIL Employment Area; and
- The Rainham Employment Area.

### 4.3 Community facilities

Havering has more greenspace than any of the other London boroughs.<sup>23</sup> As a result of this, there is a large area of recreation and green space available for residents, especially when compared to other areas in London. Havering is also home to a range of libraries, parks (16 of which have been awarded Green Flag status), sports facilities, arts and music, and allotments.<sup>24</sup> Below is a list of key community facilities within the borough:

- Education: Education in Havering is the responsibility of the Council. There are Primary and Secondary schools throughout the Borough, with the highest concentration found in the population centres of Romford; Hornchurch; Rainham and Upminster. There are two universities/further education institutes located in the Havering. These are: London South Bank University, Havering Campus; Havering College of Further & Higher Education; and London International University.
- Healthcare: Healthcare in the London Borough of Havering is under the jurisdiction of the North East London Clinical Commission Group (CCG), which is responsible for the provision of all public healthcare in Havering, including pharmacies, GP Surgeries and Urgent Treatment Centres. The only major hospital in the borough is Queen's Hospital, located in Romford.
- Community centres: There are a number of venues in Havering that are used to host community and cultural events. These include: Myplace community centre; Sapphire Jubilee community centre; the North Romford Community Centre; The Forest Row Centre and the The Hub Harold Wood
- Parks: There are a number of parks and green spaces, which have significant historical, social and environmental value. Significant areas of greenspace in the borough include: Bedfords park; Cottons park; Dagnam park; Havering country park; Lodge farm park; St. Andrew's Park and Emerson Park.
- Libraries: The following libraries are located in the London Borough of Havering: Harold Hill library; Romford Central library; Collier Row library; Harold Wood library; Rainham library; Upminster library and Gidea Park library.

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<sup>21</sup> London Borough of Havering, 2021: 'Havering Local Plan, 2016 --2031'.

<sup>22</sup> London Borough of Havering, 2021: 'Havering Local Plan, 2016 --2031'.

<sup>23</sup> London Borough of Havering, 2021: 'Havering Local Plan, 2016 --2031'.

<sup>24</sup> The London Borough Of Havering, 2009: 'Businesses in Havering' Available at: [https://www.havering.gov.uk/info/20009/business\\_in\\_havering](https://www.havering.gov.uk/info/20009/business_in_havering)



## 5 Impact Assessment

### 5.1 Impact on residents, community facilities and businesses during redevelopment

The following table provides a high level overview of the potential impacts of the Programme on protected characteristic groups, with a focus on impacts for residents and local business during the redevelopment process. These impacts have been identified through a review of published literature, and council policy. Potential disproportionate effects on particular groups based on the demographic analysis of the site are also identified.

**Table 5.1: Impact on residents, community facilities and businesses during redevelopment**

Potential equality risks	Existing Council mitigations or enhancements	Recommendations	Impact (in light of mitigation)
<p><b>Loss of social cohesion and access to community resources</b></p> <p>The redevelopment works for the Programme has the potential to impact social cohesion and access to community resources, due to the temporary relocation of residents and the subsequent possible increased distance from community resources, such as schools, community centres and facilities. A loss of social cohesion caused by reduced access to these resources can have negative health effects caused by increased stress and anxiety. Groups most likely to be affected by this include children, older people, disabled people, pregnant people or people with young children, people from minority faith groups, and people with ethnic minority backgrounds.</p> <p>Residents from each site may be temporarily relocated whilst each site is redeveloped. The Sites include a number of sheltered housing Programmes providing housing for a significant number of older people.</p>	<ul style="list-style-type: none"> <li>Residents have the right to return to a home on the site</li> <li>The Council is seeking to ensure that no tenant has to move more than twice during the rehousing process</li> <li>Council tenants who wish to remain in the borough will be decanted to alternative accommodation within the borough. Residents will be entitled to two direct offers of alternative accommodation</li> <li>Prior to the decanting stage, the Council will meet with each Council household to establish its needs. This will include details of present schools and workplaces, location preferences, and any medical or health factors. Households are also provided with appropriate contact details so that they can request further information if needed.</li> </ul>	<p>This risk requires further management and the Council should consider the following recommendations for all sites:</p> <ul style="list-style-type: none"> <li>Temporary housing should meet needs in terms of affordability, accessibility and size and should not necessitate a school move, loss of employment or access to care networks</li> <li>Eligible temporary accommodation residents on sites should be given the right to return to their site and housed temporarily in the local area in line with other tenants with the Right to Return. If it is not possible to offer them tenancies at council rent, TA tenants should be offered London Affordable Rent.</li> <li>As far as possible, the Council should aim to decant residents within their local community, ideally no more than a 15-minute walk from their original home to ensure residents are able to continue to access the same community facilities from their new home, such as GP clinics, schools, nurseries or places of worship. Support may include help with a market search for appropriate</li> </ul>	<p>There is the potential for some adverse impacts on groups with protected characteristics due to loss of social cohesion and access to community facilities within the 12 Sites.</p> <p>The Prince Albert Public House on Waterloo Estate was closed before the demolition phase. The business was not re-provisioned by the Council. This is not anticipated to have any equality impacts on residents as there is no evidence that the pub was disproportionately used by protected characteristic groups and the high number of alternative provisions within 15 mins walking distance of the site.</p> <p>Overall, if the proposed recommendations are implemented there is likely to be limited adverse effect on groups with protected characteristics as access and proximity to key locations and community facilities will be maintained once the Programme is operational.</p> <p>There is likely to be no adverse equality impact on groups with protected</p>

<p>As a result, there is the potential for adverse equality effects to be generated for older people who are more vulnerable to this change. For sites in Phase 1, the residents of Queen Street Sheltered housing and Solar, Serena, Sunrise Court Sheltered Housing Scheme will be more vulnerable to this change.</p> <p>For sites in Phase 1, It is anticipated the following community facilities will be impacted as part of the Programme construction:</p> <ul style="list-style-type: none"> <li>• St Andrews Parish Centre</li> <li>• Waterloo Estate Community Centre</li> <li>• The Prince Albert Public House</li> </ul>	<p>The following mitigations are in place for Phase 1 sites. It is recommended that similar mitigations are carried forward across all sites:</p> <ul style="list-style-type: none"> <li>• Community space to be provided on new site, with larger and improved facilities</li> <li>• St Andrews Parish Centre and Waterloo Estate Community Centre will be re-provisioned on the site.</li> </ul>	<p>accommodation or signposting private tenants to the Council's housing services team.</p> <ul style="list-style-type: none"> <li>• The Council should commit to a maximum of two moves for residents, with one move for vulnerable residents such as older or disabled people prioritised.</li> <li>• The Council and its advisors should continue to conduct face-to-face engagement where possible with residents, keeping up-to-date records of changing needs and circumstances (including any changes to household composition), particularly residents who will be most affected by the Programme. Fostering a sense of community through the engagement process can help remediate feelings of social isolation.</li> <li>• The Council should engage with affected community facilities to ensure that they are re-provided onto the new site</li> <li>• The Council should engage with affected community resources and ensure that they are relocated temporarily within the local neighbourhood to ensure continuity of access for the local community.</li> <li>• The Council should temporality re provide community facilities which will be closed for during the Programme construction. If possible, this should be within a 15-minute walk of its current location.</li> </ul>	<p>characteristics in the Phase 1 sites as access and proximity to key locations and community facilities will be maintained.</p>
<p><b>Costs associated with relocation</b></p> <p>The redevelopment of the 12 Estates has the potential to lead to increased financial outgoings for residents due to costs associated with redevelopment.</p> <p>Relocation costs could include removal services, the need to adapt a new home or buy new furniture.</p> <p>These costs are most likely to impact young people, older people, disabled people, people</p>	<ul style="list-style-type: none"> <li>• Each household will be provided with a dedicated Council Officer to assist tenants in identifying any additional support required, including the process for claiming home loss and disturbance compensation payments.</li> <li>• Resident freeholders and leaseholders and Council tenants are entitled to a Disturbance Payment to cover any costs reasonably incurred</li> </ul>	<p>This risk requires further management, and the Council should consider the following recommendations:</p> <ul style="list-style-type: none"> <li>• The Council and its advisors should provide support with market search processes and signposting to housing services to assist private renters with no Right to Return to help find an affordable and appropriate new home, particularly those that may be vulnerable.</li> </ul>	<p>There is likely to be no adverse effects on groups with protected characteristics as a result of costs associated with relocation for resident freeholders, leaseholders and Council tenants.</p> <p>There is the potential for adverse equality effects on private renters a result of costs associated with relocation as they are not entitled to Disturbance Payments.</p>



<p>from ethnic minority backgrounds, and women.</p> <p>The Sites include a number of sheltered housing schemes providing housing for a significant number of older people</p> <p>As a result, there is the potential for adverse equality effects to be generated for older people who are more vulnerable to this change. For sites in Phase 1, the residents of Queen Street Sheltered housing and Solar, Serena, Sunrise Court Sheltered Housing Scheme will be more vulnerable to this change.</p>	<p>in moving home or purchasing a property</p> <ul style="list-style-type: none"> <li>Resident freeholders and leaseholders are entitled to receive home loss compensation at 10% of the market value of the property</li> <li>Resident freeholders and leaseholders are entitled to be reimbursed for the reasonably incurred costs of selling the property to the Council and the costs of acquiring a new property</li> </ul>	<ul style="list-style-type: none"> <li>Private tenants should be given the opportunity to register interest for new private accommodation on the redeveloped Site.</li> <li>Eligible private tenants should be able to use the Council's Housing Services to provide support in finding suitable accommodation in the area.</li> </ul>	<p>Overall, if the proposed recommendations are implemented there is likely to be adverse effect on private renters. This risk is also likely to be present for sites currently in Phase 1.</p>
<p><b>Access to finance</b></p> <p>The redevelopment of the 12 Estates Programme has the potential to impact those with limited access to finance, who may experience difficulty accessing appropriate and financial services, such as mortgages.</p> <p>The renewal process could result in the relocation of businesses. Should businesses relocate to new industrial or commercial premises elsewhere, it is likely that access to finance will be required to secure a new location. Ethnic minority groups and older people are more likely to experience difficulty accessing financial support, which could add further financial strain in securing alternative premises for business continuity following relocation.</p> <p>Groups at particular risk of financial exclusion include young people, older people, disabled people, people from ethnic minority backgrounds, and women.</p> <p>The Sites include a number of sheltered housing schemes providing housing for a significant number of older people</p>	<ul style="list-style-type: none"> <li>If eligible, private tenants can receive financial assistance from the Council when moving, by paying their deposit and first month's rent through its 'Find Your Own' scheme.</li> <li>Resident leaseholders and freeholders will be offered the market value of their home, as well as home loss compensation at 10% of the market value of their property.</li> <li>Non-resident leaseholders and freeholders will be offered the market value of their homes and receive basic home loss compensation at 7.5% of the market value</li> <li>Resident and non- resident leaseholders and freeholders will also be reimbursed for the reasonably incurred costs of selling the property to the Council, including the independent valuation of the property.</li> <li>Prior to relocation, tenants have been given advice regarding Council Tax band, broadband connectivity, schools, GP surgeries and refuse</li> </ul>	<p>This risk requires further management and the Council should consider the following recommendations:</p> <ul style="list-style-type: none"> <li>Communicate likely Council Tax and service charge payments to residents as soon as possible in advance of the move</li> <li>The Council and its advisors should provide support with market search processes and signposting to housing services to assist private renters with no Right to Return to help find an affordable and appropriate new home, particularly those that may be vulnerable.</li> <li>Private tenants should be given the opportunity to register interest for new private accommodation on the redeveloped Site.</li> <li>Eligible private tenants should be able to use the Council's Housing Services to provide support in finding suitable accommodation in the area.</li> <li>The Council should agree a reasonable compensation package for tenants who have made approved improvements to their home.</li> <li>Information regarding potential increases in housing costs, such as service charges and</li> </ul>	<p>There is the potential for limited adverse impacts on groups with protected characteristics as a result of access to finance.</p> <p>Overall, if the proposed recommendations are implemented, there is likely to be very limited adverse effect on most groups with protected characteristics. There is likely to be an adverse effect on private tenants.</p> <p>Across sites in Phase 1, there is likely to be a very limited adverse effect on most groups with protected characteristics. There is likely to be adverse effects on private tenants.</p>

<p>As a result, there is the potential for adverse equality effects to be generated for older people who are more vulnerable to this change. For sites in Phase 1, the residents of Queen Street Sheltered housing and Solar, Serena, Sunrise Court Sheltered Housing Scheme will be more vulnerable to this change.</p>	<p>collection dates in their new communities.</p>	<p>council tax, should be made explicit to residents as early as possible.</p> <p>Temporary accommodation residents on sites should be given the right to return to their site and housed temporarily in the local area in line with other tenants with the Right to Return. If it is not possible to offer them tenancies at council rent, TA tenants should be offered London Affordable Rent.</p>	
<p><b>Appropriate and accessible housing</b></p> <p>The 12 Estates Programme has the potential to impact upon access to appropriate and accessible housing for local residents.</p> <p>Where redevelopment schemes require the resettlement of many residents, issues can arise regarding sourcing suitable housing that meets the needs of diverse groups. This includes housing that meets the needs of people requiring adaptable and accessible accommodation, such as people with mobility impairments, as well as housing suitable for multigenerational families and families with children. A lack of suitable housing can lead to families living in overcrowded conditions.</p> <p>As the Programme will require the resettlement of all residents temporarily, there is a potential risk of adverse equality effects being generated for groups with protected characteristics.</p> <p>The Sites include a number of sheltered housing schemes providing housing for a significant number of older people.</p> <p>As a result, there is the potential for adverse equality effects to be generated for older people who are more vulnerable to this change. For sites in Phase 1, the residents of Queen Street Sheltered housing and Solar, Serena, Sunrise Court Sheltered Housing</p>	<ul style="list-style-type: none"><li>• Prior to the decanting stage, the Council will meet with each Council household to establish its needs. This will include details of present schools and workplaces, location preferences, and any medical or health factors. Households are also provided with appropriate contact details so that they can request further information if needed.</li><li>• The Council will assist private tenants through the Housing options and Advice Service in order to help find alternative suitable and affordable private rented accommodation. The Council will also provide tailored housing advice to help private tenants understand their options.</li><li>• Resident leaseholders and freeholders can either purchase a new affordable replacement home in the regeneration area, purchase a property elsewhere in the borough through a low-cost ownership scheme (such as Help to Buy, shared ownership, or shared equity), purchase a property outright elsewhere or move to private rented accommodation.</li></ul>	<p>This risk requires further management, and the Council should consider the following recommendations:</p> <ul style="list-style-type: none"><li>• Teams should work proactively and constructively through a range of channels, including face to face engagement where possible, keeping up-to date records of changing needs and circumstances – particularly those who are most affected by a change to accessible and appropriate housing. For example, if a family has another child and requires another bedroom, the home can be pre-allocated accordingly.</li><li>• The Council should ensure that all temporary accommodations provided for tenants returning to the sites are fully appropriate and accessible for residents, including ensuring any adaptations required and completed in advance of the move.</li></ul>	<p>There is potential to be some adverse equality effects on groups with protected characteristics linked to potentially unsuitable temporary housing.</p> <p>Overall, if the proposed recommendations are implemented, there is likely to be very limited adverse effect on groups with protected characteristics. This risk will also be present across Phase 1.</p>

<p>Scheme will be more vulnerable to this change.</p>	<ul style="list-style-type: none"> <li>● All Council tenants will have the Right to Return to a new property on their site.</li> </ul>		
<p><b>Health effects</b></p> <p><i>Relocation health effects:</i></p> <p>The 12 Estates Programme has the potential to impact upon the health of local people due to health effects associated with relocation. Home relocation can have a negative impact on mental health and well-being, particularly for children, young people, older people, disabled people, and pregnant people.</p> <p>As the Programme will require the resettlement of all residents temporarily, there is a potential risk of adverse equality effects being generated for groups with protected characteristics who may be impacted by this.</p> <p>The Sites include a number of sheltered housing schemes providing housing for a significant number of older people.</p> <p>As such there is the potential for adverse equality effects on older people as a result of health effects caused by the relocation process. For sites in Phase 1, the residents of Queen Street Sheltered housing and Solar, Serena, Sunrise Court Sheltered Housing Scheme will be more vulnerable to this change.</p> <p><i>Health effects as a result of the construction process</i></p> <p>The 12 Estates Programme also has the potential to cause health effects on local people as a result of the construction process. The environmental effects of demolition, refurbishment and construction</p>	<ul style="list-style-type: none"> <li>● The Council has committed to endeavour to keep noise of the building work to a minimum</li> <li>● The Council will liaise with other council services such as the Occupational Therapy Service, Adult Social Care, and Children's Services to ensure that tenants' health and support needs are addressed throughout relocation</li> <li>● Each development will have its own phased plan and timetable which will be made available to residents.</li> <li>● On site working hours on sites which have already been demolished and have begun construction works have been limited to 8am-6pm during the week and 8am-1pm on Saturdays to minimise disruption, It is assumed that this will continue on all sites.</li> <li>● Dust suppression measures are in place on live demolition sites. It is assumed that this will continue on all sites, with reports of results shared with appropriate parties.</li> <li>● Environmental monitoring will be undertaken on all sites</li> </ul>	<p>This risk requires further management, and the Council should consider the following recommendations:</p> <ul style="list-style-type: none"> <li>● The Council should continue to engage with the community around each site and the community facilities located there throughout the Programme to communicate information on the demolition and construction works</li> <li>● The phasing plan for each site should take into account the relocation of vulnerable residents to ensure that they are relocated prior to disruptive construction works</li> <li>● The environmental monitoring reports should be shared with local residents for transparency.</li> <li>● A Construction Environmental Management Plan (CEMP) should be developed and should follow best practice mitigation for the health effects related to noise and air quality impacts.</li> <li>● The Council should commit to a maximum of two moves for residents, with one move for vulnerable residents such as older or disabled people prioritised.</li> </ul>	<p>There may be limited adverse impacts on groups with protected characteristics due to the impacts on health caused by relocation or environmental effects.</p> <p>Overall, if the proposed recommendations are implemented, there is likely to be very limited adverse effect on people with protected characteristics as a result of the Programme on health. This will also likely apply to Phase 1.</p>

can impact upon air and noise pollution which can have physical health impacts on local people. Those groups which are more likely to be impacted by physical health effects are children, young people, older people, disabled people, and pregnant people.

As the scheme will require considerable construction and demolition works, there is a potential risk of adverse equality effects being generated for people with at-risk protected characteristics who live in the area local to each site. Furthermore, the population of the local area is disproportionately older and as such there is the potential for adverse equality effects on older people as a result of health effects caused by the construction process.

#### **Safety and security:**

In the lead up to the Programme construction, there is a risk of deterioration of safety and security on each site. Vacant properties, such as can fall into disrepair. This can attract unwanted activity including anti-social behavior and crime, which can differentially affect those living in the area who are likely to be a victim of crime or those who are more fearful of crime.

It has been suggested that fear of crime can contribute to social isolation, particularly for vulnerable groups such as women, older people, people from ethnic minority groups and LGBT+ people.

Since the population of older people in the LIA is disproportionately high, there is the potential for both differential and disproportionate adverse equality impacts due to safety and security on these groups.

- The Council has committed to the continued maintenance of each Site to maintain site security for the safety of residents
- As the Programme will take a number of years, the Council intends to let empty units on a temporary, non-secure basis which will ensure buildings are not left vacant for long periods of time.
- The Council has employed full time security on sites during the demolition and construction processes where this has already been undertaken (specifically at weekends and late at night) and it is assumed that this will continue on all sites.

This risk requires further management and the Council should consider the following recommendations:

- Best practices for enhancing safety and preventing crime should continue to be considered throughout the demolition period
- The Council and contractor should create and publicise a process whereby local residents can raise concerns regarding anti-social behaviour or vandalism during the demolition period. Different means should be explored to achieve this, including the use of Whatsapp which has been successful on previous occasions with other estates.

There may be limited adverse impacts on groups with protected characteristics due to changes in safety and security.

If the proposed recommendations (right) are implemented, there are likely to be no adverse impacts on groups with protected characteristics as a result of changes in safety and security. This will also likely apply to Phase 1.

<p><b>Accessibility and mobility in the local area:</b></p> <p>During demolition and construction there is a risk of impacts to accessibility and mobility in the local area. In particular, construction can cause difficulties in relation to increased traffic in the local area, reduced parking (construction vehicles and subcontractors in parking), construction activities blocking access to homes, shops, bus stops and pavements and safe routes, as well as effects on wayfinding.</p> <p>This can have particular negative effects on children, and people using buggies or pushchair, older people, and disabled people.</p> <p>Since the population of older people in the LIA is disproportionately high, there is the potential for both differential and disproportionate adverse equality impacts due to accessibility and mobility on this group.</p>	<ul style="list-style-type: none"> <li>• Details of any road closures will be communicated in advance to affected nearby residents</li> </ul>	<p>This risk requires further management and the Council should consider the following recommendations:</p> <ul style="list-style-type: none"> <li>• Good access and mobility should be maintained through the creation of a CEMP, which would set out arrangements for any necessary diversions, and should provide well-signed routes that limit extra travelling distances. The CEMP should also ensure that access is maintained through measures such as such as limiting pavement obstructions and maintaining disabled parking. The CEMP should specifically consider the needs of protected characteristic groups who may have limited mobility.</li> <li>• The Council should ensure the demolition, and subsequent construction, phase of the Programme is undertaken according to best practice measures for pedestrian environment management, to effectively mitigate any impacts.</li> </ul> <p>Local residents should be made aware of the construction process, timeline and mitigation measures put in place for the Programme. This is particularly important for vulnerable groups within the local community who are more reliant on active travel.</p>	<p>There are likely to be adverse impacts on groups with protected characteristics due to changes to the accessibility and mobility of the sites.</p> <p>If the proposed recommendations are implemented, there are likely to be no adverse impacts on groups with protected characteristics as a result of changes into the accessibility and mobility of the sites. This will also likely apply to Phase 1.</p>
<p><b>Information and communication:</b></p> <p>The Programme will require information about the works to be communicated effectively to local affected people in order that they are fully aware of what is going on and are able to provide feedback easily.</p> <p>Complex material and information about the process may present a challenge to those who have different information and communication needs. This includes, but is not limited to, people with cognitive or learning disabilities, people with low literacy</p>	<ul style="list-style-type: none"> <li>• The Council is committed to a regular, honest and open communication and dialogue with affected residents, through one to one meetings, direct letter correspondence, newsletters, briefings, events, websites, and email updates.</li> <li>• Each household will have a dedicated Rehousing Officer to help with each stage of the rehousing process</li> <li>• Comprehensive advice and support service throughout the Programme to</li> </ul>	<p>This risk requires further management and the Council should consider the following recommendations:</p> <ul style="list-style-type: none"> <li>• Information should be available in a variety of formats where it may be required (i.e., braille, audio, large print or translated) and be clear, concise and without jargon and easy to read.</li> <li>• Residents should have the opportunity to provide feedback in a way which is suitable for them. A multitude of formats should be utilised to collect this information, ensuring that there are both physical (such as written</li> </ul>	<p>There may be limited adverse impacts on groups with protected characteristics due to risks surrounding how information is communicated.</p> <p>If the proposed recommendations are implemented, there are likely to be limited adverse impacts on groups with protected characteristics as a result of risks surrounding how information is communicated.</p>

<p>levels, older people, people with visual or hearing impairments and people who use English as a second language.</p> <p>If information about the scheme is not communicated effectively there is a risk that residents and local people do not fully understand what is going on and are unable to engage properly with the process or are fully unaware of the process and timescales.</p> <p>Since the population of older people in the LIA is disproportionately high, there is the potential for both differential and disproportionate adverse equality impacts due to information and communication on these groups.</p>	<p>ensure all residents are supported, including visits to regenerations schemes and support groups.</p> <ul style="list-style-type: none"><li>• Further additional support will be offered to vulnerable households</li><li>• The Council will also assist residents in seeking advice from independent agencies if required.</li><li>• The Councils Housing Options Officer will work with private tenants to ensure that those affected understand the options available to them in a timely manner.</li></ul>	<p>feedback forms, in-person neighbourhood meetings) and virtual (via websites, Whatsapp groups etc) means to do so.</p> <ul style="list-style-type: none"><li>• The use of third-party organisations who can help with communication such as translators should continue to be an option to overcome any potential language barriers.</li></ul>	<p>This will also likely apply to Phase 1.</p>
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Source: Mott MacDonald, 2022

5.2 Impact on businesses during redevelopment

The following table provides a high level overview of the potential impacts of the Programme on protected characteristic groups, with a focus on impacts for local business during the redevelopment process. These impacts have been identified through a review of published literature, and council policy. Potential disproportionate effects on particular groups based on the demographic analysis of the site are also identified.

Table 5.2: Impact of businesses during redevelopment

Potential equality risks or opportunities	Existing Council mitigations or enhancements	Recommendations	Impact (in light of mitigation)
<p><b>Impact on businesses</b></p> <p><b>Potential loss of business</b></p> <p>Independent small businesses including shops, cafes and restaurants, play an important role in supporting the vitality and vibrancy of local communities and often operate from smaller premises, such as those that might be found on a housing Estate. Redevelopment can result in the permanent loss of such businesses, with the potential to affect self-employed business owners. Ethnic minority groups and older people may be particularly affected by the loss of a business as they are more likely to be self-employed.</p> <p>Since the population of older people in the LIA is disproportionately high, there is the potential for both differential and disproportionate adverse equality impacts due to potential loss of business on this group.</p> <p><b>Financial implications associated with business relocation</b></p> <p>The renewal process could result in the relocation of businesses. Should businesses relocate to new industrial or commercial premises elsewhere, it is likely that access to finance will be required to secure a new location. Ethnic minority groups and older people are more likely to experience difficulty accessing financial support, which could add further financial strain in securing alternative premises for business continuity following relocation. Ethnic minority groups and older people are more likely to experience difficulty accessing financial support, which could add further financial strain in securing alternative premises for business continuity following relocation.</p> <p>Since the population of older people in the LIA is disproportionately high, there is the potential for both differential and disproportionate adverse equality impacts</p>	<p>Where a business qualifies for compensation, financial support will be provided to affect the relocation of a business.</p>	<ul style="list-style-type: none"> <li>• A Business Relocation Strategy should be produced, covering information on how to claim compensation and access additional support. Measures to assist businesses with relocation, as well as commitments to the Council's approach to communicating with businesses should also be included. The Strategy should include the following: <ul style="list-style-type: none"> <li>– where possible, existing businesses should be given first right of refusal on retail space on the redeveloped sites</li> <li>– where businesses are being relocated within the 12 sites, temporary premises should be provided</li> <li>– all occupiers should be provided advice and support in the relocation process</li> <li>– a fee undertaking to an initial capped amount should be provided to allow occupiers to obtain professional advice at no financial cost</li> <li>– To reduce the likelihood of business loss, the Council should look to support initiatives should be established to help grow and diversify businesses, including courses to promote digital skills and training advice</li> <li>– a register of suitable alternative properties within and outside of the Council's ownership should be maintained, based on information gathered from occupiers regarding their needs</li> </ul> </li> <li>• Where a business provides services specifically for, employs or is owned by individuals from protected characteristic groups, every effort should be made to retain the resource within the local area during the redevelopment in order to reduce the likelihood of redundancies or job loss.</li> </ul>	<p>Permanent business closure would be anticipated to generate adverse equality impacts for or older people as these groups are more likely to be self-employed.</p> <p>If business loss does occur as a result of the Programme, there are likely to be adverse impacts on groups with protected characteristics due to potential the financial implications of moving and impacts on local customers</p> <p>However, if the proposed recommendations are implemented, there is likely to be reduced adverse effect on groups with protected characteristics.</p> <p>An overarching business strategy should be created to provide more publicly available information on business impacts and to better manage the impacts of the programme on local businesses.</p>



due to financial implications associated with business relocation on this group.	<ul style="list-style-type: none"><li>• In the case where a business chooses to close, the Council and its advisors should signpost training and employment opportunities to affected staff, as well as resources and organisations for mental health support where required.</li></ul>
<p><b>Impacts on local customers</b></p> <p>The Proposed Development has the potential to close or relocate businesses and facilities used by the local population. Depending on where affected businesses relocate, relocation might make it harder for people to access local businesses and facilities they regularly use, particularly those from ethnic minorities, older people and disabled people.</p> <p>Since the population of older people in the LIA is disproportionately high, there is the potential for both differential and disproportionate adverse equality impacts due to impact of business loss on local customers</p>	<p>In the case of a business being permanently closed or relocated from the current premises, existing customers should be:</p> <ul style="list-style-type: none"><li>• Provided with guidance on how to access the new location by public transport or active travel</li><li>• Signposted to alternative businesses providing similar services within the local community</li></ul> <p>This information could be provided through the installation of signage/posters on the Site.</p>

Source: Mott MacDonald, 2022

5.3 Impact on communities after redevelopment

Table 5.3 identifies the potential impacts on the future Havering community (residents, community facilities and businesses) following the redevelopment process, following completed delivery. It shows the potential impact of risks and opportunities without mitigation, following mitigation measures that have been put in place and then highlights the likely overall equality effect if recommendations are adhered to.

Table 5.3: Impact on communities after redevelopment

Potential equality risks or opportunities	Existing Council enhancements	Recommendations	Impact
<p><b>Improved housing provision:</b></p> <p>The 12 Estates redevelopment Programme could lead to improvements in housing provision within the Borough of Havering therefore improving appropriateness, accessibility and affordability, as well as its</p>	<p>Across the 12 sites, plans for improved housing provision include:</p> <ul style="list-style-type: none"><li>• Double the number of existing affordable homes</li><li>• 70% increase in Council rented homes</li><li>• 400 new shared ownership homes</li></ul>	<p>In order to enhance the positive equality impacts which are likely to arise as a result of the future redevelopment , it is recommended that:</p> <ul style="list-style-type: none"><li>• The Council also ensure that the redeveloped sites meet the housing</li></ul>	<p>The 12 Estates Programmes have the potential to have positive equality impacts on groups with protected characteristics due to improved housing provision after delivery.</p>



Potential equality risks or opportunities	Existing Council enhancements	Recommendations	Impact
<p>quality and efficiency in energy consumption. Improved housing can have beneficial health effects on children, older people, disabled people and ethnic minority groups.</p> <p>The population of the Study area has disproportionately high levels of older people and disabled people.</p> <p>As such, there is the potential for positive equality effects on older people as a result of improved housing.</p>	<ul style="list-style-type: none"> <li>• All new homes built to London Housing Design space standards</li> <li>• All current residents will have a right to return to new homes on the sites</li> <li>• New buildings built to sustainable energy standards</li> <li>• The sites will have a variety of tenures, with a sustainable mix of social, affordable, private rented and private sale homes</li> <li>• Dedicated homes for over 55's across a number of sites</li> <li>• Each site will include a number of wheelchair accessible units</li> <li>• The sites will include a mix of flats and houses, and one to four bedroom accommodation</li> <li>• Homes will meet modern energy efficiency levels</li> <li>• Homes will be built to a lifetime homes standard, meaning they can be adapted as housing needs change</li> <li>• New Council properties rent will be based on affordable rent levels</li> </ul> <p>Enhancements specific to Phase 1 are as below:</p> <ul style="list-style-type: none"> <li>• 1,380 new homes in Waterloo Estate, including 3 and 4 bed family homes.</li> <li>• 197 affordable homes with private terraces or balconies in New Green</li> <li>• 175 new homes specifically for the over 55s in Solar Serena Sunrise.</li> </ul>	<p>needs of returning residents, as well as the Borough in general.</p> <ul style="list-style-type: none"> <li>• A demographic and Housing Needs Survey of these households is undertaken and updated on a regular basis.</li> <li>• New sheltered housing accommodation should draw from best practice principles for older living, such as ensuring properties are self-contained and can be adapted to ensure residents are able to remain in their homes as their needs increase. The accommodation should provide communal space where communal activities are encouraged</li> <li>• New sheltered housing should incorporate dementia friendly design principles, such as providing a 'visually accessible' environment so that residents can clearly see and understand their surroundings, and a clear and simple layout</li> <li>• All homes should have access to private outdoor space</li> </ul>	<p>Furthermore, it is likely that Phase 1 will have positive impacts on groups with protected characteristics due to improved housing provision after delivery.</p>
<p><b>New employment opportunities:</b></p> <p>Demolition of existing infrastructure along with the subsequent construction and operation of residential properties provides</p>	<p>Across the 12 sites, plans for new employment opportunities include:</p>	<p>In order to enhance the positive equality impacts which are likely to arise as a result of the future redevelopment, it is recommended that the Council:</p>	<p>The 12 Estates Programmes have the potential to have positive equality impacts on groups with</p>

Potential equality risks or opportunities	Existing Council enhancements	Recommendations	Impact
temporary and permanent job opportunities, disproportionately benefiting people who are more likely to work in the construction sector, or likely to be unemployed in London, such as men, young people, disabled people and minority ethnic groups.	<ul style="list-style-type: none"> <li>Construction employment (varying by the amount of construction required for the job).</li> <li>New commercial workspace across sites</li> <li>New shopping area with retail space in Harold Hill</li> <li>Supply Chain initiative between London Borough of Havering and Wates Residential means local companies have been prioritised in procurement</li> <li>Development of new Employment and Skills initiatives which have benefitted 273 local people as of July 2022</li> <li>Education programmes aimed at students, including work experience, construction careers sessions, and Dragons Den events supported 2,621 pupils as of July 2022</li> <li>Free three week construction training course offered for Havering residents</li> <li>SME initiative to boost number of local SME's bidding for work</li> </ul>	<ul style="list-style-type: none"> <li>Work with owners of start-up businesses in the renewal area to employ local people, focussing on groups that are vulnerable to unemployment e.g. ethnic minority groups, disabled people, and young people.</li> <li>Prioritise commercial space social enterprises in order to support and encourage positive social outcomes as well as economic activity in the local area.</li> <li>Re-provide business space on sites for any affected businesses</li> <li>Consider the use of meanwhile use space on sites during development to ensure continuity of trading and employment</li> <li>Consider discounted rents for existing businesses during development</li> </ul>	protected characteristics due to new employment opportunities.
<p><b>Improved public realm:</b></p> <p>Redevelopment offers an opportunity to improve the public realm. The ability to access and use the public realm is vitally important to ensuring people feel that they are active members of their society.<sup>25</sup> This is particularly likely to have positive effects on children, older people, disabled people, and people from ethnic minority groups.</p>	<p>Across the 12 sites, plans for an improved public realm include:</p> <ul style="list-style-type: none"> <li>New play spaces</li> <li>New community village greens</li> <li>New communal green space</li> <li>Landscapes designed to encourage wildlife</li> <li>New shopping area and town centre in Harold Hill with restaurants, bars, and shops</li> </ul> <p>Enhancements specific to Phase 1 are as below:</p>	<p>In order to enhance the positive equality impacts which are likely to arise as a result of the future redevelopment, it is recommended that the Council:</p> <ul style="list-style-type: none"> <li>Ensure that the local community are at the heart of planning and designing new public realm, specifically targeting protected characteristic groups that are likely to benefit from improvements e.g., children, older people, and disabled people.</li> </ul>	<p>The 12 Estates Programmes have the potential to have positive equality impacts on groups with protected characteristics because of the effects of improved public realm and green spaces.</p> <p>Furthermore, it is likely that Phase 1 will have positive impacts on groups with protected characteristics due to improved public realm and green spaces</p>

<sup>25</sup> House of Commons Women and Equalities Committee, 2017: 'Building for Equality: Disability and the Built Environment'.

Potential equality risks or opportunities	Existing Council enhancements	Recommendations	Impact
	<ul style="list-style-type: none"> <li>• Cycle parking provision across all Phase 1 sites</li> <li>• 11,650sqm of high quality open space in Waterloo Estate</li> <li>• 2090 sqm open space for recreation in New Green</li> <li>• New communal open space in Solar Serena Sunrise</li> </ul>	<ul style="list-style-type: none"> <li>• Ensure that the redevelopments ensure that all residents have access to both public and private outdoor space.</li> </ul>	
<p><b>Provision of community facilities and improved social cohesion:</b></p> <p>Community facilities provide important places of social connection and promote wellbeing for many groups. They allow for a cross section of the community to be brought together in a safe place, allowing for better social cohesion and helping to address social isolation, particularly for older people, disabled people, children, and people from ethnic minorities.</p> <p>The population of the local area has disproportionately high levels of older people.</p> <p>As such, there is the potential for positive equality effects on this group as a result of new provision of community resources.</p>	<p>Across the 12 sites, plans for an improved provision of community facilities and improved social cohesion include:</p> <ul style="list-style-type: none"> <li>• New community space and re-provided community space across the Programme</li> <li>• New health and family centre in Harold Hill</li> <li>• Creation of new town centre in Harold Hill</li> <li>• New community hub delivered in Harold Hill</li> </ul> <p>Enhancements specific to Phase 1 are as below:</p> <ul style="list-style-type: none"> <li>• Up to 550sqm of community floor space in Waterloo Estate, including re-provided space for the Waterloo Estate Community Centre and St Andrews Parish Centre</li> </ul>	<p>In order to enhance the positive equality impacts which are likely to arise as a result of the future redevelopment, it is recommended that the Council:</p> <ul style="list-style-type: none"> <li>• Involve the local communities in decisions about which further resources should be incorporated into the area, specifically involving different protected characteristic groups that are likely to benefit from improvements</li> <li>• All existing community facilities should be re-provided into new space on their respective site</li> <li>• Ensure that the new development includes the following features designed to improve social cohesion: <ul style="list-style-type: none"> <li>– provision of shared communal spaces in new developments/blocks</li> <li>– improved provision of and access to community resources which responds to identified needs and gaps in existing local provision</li> <li>– consideration of enabling residents to manage community spaces</li> </ul> </li> </ul>	<p>The 12 Estates Programmes have the potential to have positive equality impacts on groups with protected characteristics due to the provision of community facilities and improved social cohesion.</p> <p>Furthermore, it is likely that Phase 1 will have positive impacts on groups with protected characteristics due to provision of community facilities and improved social cohesion.</p>

Potential equality risks or opportunities	Existing Council enhancements	Recommendations	Impact
<p><b>Tackling crime and disorder:</b></p> <p>Levels of crime have in part been attributed to the urban environment. Reducing potential for crime can affect those more likely to fear crime or be a victim or witness of crime, such as young people, men, disabled people, ethnic minority groups and LGBT people.</p> <p>The population of the local area has disproportionately high levels of older people.</p> <p>As such, there is the potential for positive equality effects on this group as a result of tackling crime and disorder.</p>	<p>Across the 12 sites, plans for to tackle crime and disorder include:</p> <ul style="list-style-type: none"> <li>Improved lighting</li> <li>Improved layout to design out anti- social behaviour</li> <li>Development designed to include natural and passive surveillance</li> </ul> <p>Enhancements specific to Phase 1 are as below:</p> <ul style="list-style-type: none"> <li>The design team have engaged with Designing Out Crime officers to incorporate suggestions of Secure by Design principles into the design.</li> </ul>	<p>It is recommended that the Council:</p> <ul style="list-style-type: none"> <li>Ensure Crime Prevention Through Environmental Design (CPTED) and Secure by Design principles are used in designing the built environment and public realm</li> </ul>	<p>The 12 Estates Programmes have the potential to have positive equality impacts on groups with protected characteristics due to impacts on tackling crime and disorder.</p> <p>Furthermore, it is likely that Phase 1 will have positive impacts on groups with protected characteristics due to impacts associated with tackling crime and disorder.</p>
<p><b>Improved access, mobility and navigation:</b></p> <p>Redevelopment processes open up opportunities to create spaces and places that can be accessed and effectively used by all. There are a number of equality groups who can experience difficulties with access, mobility and navigation who could benefit from improvements in this area, including children, older people, and disabled people.</p> <p>The population of the local area has disproportionately high levels of older people.</p> <p>As such, there is the potential for positive equality effects on this group as a result of improved access, mobility and navigation.</p>	<p>Across the 12 sites, plans to improve access, mobility and navigation include:</p> <ul style="list-style-type: none"> <li>Safe and accessible pedestrian environment with places to sit</li> <li>All accommodation will be built to London Housing Design space standards (a minimum standard outlined as part of the London Housing Supplementary Planning Guidance 2012)</li> </ul> <p>Enhancements specific to Phase 1 are as below:</p> <ul style="list-style-type: none"> <li>Cycle parking provision across all sites</li> <li>New pedestrian and cycle routes through sites</li> </ul>	<p>It is recommended that the Council:</p> <ul style="list-style-type: none"> <li>Ensure that the design of movement networks and public spaces specifically to address the mobility of vulnerable groups</li> <li>Designs and layouts of all sites, but particularly those which incorporate later living accommodation, should be as accessible as possible, for example with accessible dropped kerb drop off points at building entrances, and sufficient pedestrian road crossings.</li> </ul>	<p>The 12 Estates Programmes have the potential to have positive equality impacts on groups with protected characteristics due to improved access, mobility, and navigation.</p> <p>Furthermore, it is likely that Phase 1 will have positive impacts on groups with protected characteristics due to improved access, mobility and navigation</p>

Source: Mott MacDonald, 2022

## 6 Conclusion and Action Plan

### 6.1 Conclusion

The EqlA has identified a number of risks, opportunities and potential impacts that could arise for those with protected characteristics, as a result of the Programme and redevelopment. The details of these impacts are set out in detail in Chapter 5 Impact Assessment.

The impact assessment has identified that the Programme, scheduled to take place between 2018 and 2036 has the potential to adverse social, health, safety and financial effects on the residents of the LIA.

However, the assessment identifies that the proposed future redevelopment of the Programme, has the potential to provide improved housing, improved public realm, accessibility and public safety in Havering over the Programme duration.

It is recommended that further Equality Impact Assessments are undertaken for each of the 12 individual estate regenerations that make up the Programme, and that these reports are updated throughout the project lifecycle to ensure that the findings of the report stay up to date.

### 6.2 Action Plan

The following action plan seeks to establish activities and responsibilities during the construction period to continue to identify and address equality issues where they arise. It is the responsibility of Council to implement any recommendations and mitigations identified.

Due to the long-term programme, which runs for 17 years between 2018-2035 it is important that the action plan is regularly monitored, reviewed and updated by the Council as the Programme progresses through different project stages,

**Table 6.1: Action plan**

Impact addressed	Responsibility	Actions
<b>Impact on residents, community facilities and businesses during construction</b>		
<b>Ensure site specific impacts of the Programme are assessed</b>	The Council	<ul style="list-style-type: none"> <li>The Council should commission an EqlA for each site that comprises the Programme.</li> <li>The finds of the site specific EqlAs should be made publicly available to the residents of Havering</li> <li>Due to the long project lifecycle of the Programme, each site specific EqlA should be updated at every phase of the Programme.</li> </ul>
<b>Loss of social cohesion and access to community facilities</b>	The Council	<ul style="list-style-type: none"> <li>Temporary housing should meet needs in terms of affordability, accessibility and size and should not necessitate a school move, loss of employment or access to care networks</li> <li>Temporary accommodation residents on sites should be given the right to return to their site and housed temporarily in the local area in line with other tenants with the Right to Return. If it is not possible to offer them tenancies at council rent, TA tenants should be offered London Affordable Rent.</li> <li>As far as possible, the Council should aim to decant residents within their local community, ideally no more than a 15-minute walk from their original home to ensure residents are able to continue to access the same community facilities from their new home, such as GP clinics, schools, nurseries or places of worship. Support may include help with a market search for appropriate accommodation or signposting private tenants to the Council's housing services team.</li> </ul>

Impact addressed	Responsibility	Actions
		<ul style="list-style-type: none"> <li>The Council should commit to a maximum of two moves for residents, with one move for vulnerable residents such as older or disabled people prioritised.</li> <li>The Council and its advisors should continue to conduct face-to-face engagement where possible with residents, keeping up-to-date records of changing needs and circumstances, particularly residents who will be most affected by the Programme. Fostering a sense of community through the engagement process can help remediate feelings of social isolation.</li> <li>The Council should engage with affected community facilities to ensure that they are reprovided onto the new site</li> <li>The Council should engage with affected community resources and ensure that they are relocated temporarily within the local neighbourhood to ensure continuity of access for the local community.</li> <li>The Council should temporality reprovide community facilities which will be closed for during the Programme construction. If possible, this should be within a 15-minute walk of its current location.</li> </ul>
<b>Cost associated with relocation</b>	The Council	<p>This risk requires further management and the Council should consider the following recommendations:</p> <ul style="list-style-type: none"> <li>The Council and its advisors should provide support with market search processes and signposting to housing services to assist private renters with no Right to Return to help find an affordable and appropriate new home, particularly those that may be vulnerable.</li> <li>Private tenants should be given the opportunity to register interest for new private accommodation on the redeveloped Site.</li> <li>Eligible private tenants should be able to use the Council's Housing Services to provide support in finding suitable accommodation in the area.</li> </ul>
<b>Access to finance</b>	The Council	<p>This risk requires further management and the Council should consider the following recommendations:</p> <ul style="list-style-type: none"> <li>Communicate likely Council Tax and service charge payments to residents as soon as possible in advance of the move</li> <li>The Council and its advisors should provide support with market search processes and signposting to housing services to assist private renters with no Right to Return to help find an affordable and appropriate new home, particularly those that may be vulnerable.</li> <li>Private tenants should be given the opportunity to register interest for new private accommodation on the redeveloped Site.</li> </ul>
<b>Appropriate and accessible housing</b>	The Council	<p>This risk requires further management and the Council should consider the following recommendations:</p> <ul style="list-style-type: none"> <li>Teams should work proactively and constructively through a range of channels, including face to face engagement where possible, keeping up-to date records of changing needs and circumstances – particularly those who are most affected by a change to accessible and appropriate housing. For example, if a family has another child and requires another bedroom, the home can be pre-allocated accordingly.</li> <li>The Council should ensure that all temporary accommodations provided for tenants returning to the sites are fully appropriate and accessible for residents, including ensuring any adaptations required and completed in advance of the move.</li> </ul>
<b>Relocation health effects</b>	The Council	<p>This risk requires further management and the Council should consider the following recommendations:</p> <ul style="list-style-type: none"> <li>The Council should continue to engage with the community around each site and the community facilities located there throughout the Programme to communicate information on the demolition and construction works</li> <li>The phasing plan for each site should take into account the relocation of vulnerable residents to ensure that they are relocated prior to disruptive construction works</li> <li>residents such as older or disabled people prioritised.</li> </ul>

Impact addressed	Responsibility	Actions
<b>Health effects as a result of the construction process</b>	The Council The Contractor	<ul style="list-style-type: none"> <li>The environmental monitoring reports should be shared with local residents for transparency.</li> <li>A Construction Environmental Management Plan (CEMP) should be developed and should follow best practice mitigation for the health effects related to noise and air quality impacts.</li> <li>The Council should commit to a maximum of two moves for residents, with one move for vulnerable</li> </ul>
<b>Delivery of information and communication throughout the Programme</b>	The Council The Contractor	<ul style="list-style-type: none"> <li>Up-to-date information about the construction of specific Programmes, including what is going on before, during and after all stages of the process, should be shared with residents and community resources. A multitude of formats should be utilised to disperse this information, ensuring it is provided both physically (such as via newsletters and noticeboards) and virtually (via websites, Whatsapp groups etc.)</li> <li>The Contractor should engage with local residents by advertising and holding a series of webinars to publicise and raise awareness of the process and timescales surrounding construction.</li> <li>Information should be available in a variety of formats where it may be required (i.e., braille, audio, large print or translated) and be clear, concise and without jargon and easy to read.</li> <li>The use of third-party organisations who can help with communication such as translators should continue to be an option to overcome any potential language barriers</li> <li>The Council and contractor should create and publicise a process for local residents to raise concerns and complaints during the period of demolition.</li> </ul>
<b>Accessibility and mobility in the local area</b>	The Council	<ul style="list-style-type: none"> <li>This risk requires further management and the Council should consider the following recommendations:</li> <li>Good access and mobility should be maintained through the creation of a CEMP, which would set out arrangements for any necessary diversions, and should provide well-signed routes that limit extra travelling distances. The CEMP should also ensure that access is maintained through measures such as such as limiting pavement obstructions and maintaining disabled parking. The CEMP should specifically consider the needs of protected characteristic groups who may have limited mobility.</li> <li>The Council should ensure the demolition, and subsequent construction, phase of the Programme is undertaken according to best practice measures for pedestrian environment management, to effectively mitigate any impacts.</li> <li>Local residents should be made aware of the construction process, timeline and mitigation measures put in place for the Programme. This is particularly important for vulnerable groups within the local community who are more reliant on active travel.</li> </ul>
<b>Safety and security</b>	The Council The Contractor	<p>This risk requires further management and the Council should consider the following recommendations:</p> <ul style="list-style-type: none"> <li>Best practices for enhancing safety and preventing crime should continue to be considered throughout the demolition period</li> <li>The Council and contractor should create and publicise a process whereby local residents can raise concerns regarding anti-social behaviour or vandalism during the demolition period</li> </ul>
<b>Information and communication</b>	The Council The Contractor	<p>This risk requires further management and the Council should consider the following recommendations:</p> <ul style="list-style-type: none"> <li>Information should be available in a variety of formats where it may be required (i.e., braille, audio, large print or translated) and be clear, concise and without jargon and easy to read.</li> <li>Residents should have the opportunity to provide feedback in a way which is suitable for them. A multitude of formats should be utilised to collect this information, ensuring that there are both physical (such as written feedback</li> </ul>



Impact addressed	Responsibility	Actions
		<p>forms, in-person neighbourhood meetings) and virtual (via websites, Whatsapp groups etc) means to do so.</p> <ul style="list-style-type: none"> <li>The use of third-party organisations who can help with communication such as translators should continue to be an option to overcome any potential language barriers</li> </ul>
<b>Impact on businesses during redevelopment</b>		
<b>Potential loss of business</b>	The Council	<ul style="list-style-type: none"> <li>A Business Relocation Strategy should be produced, covering information on how to claim compensation and access additional support. Measures to assist businesses with relocation, as well as commitments to the Council's approach to communicating with businesses should also be included. The Strategy should include the following: <ul style="list-style-type: none"> <li>where possible, existing businesses should be given first right of refusal on retail space on the redeveloped sites</li> <li>where businesses are being relocated within the 12 sites, temporary premises should be provided</li> <li>all occupiers should be provided advice and support in the relocation process</li> <li>a fee undertaking to an initial capped amount should be provided to allow occupiers to obtain professional advice at no financial cost</li> <li>To reduce the likelihood of business loss, the Council should look to support initiatives should be established to help grow and diversify businesses, including courses to promote digital skills and training advice</li> <li>a register of suitable alternative properties within and outside of the Council's ownership should be maintained, based on information gathered from occupiers regarding their needs</li> </ul> </li> <li>Where a business provides services specifically for, employs or is owned by individuals from protected characteristic groups, every effort should be made to retain the resource within the local area during the redevelopment in order to reduce the likelihood of redundancies or job loss.</li> <li>In the case where a business chooses to close, the Council and its advisors should signpost training and employment opportunities to affected staff, as well as resources and organisations for mental health support where required.</li> <li>To reduce the likelihood of business loss, the Council should look to support initiatives should be established to help grow and diversify businesses, including courses to promote digital skills and training advice</li> </ul>
<b>Financial implications associated with business relocation</b>		<ul style="list-style-type: none"> <li>All businesses should be reprovided with space on the new Site and temporary accommodation during the redevelopment period</li> </ul>
<b>Impacts on local customers</b>	The Council	<p>In the case of a business being permanently closed or relocated from the current premises, existing customers should be:</p> <ul style="list-style-type: none"> <li>Provided with guidance on how to access the new location by public transport or active travel</li> <li>Signposted to alternative businesses providing similar services within the local community</li> </ul> <p>This information could be provided through the installation of signage/posters on the Site</p>
<b>Impact on community after regeneration</b>		
<b>Improved housing provision</b>	The Council	<p>In order to enhance the positive equality impacts which are likely to arise as a result of the future redevelopment, it is recommended that:</p> <ul style="list-style-type: none"> <li>The Council also ensure that the redeveloped sites meet the housing needs of returning residents, as well as the Borough in general.</li> </ul>



Impact addressed	Responsibility	Actions
		<ul style="list-style-type: none"> <li>A demographic and Housing Needs Survey of these households is undertaken and updated on a regular basis.</li> <li>New sheltered housing accommodation should draw from best practice principles for older living, such as ensuring properties are self-contained and can be adapted to ensure residents are able to remain in their homes as their needs increase. The accommodation should provide communal space where communal activities are encouraged</li> <li>New sheltered housing should incorporate dementia friendly design principles, such as providing a 'visually accessible' environment so that residents can clearly see and understand their surroundings, and a clear and simple layout</li> </ul> <p>All homes should have access to private outdoor space</p>
<b>New employment opportunities</b>	The Council	<p>In order to enhance the positive equality impacts which are likely to arise as a result of the future redevelopment, it is recommended that the Council:</p> <ul style="list-style-type: none"> <li>Work with owners of start-up businesses in the renewal area to employ local people, focussing on groups that are vulnerable to unemployment e.g. ethnic minority groups, disabled people, and young people.</li> <li>Prioritise commercial space social enterprises in order to support and encourage positive social outcomes as well as economic activity in the local area.</li> <li>Re-provide business space on sites for any affected businesses</li> <li>Consider the use of meanwhile use space on sites during development to ensure continuity of trading and employment</li> <li>Consider discounted rents for existing businesses during development</li> </ul>
<b>Improved public realm</b>	The Council	<p>In order to enhance the positive equality impacts which are likely to arise as a result of the future redevelopment, it is recommended that the Council:</p> <ul style="list-style-type: none"> <li>Ensure that the local community are at the heart of planning and designing new public realm, specifically targeting protected characteristic groups that are likely to benefit from improvements e.g., children, older people, and disabled people.</li> <li>Ensure that the redevelopments ensure that all residents have access to both public and private outdoor space.</li> </ul>
<b>Provision of community facilities and improved social cohesion</b>	The Council	<p>In order to enhance the positive equality impacts which are likely to arise as a result of the future redevelopment, it is recommended that the Council:</p> <ul style="list-style-type: none"> <li>Involve the local communities in decisions about which further resources should be incorporated into the area, specifically involving different protected characteristic groups that are likely to benefit from improvements</li> <li>All existing community facilities should be reprovided into new space on their respective site</li> <li>Ensure that the new development includes the following features designed to improve social cohesion: <ul style="list-style-type: none"> <li>provision of shared communal spaces in new developments/blocks</li> <li>improved provision of and access to community resources which responds to identified needs and gaps in existing local provision</li> <li>consideration of enabling residents to manage community spaces</li> </ul> </li> </ul>
<b>Tackling crime and disorder</b>	The Council	<p>It is recommended that the Council:</p> <ul style="list-style-type: none"> <li>Ensure Crime Prevention Through Environmental Design (CPTED) and Secure by Design principles are used in designing the built environment and public realm</li> </ul>

Impact addressed	Responsibility	Actions
Improved access, mobility and navigation	The Council	<p>It is recommended that the Council:</p> <ul style="list-style-type: none"><li>• Ensure that the design of movement networks and public spaces specifically to address the mobility of vulnerable groups</li><li>• Designs and layouts of all sites, but particularly those which incorporate later living accommodation, should be as accessible as possible, for example with accessible dropped kerb drop off points at building entrances, and sufficient pedestrian road crossings</li></ul>

Source: Mott MacDonald, 2022



# A. Borough Area Profile

## A.1 Socio-demographic profile

The area profile provides a wider contextual demographic characterisation of the London Borough of Havering

The LIA for this high-level socio- demographic profile is defined as the London Borough of Havering. The data below includes the current social and economic context the London Borough of Havering and relevant comparators, namely London and England. In comparing these regions, where the area deviates by more than 3%, the difference is regarded as considerable and is reported as such.

The demographic data has been sourced from publicly available data and only applies to the resident population.

### A.1.1 Age

The following tables and maps show the population by key age group including children, young people, the working age population, and older people within the LIA and the above comparator areas. The figures show both the proportion and density of each age group within the different areas.

Please note the following groups are not mutually exclusive and the columns are not intended to sum to 100%.

#### A.1.1.1 Children (under 16 years)

Table A.1 shows that children make up 19% of the total population of the Havering. This figure is broadly in line with London and England (20% and 19% respectively).

**Table A.1: Children (under 16 years)**

Location	Total population	Children (under 16 years)	%
<b>Havering</b>	237,232	44,388	19
<b>London</b>	8,173,941	1,624,768	20
<b>England</b>	53,012,456	10,022,836	19

Source: 2011 Census, ONS

#### A.1.1.2 Young people (16-24 years)

Table A.2 shows that young people make up 11% of the total population of the Havering. This figure is broadly in line with London and England (both 12%).

**Table A.2: Young people (16-24 years)**

Location	Total population	Young people (16-24 years)	%
<b>Havering</b>	237,232	27,202	11
<b>London</b>	8,173,941	1,008,032	12
<b>England</b>	53,012,456	6,284,760	12

Source: 2011 Census, ONS

### A.1.1.3 Working age people (16-64 years)

Table A.3 shows that working age people make up 63% of the total population of Havering. This figure is broadly in line with the figure for England (65%) and significantly lower than in London (69%).

**Table A.3 : Working age people (16-14 years)**

Location	Total population	Working age (16-64 years)	%
Havering	237,232	150,567	63
London	8,173,941	5,644,424	69
England	53,012,456	34,329,091	65

Source: 2011 Census, ONS

### A.1.1.4 Older people (aged 65 and over)

Table A.4 shows that people aged 65 and over make up 18% of the total population of Havering. This figure is and considerably higher than the figure for London (11%) but broadly in line with the figure for England (16%)

**Table A.4: Population of older people (aged 65 and over)**

Location	Total population	Older people (aged 65 and over)	%
Havering	237,232	42,277	18
London	8,173,941	904,749	11
England	53,012,456	8,660,529	16

Source: 2011 Census, ONS

### A.1.2 Disabled people

Table A.5 highlights the percentage of the population that have their day-to-day activities limited. 17% of people in Havering have their day to activities limited. This is considerably higher than the figures for London (14%) but is broadly in line with the figure for England (17%). 83% of people in Havering have no limit to their day to day activities, this is significantly lower than the figure for London (86%) but is broadly in line with the figure for England (82%).

**Table A.5: Population with a disability**

Location	Day to day activities limited a lot	Day to day activities limited a little	Day to day activities not limited
Havering	8%	9%	83%
London	7%	7%	86%
England	8%	9%	82%

Source: 2011 Census, ONS

### A.1.3 Gender Reassignment

There is no robust data for gender variant people in the study area or the UK more widely. However, Stonewall, the LGBT+ charity and campaign group estimates that around 1% of the UK population identify as transgender - around 600,000 people.<sup>14</sup>

The 2021 Census will include questions on gender identity which should provide a more accurate picture of the population.<sup>15</sup>

#### A.1.4 Marriage and Civil partnership

Table A.6 shows the population who are married or in a civil partnership in Havering, London, and England. The data provided shows that Havering has a considerably lower proportion of single people (33%) compared to London (44%) but is in line with the proportion of single people in England (35%). The table further shows that the proportion of people who are married or in civil partnerships in Havering (49%) is considerably higher when compared to London (40%) but in line with the figures recorded for England (47%). Table A.7 shows that the proportion of divorced people in Havering (8%) is broadly in line with the figures for London (7%) and England (9%).

**Table A.6: Marital and civil partnership status**

Location	Single (never married or never registered a same-sex civil partnership)	Married	In a registered same-sex civil partnership
<b>Havering</b>	33%	49%	0.1%
<b>London</b>	44%	40%	0.4%
<b>England</b>	35%	47%	0.2%

Source: 2011 Census, ONS

**Table A.7: Separated, divorced and widowed**

Location	Separated (but still legally married or still legally in a same-sex civil partnership)	Divorced or formerly in a same-sex civil partnership which is now legally dissolved	Widowed or surviving partner from a same-sex civil partnership
<b>Havering</b>	2%	8%	8%
<b>London</b>	3%	7%	5%
<b>England</b>	3%	9%	7%

Source: 2011 Census, ONS

#### A.1.5 Pregnancy and maternity

The following table shows the Total Fertility Rate (TFR) for Havering, London and England.

**Table A.8: Pregnancy and maternity**

Location	Total fertility rate
<b>Havering</b>	1.66
<b>London</b>	1.52
<b>England</b>	1.62

Office for National Statistics (2021)

The TFR for Havering (1.66) is considerably higher than the TFR for both London (1.52) and England (1.62).

### A.1.6 Race and ethnicity

The following table provides a breakdown of the population of Havering, London, and England by ethnicity

**Table A.9: Race and ethnicity**

Race and ethnicity		Havering	London	England
<b>White</b>	English/Welsh/ Scottish/Northern Irish/British	83%	45%	80%
	White Irish	1%	2%	1%
	White gypsy or Irish traveller	0.1%	0.1%	0.1%
	Other white	3%	13%	5%
<b>Mixed/ multiple ethnic groups</b>	White and black Caribbean	1%	1%	1%
	White and black African	0%	1%	0%
	White and Asian	1%	1%	1%
	Other mixed	1%	1%	1%
<b>Asian/ Asian British</b>	Indian	2%	7%	3%
	Pakistani	1%	3%	2%
	Bangladeshi	0%	3%	1%
	Chinese	1%	2%	1%
	Other Asian	1%	5%	2%
<b>Black</b>	Black African	3%	7%	2%
	Black Caribbean	1%	4%	1%
	Other black	0%	2%	1%
<b>Other ethnic groups</b>	Arab	0%	1%	0%
	Any other ethnic group	0%	2%	1%
<b>Total ethnic minority groups</b>		13%	40%	17%

Source: 2011 Census, ONS

Table A.9 shows:

- The White British population in Havering is 83%. This is considerably higher than the numbers in London (45%) and England (80%).
- The Other White population in Havering is 3% of the population, which is considerably lower than the London (13%) proportion and broadly in line with figures for England (5%).
- The Indian population in Havering (2% of the population) is considerably lower than in London (7%) but broadly in line with figures for England (3%).
- The Black African population makes up 3% of the Havering population. This is considerably lower than London (7%) but is broadly in line with figures for England (2%).
- The Black Caribbean population of Havering is 3% which is broadly in line with both London (2%) England (1%).

- Overall, ethnic minority groups account for 13% of Havering's population. This is considerably lower than the proportion for London (40%) and the national proportion (17%).

### A.1.7 Religion and belief

Table A.10 provides a religious profile of Havering, London, and England.

**Table A.10: Religion and belief**

Religion	Havering	London	England
Christian	66%	48%	59%
Buddhist	0%	1%	0%
Hindu	1%	5%	2%
Jewish	1%	2%	0%
Muslim	2%	12%	5%
Sikh	1%	2%	1%
Other religion	0%	1%	0%
No religion	23%	21%	25%
Religion not stated	7%	8%	7%

Source: 2011 Census, ONS

Table A.10 shows:

- The Christian population in Havering (66%) is considerably higher than the population in London (48%) and England (59%).
- The Muslim population in Havering (2%) is considerably lower than the population in London (12%) and the population in England (5%).
- The figure for those with no religion in Havering (23%) is broadly in line with both London (21%) and England (25%).

### A.1.8 Sex

The following table shows the proportion of the population who are male and female in Havering, London, and England. The proportion of both males and females is broadly in line with the figures for London and England.

**Table A.11: Sex**

Sex	Havering	London	England
Male	48%	50%	49%
Female	52%	50%	51%

Source: 2011 Census, ONS

### A.1.9 Sexual orientation

There is no data available on this protected characteristic for the study area. However, emerging experimental statistics relating to sexual identity are available nationally and at a regional level. In 2018 estimates from the Annual Population Survey (APS) 16 showed that the proportion of the UK population aged 16 and over identifying as heterosexual or straight decreased from 95.3% in 2014 to 94.6% in 2018. The proportion identifying as lesbian, gay or bisexual (LGB) increased from 1.6% in 2014 to 2.2% in 2018. This comprised of:

- 1.4% identifying as gay or lesbian.
- 0.9% identifying as bisexual.



- A further 0.6% of the population identified themselves as “Other”, which means that they did not consider themselves to fit into the heterosexual or straight, bisexual, gay or lesbian categories.
- A further 2.5% refused or did not know how to identify themselves.

#### A.1.10 Deprivation

The Index of Multiple Deprivation (IMD) brings together data covering seven different aspects or ‘domains’ of deprivation into a weighted overall index for each Lower-layer Super Output Area (LSOA) in England.<sup>28</sup> The scores are then used to rank the LSOAs nationally and to calculate an IMD score for each local authority area. These are then divided into deciles or quintiles, with 1 being the most deprived 20% of LSOAs, and 5 the least deprived 20% of LSOAs (in the case of quintiles).

**Table A.12: Deprivation**

Location	Most deprived quintile (%)	Second most deprived quintile (%)	Third most deprived quintile (%)	Fourth most deprived quintile (%)	Fifth most deprived quintile (%)
Havering	7	18	25	26	24
London	6	20	24	26	24
England	20	20	20	20	20

Source: NOMIS and MHCLG 2019 Indices of Multiple Deprivation

## B. Analysis of existing evidence

### B.1 Impact on resident and community facilities during renewal

#### B.1.1 Loss of social cohesion and access to community resources

##### Children

The instability caused by involuntary relocation has the potential to be particularly disruptive to children. Such disruption can be attributed to stress and anxiety relating to changing schools and the need to adapt to new routines, staff, facilities and peers. It is generally accepted that children develop better in stable environments with a degree of routine; sudden and dramatic disruptions can be both stressful and affect feelings of security.<sup>26</sup>

Evidence outlined by the Centre for Social Justice has indicated that where residential moves are accompanied by school moves for older children, the impact can be severe. It suggests that school moves can disrupt learning and are associated with a weaker educational performance within secondary school, particularly for children from disadvantaged backgrounds.<sup>27</sup> Only 27 per cent of students who move secondary schools three times or more achieve five A\* to C grade GCSEs, compared to the national average of 60 per cent.<sup>28</sup> Research from the Centre for Social Justice also found that two or more school moves before the age of twelve can lead to behavioural problems later in childhood.<sup>29</sup>

Children with autism spectrum conditions may also find new routines, expectations, and social relationships of a new school environment to be especially challenging, which can have further negative effects on educational attainment and wellbeing.<sup>30</sup>

Relocation can often mean a longer journey travelling to school, which can result in negative effects on health and well-being due to increased time spent inactive. Research has found that the travel distance to school influences the transportation mode choice of children, and longer distances can result in a change from active transportation such as cycling or walking, to sedentary transportation, such as vehicular transport.<sup>31</sup>

Children from low-income families may be particularly impacted by relocation due to loss of local informal childcare support. A study from the Joseph Rowntree Foundation showed that informal

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<sup>26</sup> Sandstrom, H and Huerta, S, 2013: 'The Negative Effects of Instability on Child Development' Available at: <https://www.urban.org/sites/default/files/publication/32706/412899-The-Negative-Effects-of-Instability-on-Child-Development-A-Research-Synthesis.PDF>

<sup>27</sup> The Centre for Social Justice, 2016: 'Home Improvements, a social justice approach to housing policy'. Available at: <https://www.centreforsocialjustice.org.uk/core/wp-content/uploads/2016/08/Home-Improvements-full-report.pdf>

<sup>28</sup> The Centre for Social Justice, 2016: 'Home Improvements, a social justice approach to housing policy'.

<sup>29</sup> The Centre for Social Justice, 2016 'Home Improvements, a social justice approach to housing policy'. Available at: <https://www.centreforsocialjustice.org.uk/core/wp-content/uploads/2016/08/Home-Improvements-full-report.pdf>

<sup>30</sup> University of Manchester, no date: 'The impact of primary-secondary school transition for children with autism spectrum conditions: a longitudinal, mixed-methods study'. Available at: <http://documents.manchester.ac.uk/display.aspx?DocID=20008%20>

<sup>31</sup> Yeung, J., Wearing, S., & Hills, A. P., 2008: *Child transport practices and perceived barriers in active commuting to school. Transportation Research Part A: Policy and Practice*, 42(6), 895-900.

childcare support from grandparents was one important factor in enabling parents to work, generating income and preventing families from going without daily necessities.<sup>32</sup>

Relocation can also have negative mental health effects on children and adolescents for a number of reasons, including: weakened social ties, disturbed social networks, household disruption, social isolation and a reduction in parent-child interactions.<sup>33</sup>

Loss of relationships with peers and adults can cause anxiety and hinder both social development and educational attainment.<sup>34</sup> Children at key stage two experience an average of a twelve per cent drop in Maths and English attainment within a year of a changing schools.<sup>35</sup>

The loss of facilities where children can socialise, and play could be particularly detrimental to children living in the local area. Demolition and resource relocation could adversely affect access to child social networks. Evidence suggests that early years provision plays an important role in a child's development and that free play in early childhood is a vital experience thorough which child learn social, conceptual and creative skills, as well as increasing their knowledge and understanding of the world.<sup>36</sup>

Children who are living in temporary accommodation can experience worsened health impacts from home relocation. In the third quarter of 2019, 71% of households assessed by local authorities in England as homeless had dependent children, and half of all homeless people living in temporary accommodation are children.<sup>37</sup> Parents of children living in temporary accommodation have reported health impacts of their living situation, including emotional instability, feeling ill, and feeling unhappy, anxious, or depressed.<sup>38</sup> 80% reported negative impacts on their children's mental and emotional health due to the poor condition of accommodation, moving away from friends and family, and stress over not being able to complete schoolwork due to a lack of space. 50% of parents in the same Shelter study reported a negative impact on their children's physical health, reporting an increase in respiratory problems, the physical impacts of sleep deprivation, and weight loss.<sup>39</sup>

## Older people

The loss of long-standing community links risks creating feelings of isolation, particularly amongst older people. Age UK research indicates that physical isolation, a lack of social resources and a removal of familiarity can all contribute to feelings of isolation and loneliness

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<sup>32</sup> Joseph Rowntree Foundation, 2016: '*Falling short: the experience of families living below the minimum income standard*'. Available at: <https://www.jrf.org.uk/report/falling-short-experiences-families-below-minimum-income-standard>

<sup>33</sup> Morris, T, Manley D, Northstone, K, Sabel, C, 2017: '*How do moving and other major life events impact mental health? A longitudinal analysis of UK children*'

<sup>34</sup> Adam, Emma K., and P. Lindsay Chase-Lansdale, 2002: '*Home Sweet Home(s): Parental Separations, Residential Moves, and Adjustment in Low-Income Adolescent Girls.*' *Developmental Psychology* 8(1) :792–80

<sup>35</sup> RSA, 2013: '*Falling between the cracks; Exploring in-year admissions in schools in England*'

<sup>36</sup> Nation Children's Bureau, 2007: '*Free Play in Early Childhood*'

<sup>37</sup> Shelter, 2020: '*Homeless and Forgotten: Surviving lockdown in temporary accommodation*'. Available at: [https://england.shelter.org.uk/\\_data/assets/pdf\\_file/0004/2036803/TA\\_report\\_FINAL\\_PDF.pdf](https://england.shelter.org.uk/_data/assets/pdf_file/0004/2036803/TA_report_FINAL_PDF.pdf)

<sup>38</sup> Shelter, 2004: '*Sick and tired: the impact of temporary accommodation on the health of homeless families*'. Available at: [https://england.shelter.org.uk/\\_data/assets/pdf\\_file/0009/48465/Research\\_report\\_Sick\\_and\\_Tired\\_Dec\\_2004.pdf](https://england.shelter.org.uk/_data/assets/pdf_file/0009/48465/Research_report_Sick_and_Tired_Dec_2004.pdf)

<sup>39</sup> Shelter, 2020: '*Homeless and Forgotten: Surviving lockdown in temporary accommodation*'. Available at: [https://england.shelter.org.uk/\\_data/assets/pdf\\_file/0004/2036803/TA\\_report\\_FINAL\\_PDF.pdf](https://england.shelter.org.uk/_data/assets/pdf_file/0004/2036803/TA_report_FINAL_PDF.pdf)

amongst older people.<sup>40</sup> Age UK research indicates that physical isolation, a lack of social resources and a removal of familiarity can all contribute to feelings of isolation and loneliness amongst older people.<sup>41</sup> This in turn can lead to negative health outcomes such as poorer mental health, a higher likelihood of developing certain health conditions (e.g. obesity and alcoholism) and a greater risk of hospitalisation.<sup>42</sup> Loneliness increases the likelihood of mortality by 26 per cent among those over the age of 65 and raises the risk of developing conditions, such as high blood pressure, heart disease and stroke.<sup>43</sup> The link between older people and the likelihood of experiencing feelings of isolation and loneliness indicates that this group may be disproportionately negatively impacted by relocation. This can equally be the case for older people remaining in or very close to an area being redeveloped.<sup>44</sup>

As demolition proceeds, local amenities and services (such as shops, community centres and health facilities) may decide to close. Some community facilities may be included in the demolition process. The loss of these resources can have a disproportionately negative effect on older people remaining in the neighbouring areas, who may find it more challenging to travel to new services outside of their neighbourhood.<sup>45</sup> Furthermore, for local businesses, the loss of their traditional customer base following the relocation of residents can force closures, further reducing the choice of services available to people in the community, with older people among the most likely to be affected. Research from Age UK found that reduced access to community facilities can, have serious negative effects on mental health and wellbeing, and increase rates of cardiovascular disease in older people.<sup>46</sup>

The impact of the COVID- 19 pandemic has already had an impact on feelings of social isolation amongst older people. In the UK, from March 2020, almost nine million people over the age of 70 were advised by the Government to 'strictly adhere' to social distancing rules, only leaving their home for essential purposes. Restrictions have increased social isolation and feelings of loneliness for older people.<sup>47</sup>

## Disabled people

Relocation has the potential to cause stress, anxiety and uncertainty for disabled people. Changes, both minor and major, to some disabled people's routines and surroundings may adversely affect feelings of security and comfort. For example, research shows that people on the autism spectrum, tend to prefer set routines (such as traveling via the same routes) and rigid structures (such as preferences to room layouts or objects) as they can help to bring order to their daily life so that they know what is going to happen and when.<sup>48</sup> Similarly, for those

<sup>40</sup> Age UK, 2015: 'Evidence Review: Loneliness in Later Life'. Available at: [https://www.ageuk.org.uk/globalassets/age-scotland/documents/reports-and-publications/reports-and-briefings/health--wellbeing/rb\\_june15\\_loneliness\\_in\\_later\\_life\\_evidence\\_review.pdf](https://www.ageuk.org.uk/globalassets/age-scotland/documents/reports-and-publications/reports-and-briefings/health--wellbeing/rb_june15_loneliness_in_later_life_evidence_review.pdf).

<sup>41</sup> Age UK, 2015: 'Evidence Review: Loneliness in Later Life'. Available at: [https://www.ageuk.org.uk/globalassets/age-scotland/documents/reports-and-publications/reports-and-briefings/health--wellbeing/rb\\_june15\\_loneliness\\_in\\_later\\_life\\_evidence\\_review.pdf](https://www.ageuk.org.uk/globalassets/age-scotland/documents/reports-and-publications/reports-and-briefings/health--wellbeing/rb_june15_loneliness_in_later_life_evidence_review.pdf).

<sup>42</sup> IoTUK, 2017: 'Social Isolation and Loneliness in the UK' Available at: <https://iotuk.org.uk/social-isolation-and-loneliness-report/>

<sup>43</sup> Age UK, 2015: 'Campaign to end loneliness: threat to health'.

<sup>44</sup> Age UK, 2015: 'Loneliness and Isolation evidence review'

<sup>45</sup> A. Power, 2008: 'Does demolition or refurbishment of old and inefficient homes help to increase our environmental, social and economic viability'. Available at: <https://www.sciencedirect.com/science/article/pii/S0301421508004709>

<sup>46</sup> Age UK, 2015: 'Campaign to end loneliness: threat to health'.

<sup>47</sup> Wu, Bei, 2020: 'Social isolation and loneliness among older adults in the context of COVID-19: a global challenge'. Available at: <https://ghrp.biomedcentral.com/articles/10.1186/s41256-020-00154-3>

<sup>48</sup> National Autistic Society, 2016: 'Obsessions, repetitive behaviour and routines'. Factsheet. Available at: <https://www.autism.org.uk/about/behaviour/obsessions-repetitive-routines.aspx>

suffering from dementia or Alzheimer's learning about and interpreting new environments can be difficult, and relocation can create feelings of dissonance, confusion and discomfort.<sup>49</sup>

The loss of community links may also have a disproportionate impact on disabled people. Findings from the Jo Cox Commission on loneliness found that over half of disabled people say they are lonely, with around one in four feeling lonely every day.<sup>50</sup> The report also states that forming and maintaining social connections can be a challenge for people with a range of disabilities, including those with sensory impairments, learning disabilities, autism, physical and mobility impairments, mental health conditions, dementia, head and brain injury, neurological conditions, cancer and HIV. As disabled people can experience more barriers to forming social connections the loss of existing local social connections through residential displacement or loss of social resources could lead to disabled people experiencing further loneliness and isolation.

Relocation can also create stress, anxiety and uncertainty for people with disabilities regarding the accessibility of their new home. A report published by the EHRC identifies that across all housing tenures, there is a severe shortage of accessible housing. For example, one in three disabled people living in private rented properties live in unsuitable accommodation. This figure is one in five for disabled people living in social housing, and one in seven for disabled people who own their own home. Overall, in England, only 7% of homes offer the basic four accessibility features to make a home fully accessible (level access to the entrance, a flush threshold, sufficiently wide doorways and circulation space, and a toilet at entrance level).<sup>51</sup> This suggests that disabled people are more likely to be concerned about the accessibility of their new home compared to other residents. Additionally, a report by Leonard Cheshire Disability highlights that only 4% of those with mobility impairments who have looked for accessible homes said they were easy to find. In addition, they also found that some disabled people have also experienced difficulties in terms of local authorities being reluctant to fund adaptations that would allow them to live independently.<sup>52</sup>

The disruption of social networks caused by relocation may also cause negative health outcomes for people with mental health problems and autism, many of whom depend on social networks to maintain their standard of living<sup>53</sup>. People with mental health problems may be disproportionately impacted by stress and anxiety, especially if relocation is unexpected or accompanied by financial stress<sup>54</sup>. Research from Wilding (2017) found that increased rates of mental ill health are associated with involuntary residential relocation.<sup>55</sup>

The impact of the COVID-19 pandemic and restrictions throughout 2020 have also had a negative impact on feelings of social isolation amongst disabled people. In May 2020 the Office for National Statistics found that nearly two thirds of disabled people said that COVID-19

<sup>49</sup> Son, G. R., Therrien, B., & Whall, A., 2002: 'Implicit memory and familiarity among elders with dementia'. *Journal of Nursing Scholarship*, 34(3), 263-267. Available at: <https://leamosandcrane.co.uk/resources/Journal%20of%20Nursing%20Scholarship%20-%20Implicit%20Memory%20and%20Familiarity%20Among%20Elders%20with%20Dementia.pdf>

<sup>50</sup> Sense for the Jo Cox Commission on loneliness, 2017: 'Someone cares if I'm not there'. Available at: <https://www.sense.org.uk/support-us/campaign/loneliness/>

<sup>51</sup> DCLG, 2015: 'English Housing Survey: Adaptations and Accessibility Report' Available at: [https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment\\_data/file/539541/Adaptations\\_and\\_Accessibility\\_Report.pdf](https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/539541/Adaptations_and_Accessibility_Report.pdf)

<sup>52</sup> Leonard Cheshire Disability, 2014: 'The hidden housing crisis' Available at: <https://www.leonardcheshire.org/sites/default/files/Hidden%20Housing%20Crisis%20July%202014.pdf>

<sup>53</sup> National Autism Society, 2017: 'Moving house' URL: <https://www.autism.org.uk/movinghouse> 56

<sup>54</sup> Wilding et al., 2018: 'Place and preference effects on the association between mental health and internal migration within Great Britain' *Health and Place*. 52(1), pp 180-187

<sup>55</sup> Wilding et al., 2018: 'Place and preference effects on the association between mental health and internal migration within Great Britain' *Health and Place*. 52(1), pp 180-187

concerns were affecting their wellbeing, compared with half of non-disabled people. One of the main reasons cited was feelings of loneliness or isolation.<sup>56</sup>

### Ethnic minority and/or minority faith groups

Ethnic minority and minority faith communities are also likely to experience adverse effects as a result of relocation. It has been identified that these groups may be more reliant on social networks, faith and cultural facilities. They are likely to have concerns over loss of social networks and facilities, as well as fears of isolation, harassment or language barriers in new locations.<sup>57</sup> Ethnic minority communities also tend to experience greater difficulty in accessing health care when compared to other sections of the population, and rehousing may exacerbate the issue.<sup>58</sup>

### Pregnancy and maternity

Evidence has suggested that women who move home while pregnant tend to experience an increase in stress and depression levels above and beyond that of women who move home when not pregnant.<sup>59</sup> Evidence also suggests that the stress and physical exercise involved with relocation can slightly increase the risk of miscarriage, preterm delivery, small for gestational age new-borns, low birthweight, preeclampsia / gestational hypertension and can exacerbate deep vein thrombosis which pregnant women are more at risk of.<sup>60</sup>

Relocation can result in adverse health effects on those who are pregnant. A 2015 survey carried out by the Care Quality Commission assessed the impact that having the same midwife had on pregnant women. The results showed that women who had the same midwife throughout pregnancy had more positive midwifery experiences than those who did not. The most negative experiences occurred with those who wanted to see the same midwife but were unable to.<sup>61</sup> Should relocation result in the need to make changes to pre-established antenatal services and relationships, this could negatively impact pregnant individuals.

## B.1.2 Financial implications of relocation

### B.1.2.1 Difficulty accessing finance (e.g. costs associated with relocation)

The need for residents to resettle can lead to an increase in their financial outgoings due to costs associated with moving and obtaining new housing. Rehousing costs could include removal services, the need to adapt a new home or buy new furniture. Access to the required finance to meet relocation and furnishing costs may be most limited for those at most risk of financial exclusion, who experience difficulty trying to access appropriate and mainstream financial services, such as bank accounts and loans.

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<sup>56</sup> ONS, 2020: 'Coronavirus and the social impacts on disabled people in Great Britain: May 2020'. Available at: <https://www.ons.gov.uk/peoplepopulationandcommunity/healthandsocialcare/disability/articles/coronavirusandthesocialimpactsondisabledpeopleingreatbritain/may2020>

<sup>57</sup> Joseph Rowntree Foundation, 2007: 'Demolition, Relocation and affordable rehousing: Lessons from the housing market renewal pathfinders'. Available at: <https://www.jrf.org.uk/report/addressing-housing-affordability-clearance-and-relocation-issues-housing-market-renewal>

<sup>58</sup> BME Health Forum, 2010: 'Good Access in Practice: Promoting community development in the delivery of healthcare'. Available at: [http://bmehf.org.uk/files/9013/6536/5135/Good\\_Access\\_in\\_Practice\\_final.pdf](http://bmehf.org.uk/files/9013/6536/5135/Good_Access_in_Practice_final.pdf)

<sup>59</sup> Tunstall, H., Pickett, K. and Johnsen, S., 2010: 'Residential mobility in the UK during pregnancy and infancy: Are pregnant women, new mothers and infants 'unhealthy migrants'?'

<sup>60</sup> NHS, 2016: 'Deep vein thrombosis'; Royal College of Physicians and Faculty of Occupational Medicine (date unknown): 'Advising women with a healthy, uncomplicated, singleton pregnancy on: heavy lifting and the risk of miscarriage, preterm delivery and small for gestational age'

<sup>61</sup> Care Quality Commission, 2015: '2015 survey of women's experiences of maternity care'. Available at: [https://www.cqc.org.uk/sites/default/files/20151215b\\_mat15\\_statistical\\_release.pdf](https://www.cqc.org.uk/sites/default/files/20151215b_mat15_statistical_release.pdf)



Financial exclusion arises when an individual faces difficulty when trying to access appropriate and mainstream financial services. In the UK, certain groups are particularly vulnerable to financial exclusion. These include **young people** not in employment, **lone parents**, **ethnic minority** groups and **older people**.<sup>62</sup>

#### Ethnic minority groups

Low income ethnic minority households often have limited experience of institutional loan finance.<sup>63</sup> They may also be less able to access commercial loans due to poor credit-ratings or their location in 'high risk' postcodes. Furthermore, people from an ethnic minority background are also more likely to live in low income households compared to those who are White British or from Other White Ethnic groups.<sup>64</sup>

#### Deprivation

Financial exclusion is also geographically focussed. It is often the case that large numbers of financially excluded individuals live in areas where there are high levels of **deprivation**. Research suggests that approximately 35% of people living in deprived areas do not have a bank account, and that 68% of financially disengaged people live in the top 10% most financially excluded postcodes.<sup>65</sup>

#### B.1.2.2 Affordable housing

The need for residents to relocate can cause difficulty in accessing affordable housing. As above, access to the required finance to obtain new housing may be most limited for those at risk of financial exclusion, who experience difficulty trying to access appropriate and mainstream financial services, such as bank accounts, loans and mortgages. This is also exacerbated by the increasing unaffordability of homeownership for many people in England and Wales over the past decade.<sup>66</sup>

#### Young people

Rates of homeownership have fallen significantly for young people over the last 20 years due to the increasing unaffordability of housing in the country. Increases in property prices relative to incomes have made it more difficult to save for a deposit or access a mortgage, whilst a lack of social housing investment has made it more difficult to access affordable rented properties.<sup>67</sup>

#### Women

Women are disproportionately represented among lone parent households. Around 90% of single parents are women and have the highest poverty rate amongst working- age adults, with

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<sup>62</sup> Joseph Rowntree Foundation, 2008: 'Financial inclusion in the UK: Review of policy and practice'. Available at: <https://www.jrf.org.uk/sites/default/files/jrf/migrated/files/2234.pdf>

<sup>63</sup> House of Commons Communities and Local Government Committee, 2011: 'Regeneration Sixth Report of Session 2010–12'. Available at: <https://publications.parliament.uk/pa/cm201012/cmselect/cmcomloc/1014/1014.pdf>

<sup>64</sup> Department for Work and Pensions, 2015: 'Low income'

<sup>65</sup> Resolution Foundation, 2007: 'In brief: Financial exclusion'.

<sup>66</sup> Office for National Statistics, 2018: 'Housing affordability in England and Wales- 2018'. Available at: <https://www.ons.gov.uk/peoplepopulationandcommunity/housing/bulletins/housingaffordabilityinenglandandwales/2018>

<sup>67</sup> Institute for Fiscal Studies, 2018: 'Barriers to homeownership for young adults'. Available at: <https://www.ifs.org.uk/publications/13475>

43% living in poverty (rising to 51% in London)<sup>68</sup> This makes the risk of financial exclusion higher as women who are single parents are more likely to spend a higher portion of their income on housing costs. This can increase the risk of homelessness, with single mother families accounting for one quarter of all homeless households in London in 2019.<sup>69</sup>

### Disabled people

Disabled people may be impacted by the availability of affordable homes when moving to new areas, as they are more likely to live in poverty.<sup>70</sup> Indeed, rising numbers of disabled people are becoming homeless - up 53% in 2019 alone.<sup>71</sup>

Disabled people are less likely to be able to own their own home and are more likely to rent social housing than their non-disabled peers.<sup>72</sup> Whilst some Shared Ownership homes are specifically designed to be accessible for disabled people, only 1.1% of households who purchased a shared ownership home in London in 2017/18 included a disabled household member, likely due to the cost. Indeed, 36% of Londoners who live in families where someone is disabled live in poverty, after housing costs are paid.<sup>73</sup>

People with a disability who live in social housing could experience particularly acute effects. The 'removal of the spare room subsidy' or 'bedroom tax' in 2013 has had a disproportionate impact on disabled people in social housing; two thirds of those affected have a disability. Research shows that disabled people have found it difficult to take up proposed mitigation measures, such as taking up work, working longer hours or downsizing, and thus have had their income reduced by £12 to £22 per week, depending on the number of spare bedrooms. These changes have resulted in increased poverty and adverse effects on health, well-being and social relationships of disabled residents in social housing.<sup>74</sup>

### Ethnic minority groups

Ethnic minority households may also be affected by the availability of affordable housing when relocating to new areas. It was reported in 2017 that rents are less affordable for most ethnic minority groups when compared to White British households.<sup>75</sup> Two-fifths of people from an ethnic minority background live in low-income households.<sup>76</sup> 42% of ethnic minority or mixed

<sup>68</sup> Gingerbread, 2019: 'Single parents- facts and figures'. Available at: <https://www.gingerbread.org.uk/what-we-do/media-centre/single-parents-facts-figures/>; Gingerbread (2020). 'Living standards and poverty. Available at: <https://www.gingerbread.org.uk/policy-campaigns/living-standards-and-poverty/>

<sup>69</sup> Mayor of London, 2020: 'Housing in London- 2020'. Available at: <https://data.london.gov.uk/dataset/housing-london>

<sup>70</sup> Joseph Rowntree Foundation, 2019: 'Poverty rates in families with a disabled person'. Available at: <https://www.jrf.org.uk/data/poverty-rates-families-disabled-person>

<sup>71</sup> The Independent, 2019. 'Homelessness amongst ill and disabled people rises 53% in a year, figures show'. Available at: <https://www.independent.co.uk/news/uk/home-news/homeless-disabled-ill-rough-sleeping-housing-crisis-a9251756.html>

<sup>72</sup> Office for National Statistics, 2019: 'Disability and housing, UK- 2019'. Available at: <https://www.ons.gov.uk/peoplepopulationandcommunity/healthandsocialcare/disability/bulletins/disabilityandhousinguk/2019>

<sup>73</sup> Mayor of London, 2020: 'Intermediate housing: Equality Impact Assessment'. Available at: [https://www.london.gov.uk/sites/default/files/intermediate\\_housing\\_-\\_equality\\_impact\\_assessment\\_for\\_part\\_1\\_consultation\\_response\\_report.pdf](https://www.london.gov.uk/sites/default/files/intermediate_housing_-_equality_impact_assessment_for_part_1_consultation_response_report.pdf)

<sup>74</sup> Moffatt, S., Lawson, S., Patterson, R., Holding, E., Dennison, A., Sowden, S., & Brown, J., 2015: 'A qualitative study of the impact of the UK 'bedroom tax'. *Journal of Public Health*, 38(2), 197-205.

<sup>75</sup> Shelter, 2017: 'BAME homelessness matters and is disproportionately rising – time for the government to act'. Available at: <http://blog.shelter.org.uk/2017/10/bame-homelessness-matters-and-is-disproportionately-rising-time-for-the-government-to-act/>

<sup>76</sup> The Poverty Site, 2017: See: <http://www.poverty.org.uk/06/index.html>



ethnicity households living in the private rented sector earn below £30,000, making intermediate housing (such as Shared Ownership and Shared Equity buying schemes) less affordable.<sup>77</sup>

### Older people

For older people, research suggests that they (particularly those who have paid off a previous mortgage or those with no recent experience of moving home) are more reluctant to move.<sup>78</sup> Older people often lack the same financial means and income flexibility that afford people from younger age groups and those in full time employment the widest range of home ownership options. Relocation may also require older people who have savings and investments to use them in order to secure a new home, affecting their financial independence and stability.

When relocating, a lack of affordable and/or quality housing is more likely to adversely affect older people (and particularly pensioners) who have lower average incomes than working-age people and are therefore less likely to be able to secure additional sources of income to buy a new property.<sup>79</sup> Research by the Joseph Rowntree Foundation found that older people often lack the same financial means and income flexibility compared to other age groups, especially younger people and those in employment.<sup>80</sup> A lack of financial means can limit the range of ownership options, including intermediate options such as Shared Ownership, available to older people and relocation may cause older people to use savings and investments in order to secure a new home. This can potentially affect their long-term financial independence and stability.<sup>81</sup> Research from the Council of Mortgage Lending shows that older people only account for one per cent of all mortgage lending, which further indicates that they may experience difficulties in accessing finance to facilitate relocation.<sup>82</sup>

Older people are also experiencing homelessness at increasing rates, with a 39% increase in the number of over 60s seeking help between 2013 and 2018.<sup>83</sup>

### B.1.3 Issues accessing appropriate and accessible housing

As renewal processes often involve the rehousing of many residents, issues may arise regarding sourcing suitable housing that meets the needs of the following groups:

#### Children

Families with children may also find it difficult to find housing that can accommodate their needs. A 2016 report highlighted that 3.6 million children in England are thought to be affected by poor housing, and a higher proportion of children live in overcrowded conditions than any

<sup>77</sup> Mayor of London, 2020: 'Intermediate housing: Equality Impact Assessment'. Available at: [https://www.london.gov.uk/sites/default/files/intermediate\\_housing\\_-\\_equality\\_impact\\_assessment\\_for\\_part\\_1\\_consultation\\_response\\_report.pdf](https://www.london.gov.uk/sites/default/files/intermediate_housing_-_equality_impact_assessment_for_part_1_consultation_response_report.pdf)

<sup>78</sup> Joseph Rowntree Foundation, 2007: 'Demolition, Relocation and affordable rehousing: Lessons from the housing market renewal pathfinders'. Available at: <https://www.jrf.org.uk/report/addressing-housing-affordability-clearance-and-relocation-issues-housing-market-renewal>

<sup>79</sup> Council of Mortgage Lending, 2015: 'Pension tension: the challenges for older borrowers'

<sup>80</sup> Joseph Rowntree Foundation, 2007: 'Demolition, Relocation and affordable rehousing: Lessons from the housing market renewal pathfinders.'

<sup>81</sup> Joseph Rowntree Foundation, 2007: 'Demolition, Relocation and affordable rehousing: Lessons from the housing market renewal pathfinders'

<sup>82</sup> Council of Mortgage Lending, 2015: 'Pension tension: the challenges for older borrowers'

<sup>83</sup> Shelter, 2018: 'Highest number of older people homeless in a decade'. Available at: [https://england.shelter.org.uk/media/press\\_release/highest\\_number\\_of\\_older\\_people\\_homeless\\_in\\_a\\_decade](https://england.shelter.org.uk/media/press_release/highest_number_of_older_people_homeless_in_a_decade)

other age group.<sup>84</sup> Children who live in overcrowded accommodation have an increased risk of developing respiratory conditions, infections and psychological problems.<sup>85</sup> It can also increase their risk of injury, for example, bed sharing, which is more likely to occur in overcrowded houses, has been identified as a factor contributing to Sudden Infant Death Syndrome (SIDS). Sleep disturbance is also more common amongst children in overcrowded households. Overall, overcrowded conditions present a potential source of stress and can negatively impact a child's emotional and physical health in the long term.<sup>86</sup>

### Disabled people

Disabled people (particularly those with mobility impairments) often experience difficulties trying to find a suitable, accessible home. A report by Leonard Cheshire Disability highlights that only 4% of those with mobility impairments who have looked for accessible homes said they were easy to find. In addition, they also found that some disabled people have also experienced difficulties in terms of local authorities being reluctant to fund adaptations that would allow them to live independently.<sup>87</sup>

A report published by the Equality and Human Rights Commission has further highlighted some of the existing issues in terms of housing for disabled people. The report states that across all housing tenures, there is a severe shortage of accessible housing. For example, one in three disabled people living in private rented properties live in unsuitable accommodation. This figure is one in five for disabled people living in social housing, and one in seven for disabled people who own their own home. Overall, in England, only 7% of homes offer the basic four accessibility features to make a home fully accessible (level access to the entrance, a flush threshold, sufficiently wide doorways and circulation space, and a toilet at entrance level).<sup>88</sup> One conclusion of the report was that there are too many gaps in data held by local authorities. For example, 65% of local authorities do not know whether its social or affordable rented housing stock is accessible.<sup>89</sup>

### Ethnic minority

Research by the Runnymede Trust highlighted that people from all Ethnic minority groups are more likely to live in overcrowded housing when compared to the White British population. For example, around 40% of Black African and 36% of Bangladeshi people in the UK live in overcrowded housing.<sup>90</sup>

<sup>84</sup> National Children's Bureau, 2016: '*Housing and the health of young children: Policy and evidence briefing for the VCSE sector*'. Available at: <https://www.ncb.org.uk/sites/default/files/field/attachment/Housing%20and%20the%20Health%20of%20Young%20Children.pdf>

<sup>85</sup> House of Commons Communities and Local Government Committee, 2011: '*Regeneration Sixth Report of Session 2010–12*'. Available at: <https://publications.parliament.uk/pa/cm201012/cmselect/cmcomloc/1014/1014.pdf>

<sup>86</sup> National Children's Bureau, 2016: '*Housing and the health of young children: Policy and evidence briefing for the VCSE sector*'. Available at: <https://www.ncb.org.uk/sites/default/files/field/attachment/Housing%20and%20the%20Health%20of%20Young%20Children.pdf>

<sup>87</sup> Leonard Cheshire Disability, 2014: '*The hidden housing crisis*'. Available at: <https://www.leonardcheshire.org/sites/default/files/Hidden%20Housing%20Crisis%20July%202014.pdf>

<sup>88</sup> DCLG, 2015: '*English Housing Survey: Adaptations and Accessibility Report*'. Available at: [https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment\\_data/file/539541/Adaptations\\_and\\_Accessibility\\_Report.pdf](https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/539541/Adaptations_and_Accessibility_Report.pdf)

<sup>89</sup> Equality and Human Rights Commission, 2018: '*Housing and disabled people: Britain's hidden crisis*'. Available at: <https://www.equalityhumanrights.com/sites/default/files/housing-and-disabled-people-britains-hidden-crisis-main-report.pdf>

<sup>90</sup> Runnymede Trust, 2016: '*Ethnic Inequalities in London: Capital For All*'. Available at: <https://www.runnymedetrust.org/uploads/images/London%20Inequality%20report%20v3.pdf>

Additionally, evidence from the Runnymede Trust suggests that Ethnic minority communities are more likely to experience homelessness than their white counterparts.<sup>91</sup> Therefore, it is possible that Ethnic minority households could experience difficulties in finding suitable housing that accommodates their needs.

Black people are four times less likely than white people to have access to a garden, or other form of outdoor space at home.<sup>92</sup> Furthermore, 21% of households in London have no access to outdoor space at home. Having access to outdoor space is linked with emotional wellbeing and stress reduction, and is explored further in section C.3.3 below.

### Older people

Older people are also more likely to need specialist housing which meets their needs. Evidence estimates that the potential national demand for specialist retirement housing, which cannot be met from existing stock.<sup>93</sup> As such, it is likely to be more difficult for older people to relocate to appropriate housing. Health effects, such as increases in respiratory disease, have been associated with poor housing and could arise as a consequence of the need to relocate to a less well-suited property. Older people have a higher rate of health conditions such as respiratory disease, compared to the general population. This makes such effects more likely to arise amongst this group.<sup>94</sup>

### B.1.4 Health effects

Relocation can have a negative impact on an individual's mental health and well-being, as measured by the SF-12 Mental Health Composite Score<sup>95</sup> and Warwick-Edinburgh Mental Wellbeing Scale test.<sup>96</sup> These tests have shown that relocation can create increased levels of depression and anxiety.<sup>97</sup> The associated impacts have been found to be more severe when there is a lack or perceived lack of control over the decision.<sup>98</sup> This stress has been attributed to the anticipation of disruption, extra costs for residents and undermining of community stability and support networks.

<sup>91</sup> Runnymede Trust, 2014: '*Black and Asian Britons more likely to be homeless or live in overcrowded houses*'. <https://www.runnymedetrust.org/news/558/272/Black-and-Asian-Britons-more-likely-to-be-homeless-or-live-in-overcrowded-homes.html>

<sup>92</sup> Office for National Statistics, 2020: '*One in eight British households has no garden*'. Available at: [https://www.ons.gov.uk/economy/environmentalaccounts/articles/oneineightbritishhouseholdshasnogarden/2020-05-14#:~:text=One%20in%20eight%20households%20\(12,Survey%20\(OS\)%20map%20data.&text=This%20is%20according%20to%20survey%20data%20from%20Natural%20England](https://www.ons.gov.uk/economy/environmentalaccounts/articles/oneineightbritishhouseholdshasnogarden/2020-05-14#:~:text=One%20in%20eight%20households%20(12,Survey%20(OS)%20map%20data.&text=This%20is%20according%20to%20survey%20data%20from%20Natural%20England).

<sup>93</sup> Housing Age UK, 2014: '*Housing in later life*'

<sup>94</sup> Housing Age UK, 2014: '*Housing in later life*'

<sup>95</sup> The SF-12 is a multipurpose short form survey with 12 questions, all selected from the SF-36 Health Survey (Ware, Kosinski, and Keller, 1996). The questions are combined, scored, and weighted to create two scales that provide glimpses into mental and physical functioning and overall health-related-quality of life.

<sup>96</sup> The Warwick-Edinburgh Mental Well-being scale was developed to enable the monitoring of mental wellbeing in the general population and the evaluation of projects, programmes and policies which aim to improve mental wellbeing. WEMWBS is a 14 item scale with 5 response categories, summed to provide a single score ranging from 14-70. The items are all worded positively and cover both feeling and functioning aspects of mental wellbeing.

<sup>97</sup> Cleland, C., Kearns, A., Tannahill, C. and Ellaway, A, 2016: '*The impact of life events on adult physical and mental health and well-being: longitudinal analysis using the GoWell health and well-being survey*'. Available at: <https://bmcrsnotes.biomedcentral.com/articles/10.1186/s13104-016-2278-x>

<sup>98</sup> Thomson H, Petticrew M, Douglas M, 2003: '*Health impact assessment of housing improvements: Incorporating research evidence*'. Available at: <https://www.ncbi.nlm.nih.gov/pmc/articles/PMC1732281/pdf/v057p00011.pdf>

The effects of relocation on the mental health and wellbeing of temporary accommodation tenants are likely to be heightened, as they are more likely to be going through difficult periods of their lives, dealing with greater levels of uncertainty, and having to relocate more frequently.

### Children, young people, older people and disabled people

Relocation can create a great deal of stress and anxiety amongst **children** and **young people** due to the need to adapt to new routines, facilities and surroundings.<sup>99</sup> Families in temporary accommodation are more likely to be lone parent families, and for children and young people in that situation, the effects of relocation are likely to be more significant, and can affect development.<sup>100</sup>

There is also evidence that involuntary relocation can have a significant impact on **older people**. For example, it has been shown that mortality rates for those moved involuntarily due to urban renewal (either temporarily or permanently) can be higher than non-movers and those who move voluntarily.<sup>101</sup>

As noted above, for older people and disabled people, the loss of community connections due to relocation may lead to feelings of isolation and loneliness, which are in turn linked to negative health outcomes such as poorer mental health, a higher likelihood of developing certain health conditions (e.g. obesity and alcoholism) and a greater risk of hospitalisation.<sup>102</sup>

The number of older people and disabled people experiencing homelessness and living in temporary accommodation has risen sharply in recent years. Once again, the negative health effects of relocation on older people and disabled people are likely to be compounded for members of those groups living in temporary accommodation.<sup>103</sup>

The link between poor or precarious housing situations and poor mental health is well documented, and can be both a cause and consequence of homelessness.<sup>104</sup> Living in temporary accommodation can have significant negative impacts on people's mental health, such as the development or worsening of depression and anxiety in both adults and children.<sup>105</sup>

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<sup>99</sup> Sandstrom, H and Huerta, S, 2013: '*The Negative Effects of Instability on Child Development*'. Available at: <https://www.urban.org/sites/default/files/publication/32706/412899-The-Negative-Effects-of-Instability-on-Child-Development-A-Research-Synthesis.PDF>

<sup>100</sup> Shelter 2004: 'Sick and tired: the impact of temporary accommodation on the health of homeless families' Available at: [https://england.shelter.org.uk/data/assets/pdf\\_file/0009/48465/Research\\_report\\_Sick\\_and\\_Tired\\_Dec\\_2004.pdf](https://england.shelter.org.uk/data/assets/pdf_file/0009/48465/Research_report_Sick_and_Tired_Dec_2004.pdf); Shelter 2018: 'Highest number of older people homeless in a decade'. Available at: [https://england.shelter.org.uk/media/press\\_release/highest\\_number\\_of\\_older\\_people\\_homeless\\_in\\_a\\_decade](https://england.shelter.org.uk/media/press_release/highest_number_of_older_people_homeless_in_a_decade)

<sup>101</sup> Danermark BD, Ekstrom ME and Bodin LL 1996: 'Effects of residential relocation on mortality and morbidity among elderly people'. Available at: [https://www.academia.edu/19474641/Effects\\_of\\_residential\\_relocation\\_on\\_mortality\\_and\\_morbidity\\_among\\_elderly\\_people](https://www.academia.edu/19474641/Effects_of_residential_relocation_on_mortality_and_morbidity_among_elderly_people)

<sup>102</sup> IoTUK 2017 '*Social Isolation and Loneliness in the UK*'. Available at: <https://iotuk.org.uk/social-isolation-and-loneliness-report/>

<sup>103</sup> Shelter 2018: 'Highest number of older people homeless in a decade'. Available at: [https://england.shelter.org.uk/media/press\\_release/highest\\_number\\_of\\_older\\_people\\_homeless\\_in\\_a\\_decade](https://england.shelter.org.uk/media/press_release/highest_number_of_older_people_homeless_in_a_decade); The Independent (2019): 'Homelessness among ill and disabled people rises 53% in a year, figures show'. Available at: <https://www.independent.co.uk/news/uk/home-news/homeless-disabled-ill-rough-sleeping-housing-crisis-a9251756.html>

<sup>104</sup> Centre for Mental Health 2016 'More than shelter'. Available at: <https://www.centreformentalhealth.org.uk/publications/more-shelter>

<sup>105</sup> Shelter 2004: 'Sick and tired: the impact of temporary accommodation on the health of homeless families' Available at: [https://england.shelter.org.uk/data/assets/pdf\\_file/0009/48465/Research\\_report\\_Sick\\_and\\_Tired\\_Dec\\_2004.pdf](https://england.shelter.org.uk/data/assets/pdf_file/0009/48465/Research_report_Sick_and_Tired_Dec_2004.pdf)

Older people and disabled people are also likely to be disproportionately affected by changes in air quality that may occur throughout the demolition and construction stages of a scheme. Older people with respiratory conditions such as asthma are likely to be more susceptible to the effects of air pollution when compared to other groups. This is particularly the case if they have underlying COPD (Chronic Obstructive Pulmonary Disease).<sup>106</sup> Disabled people with heart or lung conditions are also at an increased risk of becoming ill and needing treatment as a result of air pollution.<sup>107</sup>

Noise pollution may arise as a result of demolition and construction. Research has linked noise pollution to several adverse outcomes for older people, including cardiovascular diseases, sleep disturbance, tinnitus, and stress.<sup>108</sup>

### Expectant mothers and children

There are associated health effects related to the demolition of housing and the displacement from housing. For example, it has been found that the birth weight of babies can be affected by demolition and displacement. This is due to the potential for expectant mothers to experience an increase in stress and loss of social support when displacement occurs.<sup>109</sup> As the redevelopment is likely to involve both demolition and relocation, it is possible that this adverse impact may arise.

Children are likely to be disproportionately affected by changes in noise pollution and air quality that may occur throughout the demolition and construction stages of a scheme. Noise associated with demolition and construction can also impact the health of vulnerable people remaining in the nearby community. Research shows that noise can negatively affect children's cognitive learning and memory.<sup>110</sup>

Exposure to air pollution during infancy can result in neurodevelopment and long-term cognitive health problems.<sup>111</sup> In addition, research from Asthma UK highlights that air pollution is more detrimental to children when compared to other age groups with the condition. This is due to children have faster breathing rates and lungs that are still developing.<sup>112</sup>

Lastly, antenatal exposure to air pollution may alter the lung development of a baby whilst in the womb. If a baby is exposed to significant levels of air pollution, this can increase the risk of premature birth and low birth weight.<sup>113</sup>

### B.1.5 Safety and security

In the lead up to the renewal process and during the decanting and demolition of properties in the area, properties will be vacated and can fall into disrepair. This can attract unwanted activity

<sup>106</sup> Asthma UK 2017. 'Pollution'. Available at <https://www.asthma.org.uk/advice/triggers/pollution/>

<sup>107</sup> Department for Environmental Food and Rural Affairs 2013: 'Guide to UK Air Pollution Information Resources'.

<sup>108</sup> World Health Organisation 2011: 'Burden of disease from environmental noise Quantification of healthy life years lost in Europe'. Available at: [http://www.who.int/quantifying\\_ehimpacts/publications/e94888.pdf?ua=1](http://www.who.int/quantifying_ehimpacts/publications/e94888.pdf?ua=1)

<sup>109</sup> Kramer, M., et al. 2012: 'Housing Transitions and Low Birth Weight Among Low-Income Women: Longitudinal Study of the Perinatal Consequences of Changing Public Housing Policy'. Available at: <https://www.ncbi.nlm.nih.gov/pubmed/23078464>

<sup>110</sup> Gupta, A. et al 2018: 'Noise Pollution and Impact on Children Health'. Available at: <https://link.springer.com/article/10.1007/s12098-017-2579-7>

<sup>111</sup> Royal College of Physicians 2016 'Every breath we take: the lifelong impact of air pollution'. Available at: <https://www.rcplondon.ac.uk/projects/outputs/every-breath-we-take-lifelong-impact-air-pollution>

<sup>112</sup> Asthma UK 2017. 'Pollution'. Available at <https://www.asthma.org.uk/advice/triggers/pollution/>

<sup>113</sup> British Lung Foundation 2016: 'How air pollution affects your children's lungs'. Available at: <https://www.blf.org.uk/support-for-you/signs-of-breathing-problems-in-children/air-pollution>



including anti-social behavior and crime such as increased vandalism, arson, break-ins and other damage to neighboring homes.<sup>114</sup>

Children, young people, older people, disabled people, Ethnic minority groups, LGBT people, men and women

This potential increase in crime can impact a number of vulnerable groups remaining in the community during demolition who are more likely to be a victim or witness of crime. An Ipsos MORI survey on public views of policing in England and Wales in 2016 determined that groups who were more likely to have had contact with their local police as a victim or witness include: young people aged 16-34 years, disabled people, those from Ethnic minority backgrounds, and lesbian, gay, bisexual and transgender (LGBT) people.<sup>115</sup>

The Crime Survey for England and Wales (CSEW), has also identified that a number of protected characteristic groups are more likely to be victims to crime:

- Men are more likely to be victims of violent crime than women.<sup>116</sup>
- Mixed and Asian ethnic groups are more likely to have said they were victim of crime compared to white people.<sup>117</sup>
- Younger people aged 16 to 24 are more likely to be victims of violence than those in older age groups.<sup>118</sup>

In addition, the fear of crime is also more prevalent amongst the following groups, and consequently this can have an effect on individual mental health and wellbeing.<sup>119</sup>

- Evidence from Age UK suggests that although older people are generally at a lower risk of crime compared to other ages, they are often more fearful of crime.<sup>120</sup>
- Fear of crime can be an issue for women when they are travelling. Data from the ONS Crime Survey for England and Wales suggests that women fear more for their safety than men when walking alone at night – two fifths of women reported feeling 'somewhat unsafe' and one in eight reported feeling 'very unsafe'.<sup>121</sup>
- A study by Transport for London highlights that Ethnic minority individuals are more likely to express concerns over safety and security when travelling (particularly after dark) than white

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<sup>114</sup> Power, A. 2010: 'Housing and sustainability: demolition or refurbishment?' Available at [https://uk-air.defra.gov.uk/assets/documents/reports/cat14/1406191156\\_060618\\_Guide\\_to\\_UK\\_Air\\_Pollution\\_Information\\_Resources-issue\\_2-FINAL.pdf](https://uk-air.defra.gov.uk/assets/documents/reports/cat14/1406191156_060618_Guide_to_UK_Air_Pollution_Information_Resources-issue_2-FINAL.pdf) <https://www.icvirtuallibrary.com/doi/abs/10.1680/udap.2010.163.4.205>

<sup>115</sup> Ipsos MORI 2016: 'Public views of policing in England and Wales'. Available at: <https://www.ipsos.com/sites/default/files/migrations/en-uk/files/Assets/Docs/Publications/sri-public-views-of-policing-in-england-and-wales.pdf>

<sup>116</sup> Office for National Statistics 2018 'The nature of violent crime in England and Wales: year ending March 2018' Available at: <https://www.ons.gov.uk/peoplepopulationandcommunity/crimeandjustice/articles/thenatureofviolentcrimeinenlandandwales/yearendingmarch2018>

<sup>117</sup> Gov.uk 2019 'Victims of crime'. Available at: <https://www.ethnicity-facts-figures.service.gov.uk/crime-justice-and-the-law/crime-and-reoffending/victims-of-crime/latest>

<sup>118</sup> Gov.uk 2019 'Victims of crime'. Available at: <https://www.ethnicity-facts-figures.service.gov.uk/crime-justice-and-the-law/crime-and-reoffending/victims-of-crime/latest>

<sup>119</sup> Stafford, M et al. 2006 'Association between fear of crime and mental health and physical functioning'. Available at: <https://www.ncbi.nlm.nih.gov/pmc/articles/PMC2040373/>

<sup>120</sup> Age UK 2006 'Crime and fear of crime: help the aged policy statement 2006'. Available at: [https://www.ageuk.org.uk/documents/en-gb/for-professionals/communities-and-inclusion/crime\\_and\\_fear\\_of\\_crime\\_2006\\_pro.pdf?dtrk=true](https://www.ageuk.org.uk/documents/en-gb/for-professionals/communities-and-inclusion/crime_and_fear_of_crime_2006_pro.pdf?dtrk=true)

<sup>121</sup> ONS 2015 Crime Survey for England and Wales. Available at: <https://www.ons.gov.uk/peoplepopulationandcommunity/crimeandjustice/bulletins/crimeinenglandandwales/2015-07-16>

people and are more likely to say that their frequency of travel is affected 'a lot' or 'a little' due to these concerns.<sup>122</sup>

- Research from Stonewall demonstrates that LGBT people often fear for their safety and well-being in public spaces and on pedestrian journeys.<sup>123</sup>

It has been suggested that fear of crime can contribute to social isolation, particularly for vulnerable groups such as children, older people, ethnic minority groups and women.<sup>124</sup>

### B.1.6 Accessibility and mobility in the surrounding area

Evidence suggests that during construction the accessibility and mobility of the local area can be affected. In particular, construction can cause difficulties in relation to increased traffic in the local area, reduced parking (construction vehicles and subcontractors in parking), the construction activities blocking access to homes, shops, bus stops and pavements and safe routes, as well as effects on wayfinding.

#### Children

Changes in road traffic levels may reduce children's access to community and recreational facilities due to road severance and traffic delays.<sup>125</sup> Increased traffic in proximity to schools, or community facilities that are frequently used by children can also impact their concentration and long-term cognitive development.<sup>126</sup>

Similar to disabled people and older people, the accessibility and design of physical spaces can also affect parents' ability to travel freely with small children, especially if using pushchairs. The presence of uneven surfaces, lack of dropped kerbs, use of shared spaces as well as lack of dedicated car parking space can all limit the mobility of parents with a small child, making use of the pedestrian environment more challenging for this group.<sup>127</sup>

#### Disabled people

Research shows that the presence of vehicular traffic can present a barrier for disabled people accessing community resources. National Travel Survey data shows disabled people are generally more likely to experience travel difficulties in the daily trips that they make.<sup>128</sup> Disabled people who travel by car are more likely to report difficulties due to congestion and roadworks, especially where the severity of the disability increases.<sup>129</sup> Many people with both physical and hidden disabilities have a parking concession through the Blue Badge scheme. This allows eligible disabled people to park close to their destination, providing them with an increased degree of independence and suitable access to a range of services and facilities, including their home. Short-term change to transport networks, road alignment and parking can act as a barrier

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<sup>122</sup> Transport for London 2013 'Attitudes to Safety and Security – Annual Report'. Available at: <https://tfl.gov.uk/corporate/publications-and-reports/safety-and-security>

<sup>123</sup> Stonewall 2017 LGBT in Britain: Hate Crime. Available at: <https://www.stonewall.org.uk/comeoutforLGBT/lgbt-in-britain/hate-crime>

<sup>124</sup> Lorenc, T et al 2013 'Fear of crime and the environment: systematic review of UK qualitative evidence'. Available at: <https://www.ncbi.nlm.nih.gov/pmc/articles/PMC3666893/>

<sup>125</sup> Hiscock, R. and Mitchell, R 2011 'What is needed to deliver places that provide good health to children?' Available at: [http://www.edphis.org.uk/Report\\_on\\_Place\\_and\\_Children.pdf](http://www.edphis.org.uk/Report_on_Place_and_Children.pdf)

<sup>126</sup> Institute of Education 2001: 'The effect of travel modes on children's mental health, cognitive and social development: a systematic review'

<sup>127</sup> Pettersson, G., 2009, 'Priorities for the use of bus transport by disabled people, older people and parents with young children in buggies', Association of European Transport

<sup>128</sup> Department for Transport 2019 'National Travel Survey: 2018'

<sup>129</sup> Department for Transport 2017 'Disabled people's travel behaviour and attitudes to travel' Available at: [https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment\\_data/file/647703/disabled-peoples-travel-behaviour-and-attitudes-to-travel.pdf](https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/647703/disabled-peoples-travel-behaviour-and-attitudes-to-travel.pdf)

for disabled people wanting to access community facilities, exacerbating issues such as loneliness and social isolation.<sup>130</sup>

### Older people

Changes to surface transport resulting from renewal of a housing estate may affect how older people interact with community facilities.<sup>131</sup> Older people may find it difficult to access public spaces further away from their home or integrate into new social networks, due to severance caused by increases in road traffic.<sup>132</sup>

#### B.1.7 Information and communication

Complex material and information on the regeneration may present a challenge to those who have different information and communication needs, this includes but is not limited to **people with learning disabilities**, people with low literacy levels, **older people**, **people with visual or hearing impairments** and **people who use English as a second language**.

Best practice guidance<sup>133</sup> and evidence suggests that the following processes can ensure that information documents are fully accessible to everyone and reduce concerns regarding access to information:

- information should be in short, concise sentences without jargon;
- pictures should be included where possible to support the text;
- the format, layout and length of document should be carefully considered;
- easy read, braille, audio and large print should be provided upon request; and
- information should be translated into people's first language upon request.

The COVID- 19 pandemic has seen an increased shift to the use of digital tools to aid information and communication during engagement programmes. However, some groups are more likely to be digitally excluded, and an over-reliance on these forms of information communication could exclude many from the regeneration conversation. A third of **older people** are not online; whilst a fifth of **disabled people** are not internet users.<sup>134</sup> Level of education (associated with **deprivation**) is often also a factor in digital exclusion- just 36% of people with no qualifications are internet users.<sup>135</sup>

'Seldom- heard' groups- such as **children** and **young people**, **disabled people**, **people from deprived areas**, and people from **ethnic minority** backgrounds- are at particular risk of exclusion

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<sup>130</sup> Equality and Human Rights Commission 2017: 'Being disabled in Britain: a journey less equal'

<sup>131</sup> DfT 2017: Health impact analysis for the draft Airports National Policy Statement'

<sup>132</sup> NatCen 2019: 'Transport, health and wellbeing: an evidence review for the Department for Transport'

<sup>133</sup> Change 2015: 'how to make information accessible: a guide to producing easy read documents' Available at: [How-to-make-info-accessible-guide-2016-Final \(changepeople.org\)](https://www.changepeople.org/How-to-make-info-accessible-guide-2016-Final) Department for Health and Social Care (2010): 'Making written information easier to understand for people with learning disabilities' Available at: [Making written information easier to understand for people with learning disabilities - GOV.UK \(www.gov.uk\)](https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/444441/making-written-information-easier-to-understand-for-people-with-learning-disabilities.pdf) MENCAP (date unknown): 'Making myself clear' Available at: [Making-Myself-Clear.pdf \(accessibleinfo.co.uk\)](https://www.accessibleinfo.co.uk/making-myself-clear.pdf)

<sup>134</sup> Citizens Online 2020. 'Digital exclusion in population screening programmes'. Available at: <https://www.citizensonline.org.uk/wp-content/uploads/2020/05/ScreeningEIAReportSummaryProofedSignedOff.pdf>

<sup>135</sup> Citizens Online 2020. 'Digital exclusion in population screening programmes'. Available at: <https://www.citizensonline.org.uk/wp-content/uploads/2020/05/ScreeningEIAReportSummaryProofedSignedOff.pdf>



from the engagement process.<sup>136</sup> It is recommended that engagement 'go the extra mile' to reach these groups (COVID-19 regulations permitting) by:

- meeting people 'on their own turf' and at times which suit them best
- continuing to arrange engagement as close to the participants as is possible
- offering a range of meeting times and venues
- reimbursing travel costs
- publicising events in languages other than English.

## B.2 Impact on businesses during renewal process

### B.2.1 Potential loss of business

Independent small businesses including shops, cafes and restaurants, play an important role in supporting the vitality and vibrancy of local communities and often operate from smaller premises, such as those that might be found on a housing Estate. Redevelopment can result in the permanent loss of such businesses, with the potential to affect self-employed business owners.<sup>137</sup> With regard to protected characteristic groups, ethnic minority groups and older people may be particularly affected by the loss of business.

Research shows that **ethnic minority groups** are more likely to be self-employed in the UK when compared with White people.<sup>138</sup> Ethnic minority groups are also twice as much likely to be in precarious work as White people, which includes self-employed workers working non-standard hours and with lower wages.<sup>139</sup> In 2018, 20% of Pakistani or Bangladeshi workers were self-employed, whilst only 15% of White people were in self-employment. Research from the Joseph Rowntree Foundation also shows that Pakistani men have the highest rate of self-employment in the UK, linked to the fact that they have limited labour market opportunities.<sup>140</sup>

According to the Office for National Statistics (ONS), nearly one in five self-employed individuals are aged 60 and older in the UK, which has increased 57% in the last decade.<sup>141</sup> **Older people** are therefore more likely to be in self-employment than their younger counterparts. The number of people over the age of 55 who are self-employed is growing faster than any other demographic in the UK. Nearly half (46%) of the entire self-employed workforce in Britain is now over the age of 50, comprising 2.27 million people in 2019.<sup>142</sup>

### B.2.2 Financial implications associated with business relocation

Redevelopment may result in relocation of businesses. Should businesses relocate to new premises elsewhere, it is likely that access to finance will be required to secure a new location.

<sup>136</sup> Scottish Government 2017. 'Barriers to community engagement in planning: a research study. Available at: <https://www.gov.scot/binaries/content/documents/govscot/publications/factsheet/2017/05/barriers-to-community-engagement-in-planning-research/documents/barriers-community-engagement-planning-research-study-pdf/barriers-community-engagement-planning-research-study-pdf/govscot%3Adocument/Barriers%2Bto%2Bcommunity%2Bengagement%2Bin%2Bplanning%2B-%2Ba%2Bresearch%2Bstudy.pdf>

<sup>137</sup> Mayor of London (2020), 'The London Plan: The Spatial Development Strategy for Greater London'. Available at: [https://www.london.gov.uk/sites/default/files/the\\_publication\\_london\\_plan\\_2020\\_-\\_clean\\_version\\_0.pdf](https://www.london.gov.uk/sites/default/files/the_publication_london_plan_2020_-_clean_version_0.pdf)

<sup>138</sup> House of Commons (2020): 'Unequal impact? – Coronavirus and BAME people'

<sup>139</sup> LSE (2016): 'Self-employment is precarious work' Available at: [Self-employment is precarious work \(lse.ac.uk\)](https://www.lse.ac.uk/PolicyAndPractice/articles/self-employment-is-precarious-work)

<sup>140</sup> Joseph Rowntree Foundation (2015): 'Self-employment and ethnicity: An escape from poverty?'

<sup>141</sup> Human Resources Magazine (2019): 'Age discrimination driving over-50s to self-employment'

<sup>142</sup> Rest Less (2019) 'Nearly One in Two (46%) of the Entire Self-employed Workforce in the UK is now over the age of 50'

Ethnic minority groups and older people are likely to be differentially affected by the financial implications of relocation.

Research by the Enterprise Research Centre shows that businesses owned by **Ethnic minority groups** people are more likely to be denied a loan outright when compared to white owned business. Ethnic minority business owners are also less likely than non-ethnic minority business owners to access mainstream business support in the UK.<sup>143</sup> For example, Black African-owned businesses are four times more likely to be denied a loan outright, Black Caribbean are three and a half times more likely, Bangladeshi are two and a half times more likely and Pakistani are one and a half times more likely.<sup>144</sup> This highlights the difficulties that ethnic minority owned businesses may have in securing finance to relocate, potentially forcing business closure.

Research from the Joseph Rowntree Foundation found that **older people** often lack the same financial means and income flexibility compared with other, younger age groups. Older people also face external barriers to financial resilience in terms of not knowing where to go for financial support.<sup>145</sup>

### B.2.3 Impacts on local customers

Local residents may find that with the announcement of demolition, local businesses and community facilities could start to prematurely relocate. Such relocation may impact the customer base that businesses have accumulated from the local area should the new business premises be further afield from existing customers.

Market research has found that the cost of acquiring a new customer for small businesses can be six times more than maintaining the same customer.<sup>146</sup> Involuntary relocation of local businesses can therefore adversely impact its local customer base, increasing costs. Research on customer retention has also shown that **Ethnic minority**-owned businesses usually attract customers from ethnic minorities in the UK, indicating how ethnic businesses may be more likely to have a focused and local customer base.<sup>147</sup> Any relocation might disrupt local customer base, increasing the overhead costs to obtain new customers and to achieve business continuity.

Should the programme result in local businesses and community facilities prematurely relocating out of the Estate, the availability and choice of services in the local area may be reduced. This has the potential to particularly affect several protected characteristic groups, including older people, disabled people and ethnic minority groups.

## B.3 Impact on community following renewal process

### B.3.1 Tackling crime and disorder

Levels of crime have in part be attributed to the urban environment. Using theoretical approaches such as Rational Choice Theory<sup>148</sup> and Broken Windows Theory,<sup>149</sup> a strong

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<sup>143</sup> Enterprise Research Centre (2020): 'Unlocking opportunity: the value of ethnic minority firms to UK economic activity and enterprise'

<sup>144</sup> Enterprise Research Centre (2013): 'Diversity and SMEs'

<sup>145</sup> Age UK 2018: 'Financial resilience during retirement: who is well placed to cope with life events?'

<sup>146</sup> Entrepreneur Handbook 2019: 'The importance of customer retention' Available at: [The importance of customer retention - Entrepreneur Handbook](#)

<sup>147</sup> Staffordshire University 2020: 'Researchers investigate the impact of COVID-19 on BAME businesses'

<sup>148</sup> Felson and Clarke 1998 'Opportunity Makes the Thief, Practical Theory of Crime Prevention'. Available at: <https://pdfs.semanticscholar.org/09db/dbce90b22357d58671c41a50c8c2f5dc1cf0.pdf>

<sup>149</sup> Wilson and Kelling 1982 'Broken Windows: The police and neighbourhood safety'. Available at: <https://www.theatlantic.com/magazine/archive/1982/03/broken-windows/304465/>

argument has developed which links the design of neighbourhoods and towns to levels of crime and disorder.<sup>150</sup> It has been argued that the opportunity for some forms of crime can be reduced through better thought-out approaches to planning and design of neighbourhoods and towns. For example, concepts such as Crime Prevention Through Environmental Design (CPTED)<sup>151</sup> are more frequently used today to ensure buildings and public spaces are designed in a way that aims to reduce the occurrence of crime and alter the environmental factors that might encourage criminal behaviour. Indeed, evidence suggests that homes built to 'Secured by Design' principles can reduce burglary and crime rates by up to 75%.<sup>152</sup>

Children, young people, older people, disabled people, ethnic minority groups, men, women, and LGBT people

Changes to the urban environment that affect crime and disorder can impact on those who are more likely to be a victim or witness of crime, including young people, disabled people, people from an ethnic minority backgrounds, men and LGBT people. Changes may also affect those who are likely to be adversely impacted by fear of crime, including children, older people, ethnic minority groups, women and LGBT people.

### B.3.2 Improved access, mobility and navigation

Aging and being disabled can lead to a decline in physical or cognitive functions, resulting in decreased social activity and narrowing of social networks.<sup>153</sup> Leisure activities are considered to be effective mediators between social relationships and wellbeing of **older people** and **disabled people**. This is because leisure is scientifically proven to help people overcome their stress resulting from a chronic condition or negative life event. Leisure activities provide disabled and old people with social support, and further mediate their stress-health relationship. Availability of leisure services and facilities could therefore benefit older and disabled people, who are in a greater need for social interaction than the general population.<sup>154</sup>

### B.3.3 Improve public realm and green space

The ability to access and use the public realm is vitally important to ensuring people feel that they are active members of their society. This includes basic activities such as using local shops or meeting up with people in a shared space outside close to home.<sup>155</sup>

However, it has been acknowledged that **disabled people** and **ethnic minority** communities are less likely to take part in public life than other sections of the population.<sup>156</sup> For disabled people, public spaces can often be inaccessible. The presence of vehicular traffic and lack of accessible design (such as the use of appropriate paving and lighting) can present a barrier to using

<sup>150</sup> See for example, Monahan and Gemmell 2015 'Reducing Crime Hotspots in City Centres'. Available at: <http://www.bre.co.uk/filelibrary/Briefing%20papers/102417-Crime-Hotspots-Briefing-Paper-v4.pdf>

<sup>151</sup> Jeffery 1971 'Crime Prevention Through Environmental Design'. Sage publications

<sup>152</sup> Secured by Design 2014 'Secured by Design: Reducing crime by good design'. Available at: <https://mbp.co.uk/wp-content/uploads/2017/06/Secured-by-Design-Reducing-Crime-by-Good-Design-reduced.pdf>

<sup>153</sup> Wray et al. 2014: 'Social relationships, leisure activity and health in older adults' Available at: <https://www.ncbi.nlm.nih.gov/pmc/articles/PMC4467537/>

<sup>154</sup> Liu et al. 2018: 'Social interaction patterns of the disabled people in asymmetric social dilemmas' Available at: <https://www.frontiersin.org/articles/10.3389/fpsyg.2018.01683/full>

<sup>155</sup> House of Commons Women and Equalities Committee 2017: 'Building for Equality: Disability and the Built Environment'.

<sup>156</sup> Greater London Authority 2017: 'The Mayor's vision for a diverse and inclusive city: Draft for consultation'.

outdoor, shared public spaces.<sup>157</sup> And, evidence suggests that in areas where over 40% of residents are from ethnic minority groups, there is 11 times less green space when compared to areas where residents are largely White.<sup>158</sup>

The inclusion of community gardens and other public green spaces through redevelopment can also benefit older people, children, and disabled people. Research reports that interaction with nature or gardening can improve attentional functioning for children who have Attention Deficit Hyperactivity Disorder (ADD) and can also reduce stress levels and improve self-esteem for children. Such inclusion can also improve self-identity and a sense of purpose for those with dementia, and can generally improve social interaction, social mixing, and community building.<sup>159</sup>

Better access to, and management of, the public realm is also important to the provision of play space for children. When children are able to play in an outdoor environment, they tend to be more active which supports positive mental health and wellbeing.

### Disabled people

Research into the health benefits of urban green space has found that it can positively impact both physical and mental health. With physical health, a UK study found that those who live within 500 meters of accessible green space are 24% more likely to take part in 30 minutes of physical activity daily. In terms of mental health, green space can provide areas that encourage social interaction and integration and can indirectly benefit the wellbeing of users.<sup>160</sup>

### Ethnic minority groups

Research has found that in urban areas ethnic minority groups tend to have less access to local green space, and the space they can access is often of poor quality. For example, in the UK, wards that have an ethnic minority population of less than 2% have six times as much green space as wards where the ethnic minority population is over 40%.<sup>161</sup> The provision of green space is therefore likely to benefit this group.

### Children

Children are likely to benefit from urban green space. Research carried out by UCL highlighted that urban green space can have a positive role in a child's cognitive functioning. The study found that children who lived in areas with more green space outperformed those from areas with less green space.<sup>162</sup> Exposure to green space is also important for a child's wellbeing and healthy development. However, children living in London can experience barriers in access to green space compared to the rest of the UK. This is due to the high population densities,

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<sup>157</sup> House of Commons Women and Equalities Committee 2017: 'Building for Equality: Disability and the Built Environment'.

<sup>158</sup> CABE 2016: 'Community green: using local spaces to tackle inequality and improve health'.

<sup>159</sup> Maheshwari, S. (2017). 'Food in the City: Review of Psychological Impact of Growing Food in Urban Spaces'. *Journal of Innovation for Inclusive Development*, 2(1), 36-43.

<sup>160</sup> Houses of Parliament, Parliamentary Office of Science & Technology 2016: 'Green Space and Health'. Available at: <https://www.ethnicity-facts-figures.service.gov.uk/housing/housing-conditions/fuel-poverty/latest/http://researchbriefings.files.parliament.uk/documents/POST-PN-0538/POST-PN-0538.pdf>

<sup>161</sup> Commission for Architecture and the Built Environment 2010: 'Community green: Using local spaces to tackle inequality and improve health'. Available at: <https://www.designcouncil.org.uk/sites/default/files/asset/document/community-green-full-report.pdf>

<sup>162</sup> UCL 2018: 'Greener neighbourhoods may be good for children's brains'. Available at: <https://www.ucl.ac.uk/ioe/news/2018/sep/greener-neighbourhoods-may-be-good-childrens-brains>

deficiencies in green space and poor access to private gardens that are characteristic of London.<sup>163</sup>

The presence of urban green space also presents an opportunity to incorporate play space into regeneration schemes. Research by Play England has highlighted the benefits of play to children, and how play is central to a child's physical, psychological and social wellbeing. Play space can enable children to form friendships, interact with others and feel part of a group, something that is important to levels of self-esteem. Play space can also encourage children to have familiarity with an area and identify as part of a community. Lastly, ensuring that outdoor play space is fun and enjoyable for children is a key motivator for physical activity and exercise.<sup>164</sup>

### Older people

Urban green space may also benefit older people. Evidence suggests that inner-city green space can promote social cohesion and instil a sense of community. Social contact is especially important for the health and wellbeing of older people as social isolation has been linked to poor health and increased mortality rates.<sup>165</sup>

However, in order to ensure the best outcomes, the design and maintenance of green space is important. Well designed and maintained spaces that have attractive green areas and planted vegetation are perceived as safer and more 'walkable'. If green space is not maintained and becomes littered and derelict, the appeal of the green space decreases and anti-social behaviour can occur.<sup>166</sup> Evidence shows that safety of urban green space is particularly important to women and ethnic minority individuals. These groups may perceive themselves as vulnerable when visiting urban green spaces due to previous experiences of victimisation or harassment. Such experiences can result in these groups feeling fearful of urban green space.<sup>167</sup>

Overall, the provision and maintenance of green spaces in urban areas can make an important contribution to the health and wellbeing of several groups, specifically ethnic minority groups, children and older people. However, such space must be appropriately managed and maintained to ensure positive outcomes, and so that users (particularly women and individuals from ethnic minority backgrounds) feel safe.

### B.3.4 Provision of community resource and improved social cohesion

Improved provision of affordable and accessible facilities for sports and physical activity would positively impact groups that often face barriers to participation, including older people, disabled people, ethnic minority communities, and those who identify as LGBT.<sup>168</sup>

Improved provision of sports facilities has also been linked to reducing crime rates and anti-social behaviour amongst young people, by providing them with something to do and increasing

<sup>163</sup> London Sustainable Development Commission 2011: 'Sowing the seeds: Reconnecting London's children with nature'. Available at: [https://www.london.gov.uk/sites/default/files/lcdc\\_-\\_sowing\\_the\\_seeds\\_-\\_full\\_report\\_2011.pdf](https://www.london.gov.uk/sites/default/files/lcdc_-_sowing_the_seeds_-_full_report_2011.pdf)

<sup>164</sup> Play England 2012: 'A literature review on the effects of a lack of play on children's lives'. Available at: <http://www.playengland.net/wp-content/uploads/2015/09/a-world-without-play-literature-review-2012.pdf>

<sup>165</sup> World Health Organisation 2016: 'Urban green spaces and health, a review of evidence'. Available at: [http://www.euro.who.int/\\_data/assets/pdf\\_file/0005/321971/Urban-green-spaces-and-health-review-evidence.pdf?ua=1](http://www.euro.who.int/_data/assets/pdf_file/0005/321971/Urban-green-spaces-and-health-review-evidence.pdf?ua=1)

<sup>166</sup> Houses of Parliament, Parliamentary Office of Science & Technology. 2016: 'Green Space and Health'. Available at: <http://researchbriefings.files.parliament.uk/documents/POST-PN-0538/POST-PN-0538.pdf>

<sup>167</sup> World Health Organisation 2016: 'Urban green spaces and health, a review of evidence'. Available at: [http://www.euro.who.int/\\_data/assets/pdf\\_file/0005/321971/Urban-green-spaces-and-health-review-evidence.pdf?ua=1](http://www.euro.who.int/_data/assets/pdf_file/0005/321971/Urban-green-spaces-and-health-review-evidence.pdf?ua=1)

<sup>168</sup> Assembly, N. I. 2010. 'Barriers to Sports and Physical Activity Participation'.

social inclusion. Indeed, 70% of teenagers believe that anti-social behaviour occurs because young people are bored and have little else to do. By providing a diversion, which can lead to personal development in areas such as self-regulation and problem-solving abilities, sports clubs and facilities do lead to a decrease in anti-social behaviour.<sup>169</sup>

### B.3.5 New employment opportunities

Where done effectively, renewal and regeneration can act as a means of promoting economic growth and supporting job creation.<sup>170</sup> For example, property development can contribute to urban economic regeneration through the enabling of local stores to grow and expand, and through attracting investment to the area and revitalising neighbourhoods. It can also facilitate improved connectivity between communities and places of employment and education. Improved opportunities to access employment and education can serve to help address issues of inequality and improve social mobility, this may particularly benefit the protected characteristic groups who are more likely to face barriers to employment. These groups include older people, disabled people, and those from an ethnic minority background.

New opportunities may also positively affect other protected characteristics groups who are more likely to face unemployment, including young people and women. Statistics released in 2018 have shown that for the first time since the 1980s, British women are more likely to be unemployed than men. For young people, amongst those aged 16-24, 11.2% are Not in Education, Employment or Training (NEET). Recent unemployment statistics for the UK show that young people are around four times more likely to be unemployed than their adult counterparts aged 25-64.<sup>171</sup>

### B.3.6 Improved housing provision

Regeneration can lead to the relocation of residents. Whilst negative effects can arise as a result of relocation, positive effects may also arise. This is particularly likely to be the case should residents move to an area with more green space, and better air quality. Groups that are susceptible to air pollution (see section A.1.4), and may therefore benefit from relocation, include children, older people, disabled people and those who are pregnant.

Section 3.3.3 outlines the importance of appropriate, accessible, and affordable housing for particular protected characteristic groups, including children, disabled people, and people from an ethnic minority background. The regeneration of the area will improve the housing provision in the local areas increasing capacity and quality. This can affect all parts of the community but can have a disproportionate effect on the above groups.

#### Children and older people

Through redevelopment, homes can be re-provided to a high standard, including better sound proofing and lower energy costs and consumption levels.<sup>172</sup> With regard to noise, reduced levels due to redevelopment can disproportionately impact children and older people.

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<sup>169</sup> Sport and Recreation Alliance 2012 'Game of Life: How Sport and Recreation can help make us healthier, happier and richer'. Available at: <http://sramedia.s3.amazonaws.com/media/documents/2d77274e-af6d-4420-bdfb-da83c3e64772.pdf>

<sup>170</sup> Communities and Local Government 2012 'Regeneration to enable growth: A toolkit supporting community-led regeneration'. Available at: [https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment\\_data/file/5983/2064899.pdf](https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/5983/2064899.pdf)

<sup>171</sup> UK Government 2018 'Unemployment'. Available at: <https://www.ethnicity-facts-figures.service.gov.uk/work-pay-and-benefits/unemployment-and-economic-inactivity/unemployment/latest>

<sup>172</sup> City of Westminster Council 2018: 'My Ebury: Shaping the preferred scenario'.



With regard to insulation, the Decent Homes Standard (DHS) requires local authorities to make sure all social housing provides a reasonable degree of thermal comfort to its residents. This includes ensuring efficient heating is provided with use of minimum insulation levels. However. The DHS does not require local authorities to ensure all social housing is heated affordably, and therefore does not always automatically serve to address issues such as fuel poverty.<sup>173</sup>

Fuel poverty and cold housing can have several detrimental effects on individual's physical and mental health. Children living in cold homes are more than twice as likely to suffer from a variety of respiratory problems than children living in warm homes. Cold housing can negatively impact children's educational attainment, emotional wellbeing and resilience.<sup>174</sup>

Effects of cold housing are also evident among older people in terms of higher mortality risk, physical health and mental health. Older people spend on average 80% of their time at home, making them more susceptible to cold or damp related health problems. Cold temperatures can increase the levels of minor illnesses such as colds and flu, contribute towards excess winter deaths, negatively affect mental health, and exacerbate existing conditions such as arthritis and rheumatism.<sup>175</sup>

### Disabled people

Research from disability charity Scope provides evidence that long term impairments or conditions have a significant impact on energy costs, with many disabled people consuming more energy because of their impairment or condition. In particular those with limited mobility report having to use more heating to stay warm.<sup>176</sup>

### People from an ethnic minority background

In England, fuel poverty is more common with ethnic minority households when compared to white households.<sup>177</sup> Data shows that in 2015, 16% of ethnic minority households were living in fuel poverty compared to 10% of White households.<sup>178</sup>

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<sup>173</sup> Centre for Sustainable Energy 2006: 'Tackling fuel poverty at local and regional level: opportunities to deliver action and policies to stimulate success'. Available at: [https://www.cse.org.uk/downloads/reports-and-publications/fuel-poverty/tackling\\_fuel\\_poverty\\_at\\_local\\_&\\_regional\\_level.pdf](https://www.cse.org.uk/downloads/reports-and-publications/fuel-poverty/tackling_fuel_poverty_at_local_&_regional_level.pdf)

<sup>174</sup> Marmot Review Team 2011 'The Health Impacts of Cold Homes and Fuel Poverty'. London: Department of Epidemiology and Public Health, University College London.

<sup>175</sup> The Housing and Ageing Alliance 2013 'Policy Paper: Health, Housing and Ageing', Available at [www.housingling.org/HAA/](http://www.housingling.org/HAA/)

<sup>176</sup> Scope 2018 'Out in the Cold', Available at <https://www.scope.org.uk/Scope/media/Images/Out-in-the-cold.pdf>

<sup>177</sup> This does not include White ethnic minority households.

<sup>178</sup> Department for Business, Energy and Industrial Strategy 2017: 'Ethnicity facts and figures: Fuel poverty'. Available at: <https://www.ethnicity-facts-figures.service.gov.uk/housing/housing-conditions/fuel-poverty/latest>

## C. Priority banding equality analysis

### C.1 Overview

In each of the 12 estates which comprise the Scheme, the council is responsible for social housing, and the welfare of the tenants who currently live in the social housing. Social housing within the London Borough of Havering is currently determined through a priority banding system, in which applicants are identified as belonging to the one of the five bands set out in table C.3.<sup>179</sup> Those placed in Band 1 are identified as in urgent need of a move and are given priority to social housing which meets their needs. Those in higher bands are deemed as less vulnerable and therefore are considered as a lower priority.<sup>180</sup> As a consequence, those in lower bands often have to wait longer before being allocated social housing which meets their needs.

During the pre-construction and construction phases of the development, schemes will require the relocation of residents. To mitigate the impact of relocation on short term and temporary accommodation residents. The Council has proposed that short term and temporary accommodation residents who will have to relocate as a result of the Scheme will be given Band 1 status to support in the bidding for new accommodation. Band 1 status will only be offered to short term and temporary accommodation residents if residents vote Yes in the residential ballot and the development (for each of the 12 estates that comprise the scheme) goes ahead. The following will assess the equality impacts of the proposed changes to priority banding in the London Borough of Havering.

### C.2 Priority banding and residential ballots

#### C.2.1 Priority banding

In Greater London, there is currently a deficit of council and social housing.<sup>181</sup> To determine how council housing is allocated, each council has its own criteria based on housing need. The current system used by the Council to allocate social housing was implemented on Monday 1 August 2022.<sup>182</sup> All applicants for social housing within the London Borough of Havering were placed within one of five priority band, which can be seen in table C.3 below

**Table C.3: Priority Banding for the London Borough of Havering**

Priority Band	Requirements
Band 1	<ul style="list-style-type: none"> <li>For households with an urgent need to move. Examples include life threatening health or medical needs, threat of violence, critical safeguarding issues and serious housing disrepair.</li> </ul>
Band 2a	<ul style="list-style-type: none"> <li>For households with an identified housing need plus Community Contribution for working, ex-service personnel, applicants leaving care, and disabled applicants who are unable to participate in work related activities.</li> </ul>
Band 2b	<ul style="list-style-type: none"> <li>For households with an identified housing need plus Community Contribution for fostering and/or adopting, council tenants needing to downsize, council employees leaving tied accommodation, and council tenants awarded succession rights but are required to downsize.</li> </ul>
Band 2c	<ul style="list-style-type: none"> <li>For households with an identified housing need plus Community Contribution for volunteering, caring for a Havering resident, applicants required to move from</li> </ul>

<sup>179</sup> London Borough of Havering. 2022: 'Changes to the housing allocation scheme - fact sheet'

<sup>180</sup> London Borough of Havering. 2022: 'Changes to the housing allocation scheme - fact sheet'

<sup>181</sup> Mayor of London. 2021: 'The London Plan'

<sup>182</sup> London Borough of Havering. 2022: 'Changes to the housing allocation scheme - fact sheet'



Priority Band	Requirements
	specialist accommodation, and homeless households in temporary accommodation who are required to move-on.
Band 3	<ul style="list-style-type: none"> <li>Households with an identified housing need only</li> </ul>

Source: London Borough of Havering, 2022.

### C.2.2 Residential Ballot

In July 2018, the GLA introduced a requirement which means that any landlord seeking GLA funding for a strategic estate regeneration project, which involves the demolition of any homes or which involves the demolition of social homes must demonstrate that they have secured resident support for their proposals through a ballot.<sup>183</sup> This is to ensure that the GLA only provides financial support for estate regeneration projects which local residents are in favour of.<sup>184</sup>

## C.3 Literature review

This section sets out the finding of the desk-based review process, providing a review of the demographics who are more likely to live in social housing, and highlight those who are likely to be impacted by the Councils proposed housing allocation changes.

### C.3.1.1 Lone parent families and children

Families in temporary accommodation are more likely to be lone parent families, and for children and young people in that situation, the effects of relocation are likely to be more significant and can affect development.<sup>185</sup> Children who are living in temporary accommodation can experience worsened health impacts from home relocation. In the third quarter of 2019, 71% of households assessed by local authorities in England as homeless had dependent children, and half of all homeless people living in temporary accommodation are children.<sup>186</sup> Parents of children living in temporary accommodation have reported health impacts of their living situation, including emotional instability, feeling ill, and feeling unhappy, anxious, or depressed.<sup>187</sup> 80% reported negative impacts on their children's mental and emotional health due to the poor condition of accommodation, moving away from friends and family, and stress over not being able to complete schoolwork due to a lack of space. 50% of parents in the same Shelter study reported a negative impact on their children's physical health, reporting an increase in respiratory problems, the physical impacts of sleep deprivation, and weight loss.<sup>188</sup>

<sup>183</sup> Mayor of London. 2021: 'The London Plan'

<sup>184</sup> Mayor of London. 2021: 'The London Plan'

<sup>185</sup> Shelter (2004): 'Sick and tired: the impact of temporary accommodation on the health of homeless families' Available at: [https://england.shelter.org.uk/\\_data/assets/pdf\\_file/0009/48465/Research\\_report\\_Sick\\_and\\_Tired\\_Dec\\_2004.pdf](https://england.shelter.org.uk/_data/assets/pdf_file/0009/48465/Research_report_Sick_and_Tired_Dec_2004.pdf) ; Shelter 2018: 'Highest number of older people homeless in a decade'. Available at: [https://england.shelter.org.uk/media/press\\_release/highest\\_number\\_of\\_older\\_people\\_homeless\\_in\\_a\\_decade](https://england.shelter.org.uk/media/press_release/highest_number_of_older_people_homeless_in_a_decade)

<sup>186</sup> Shelter 2020 'Homeless and Forgotten: Surviving lockdown in temporary accommodation'. Available at: [https://england.shelter.org.uk/\\_data/assets/pdf\\_file/0004/2036803/TA\\_report\\_FINAL\\_PDF.pdf](https://england.shelter.org.uk/_data/assets/pdf_file/0004/2036803/TA_report_FINAL_PDF.pdf)

<sup>187</sup> Shelter 2004: 'Sick and tired: the impact of temporary accommodation on the health of homeless families' Available at: [https://england.shelter.org.uk/\\_data/assets/pdf\\_file/0009/48465/Research\\_report\\_Sick\\_and\\_Tired\\_Dec\\_2004.pdf](https://england.shelter.org.uk/_data/assets/pdf_file/0009/48465/Research_report_Sick_and_Tired_Dec_2004.pdf)

<sup>188</sup> Shelter 2020 'Homeless and Forgotten: Surviving lockdown in temporary accommodation'. Available at: [https://england.shelter.org.uk/\\_data/assets/pdf\\_file/0004/2036803/TA\\_report\\_FINAL\\_PDF.pdf](https://england.shelter.org.uk/_data/assets/pdf_file/0004/2036803/TA_report_FINAL_PDF.pdf)

### C.3.1.2 Older people and disabled people

The number of older people and disabled people experiencing homelessness and living in temporary accommodation has risen sharply in recent years. Once again, the negative health effects of relocation on older people and disabled people are likely to be compounded for members of those groups living in temporary accommodation.<sup>189</sup> For example, it has been shown that mortality rates for those moved involuntarily due to urban renewal (either temporarily or permanently) can be higher than non-movers and those who move voluntarily.<sup>190</sup>

The link between poor or precarious housing situations and poor mental health is well documented, and can be both a cause and consequence of homelessness.<sup>191</sup> Living in temporary accommodation can have significant negative impacts on people's mental health, such as the development or worsening of depression and anxiety in both adults and children.<sup>192</sup> The effects of relocation on the mental health and wellbeing of temporary accommodation tenants is likely to be heightened, as they are more likely to be going through difficult periods of their lives, dealing with greater levels of uncertainty, and having to relocate more frequently.

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<sup>189</sup> Shelter 2018: 'Highest number of older people homeless in a decade'. Available at: [https://england.shelter.org.uk/media/press\\_release/highest\\_number\\_of\\_older\\_people\\_homeless\\_in\\_a\\_decade](https://england.shelter.org.uk/media/press_release/highest_number_of_older_people_homeless_in_a_decade) ; The Independent 2019: 'Homelessness among ill and disabled people rises 53% in a year, figures show'. Available at: <https://www.independent.co.uk/news/uk/home-news/homeless-disabled-ill-rough-sleeping-housing-crisis-a9251756.html>

<sup>190</sup> Danermark BD, Ekstrom ME and Bodin LL 1996: 'Effects of residential relocation on mortality and morbidity among elderly people'. Available at: [https://www.academia.edu/19474641/Effects\\_of\\_residential\\_relocation\\_on\\_mortality\\_and\\_morbidity\\_among\\_elderly\\_people](https://www.academia.edu/19474641/Effects_of_residential_relocation_on_mortality_and_morbidity_among_elderly_people)

<sup>191</sup> Centre for Mental Health 2016 'More than shelter'. Available at: <https://www.centreformentalhealth.org.uk/publications/more-shelter>

<sup>192</sup> Shelter 2004: 'Sick and tired: the impact of temporary accommodation on the health of homeless families' Available at: [https://england.shelter.org.uk/data/assets/pdf\\_file/0009/48465/Research\\_report\\_Sick\\_and\\_Tired\\_Dec\\_2004.pdf](https://england.shelter.org.uk/data/assets/pdf_file/0009/48465/Research_report_Sick_and_Tired_Dec_2004.pdf)



## C.4 Impact Assessment

The following table provides a high level overview of the potential impacts of the proposed changes to housing allocation on protected characteristic groups. These impacts have been identified through a review of published literature, and council policy. Potential disproportionate effects on particular groups based on the demographic analysis of the site are also identified.

### C.4.1 Potential impacts

**Table C.4: Potential impacts of the proposed changes**

Potential equality risks	Existing Council mitigations or enhancements	Recommendations	Impact (in light of mitigation)
<p><b>Increased waiting times for housing for those with Priority 1 banding</b></p> <p>A result of the council proposed changes to housing allocation will result in a larger number of people being placed within the Priority 1 band in the London Borough of Havering. As there is a deficit of council housing in Havering, this is likely to result in a greater waiting time for individuals in the Priority 1 Band, who have been accessed as being particularly vulnerable. This is likely to result in Groups most likely to be affected by this include children, older people, disabled people or people with young children and lone parents. Residents from each site will be temporarily relocated whilst each site is redeveloped. The Sites include a number of sheltered housing schemes providing housing for a significant number of older people.</p> <p>As a result there is the potential for adverse equality effects to be generated for older people who are more vulnerable to this change.</p>	<ul style="list-style-type: none"> <li>Council Residents have the right to return to a home on the site</li> <li>The Council is seeking to ensure that no tenant has to move more than twice during the rehousing process</li> <li>Prior to the decanting stage, the Council will meet with each Council household to establish its needs. This will include details of present schools and workplaces, location preferences, and any medical or health factors. Households are also provided with appropriate contact details so that they can request further information if needed.</li> </ul>	<p>This risk requires further management and the Council should consider the following recommendations:</p> <ul style="list-style-type: none"> <li>The Council should clearly and concisely communicate changes to the housing allocation scheme to residents which may be impacted. Potential negative impacts of the change, such as increased waiting times.</li> <li>The Council should produce an action plan to safeguard people on the Priority 1 band who feel unsafe in their current housing</li> </ul> <p>As far as possible, the Council should aim to ensure waiting times for housing in the borough for those with Priority 1 banding remain consistent with waiting times before the proposed changes.</p>	<p>There is the potential for some adverse impacts on groups with older people and lone parents with children who are disproportionately likely to have Priority 1 banding.</p> <p>Overall, if the proposed recommendations are implemented (right), there is likely to be an adverse effect on groups with protected characteristics as who have a differential requirement for housing provision or who's personal safety may be at risk in their current housing.</p>

Source: Mott MacDonald, 2022

## C.4.2 Potential benefits

**Table C.5: Potential benefits of proposed changes**

Potential equality risks	Existing Council mitigations or enhancements	Enhancements	Impact (in light of mitigation)
<p><b>Provision of secure housing for temporary and short-term accommodation tenants</b></p> <p>The Councils proposed housing allocation scheme aims to ensure that temporary accommodation residents remain in their local area. This is likely to ensure that residents will not impact of social cohesion and access to community resources. As the distances of impacted residents to community resources, such as schools, community centres and facilities.</p> <p>As a result of the decanting temporary and short-term residents locally, housing provision will improve, decreasing the rate of inadequate housing and associated health impacts. Additionally, the proposed changes to housing allocation will improve social cohesion for temporary and short-term residents as they will be able to stay in community and maintain their social and workplace relationships, caused by reduced access to these resources.</p> <p>Groups most likely to benefit by this include children, older people, disabled</p>	<ul style="list-style-type: none"> <li>Residents have the right to return to a home on the site</li> <li>The Council is seeking to ensure that no tenant has to move more than twice during the rehousing process</li> <li>The Council is aiming to move groups of vulnerable residents together as far as it is reasonably practicable to do so</li> <li>All residents who wish to remain in the borough will be decanted to alternative accommodation within the borough. Residents will be entitled to two direct offers of alternative accommodation</li> <li>Prior to the decanting stage, the Council will meet with each Council household to establish its needs. This will include details of present schools and workplaces, location preferences, and any medical or health factors. Households are also provided with appropriate contact details so that they can request further information if needed.</li> </ul>	<p>This risk requires further management and the Council should consider the following recommendations:</p> <ul style="list-style-type: none"> <li>Temporary housing should meet needs in terms of affordability, accessibility and size and should not necessitate a school move, loss of employment or access to care networks</li> <li>As far as possible, the Council should aim to decant residents within their local community, around a 15 minute walk from their original home.</li> </ul> <p>The Council should clearly and concisely communicate changes to the housing allocation scheme to residents which may be impacted.</p>	<p>There is the potential for some beneficial impacts on groups with protected characteristics due to ensuring that levels of social cohesion and access to community facilities within the Study Area are not impacted by the changes to housing allocation.</p> <p>Overall, if the proposed recommendations are implemented (right), there is likely to be very limited beneficial effect on groups with protected characteristics as access and proximity to key locations and community facilities will be maintained.</p>

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people or people with young children and lone parents

Residents from each site will be temporarily relocated whilst each site is redeveloped. The Sites include a number of sheltered housing schemes providing housing for a significant number of older people. Literature states that lone parent's families make up the majority of temporary housing.

As a result there is the potential for adverse equality effects to be generated for older people and lone parent families who are more vulnerable to this change.

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Source: Mott MacDonald, 2022

## C.5 Conclusions and Action Plan

### C.5.1 Conclusion

The EqlA has identified a number of risks, opportunities and potential impacts that could arise for those with protected characteristics, as a result of the Councils proposed changes to the housing allocation scheme. The details of these impacts are set out in detail in Chapter C.4 Impact Assessment.

The impact assessment has identified that the proposed changes to the housing allocation, scheduled to take place between 2018 and 2035 has the potential to adverse health effects on the people living in Havering who are currently on the waiting list for short term and temporary accommodation residents, due to the lack of available accommodation in the borough.

However, the assessment identifies that the housing allocation, has the potential to provide improved health and social outcomes associated with residents being relocated quickly and locally, minimising potential disruption.

It is recommended that further Equality Impact Assessments are undertaken to fully understand the impact of the council's proposed changes to housing allocation on each of the 12 estates regenerations that make up the Scheme, and that these reports are updated throughout the project lifecycle to ensure that the findings of the report stay up to date.

### C.5.2 Action Plan

**Table C.6: Action plan for proposed changes to housing allocation in Havering**

Impact addresses	Responsibility	Actions
<b>Potential impacts of the new changes</b>		
<b>Ensure site specific impacts of the proposed changes are assessed</b>	The Council	<ul style="list-style-type: none"> <li>The Council should commission an EqlA for each site that comprises the Programme on the proposed changes to housing allocation.</li> <li>The finds of the site specific EqlAs should be made publicly available to the residents of Havering</li> </ul>
<b>Increased waiting times for housing for those with Priority 1 banding</b>	The Council	<p>This risk requires further management and the Council should consider the following recommendations:</p> <ul style="list-style-type: none"> <li>The Council should clearly and concisely communicate changes to the housing allocation scheme to residents which may be impacted. Potential negative impacts of the change, such as increased waiting times.</li> <li>The Council should produce an action plan to safeguard people on the Priority 1 band who feel unsafe in their current housing</li> <li>As far as possible, the Council should aim to ensure waiting times for housing in the borough for those with Priority 1 banding remain consistent with waiting times before the proposed changes.</li> </ul>
<b>Potential benefits of the new changes</b>		
<b>Provision of secure housing for temporary and short-term accommodation tenants</b>	The Council	<p>This risk requires further management and the Council should consider the following recommendations:</p>

Impact addresses	Responsibility	Actions
		<ul style="list-style-type: none"><li>• Temporary housing should meet needs in terms of affordability, accessibility and size and should not necessitate a school move, loss of employment or access to care networks</li><li>• As far as possible, the Council should aim to decant residents within their local community, around a 15 minute walk from their original home.</li></ul> <p>The Council should clearly and concisely communicate changes to the housing allocation scheme to residents which may be impacted.</p>

Source: Mott MacDonald, 2022



