

Bridge Close Redevelopment

Equality Impact Assessment

October 2025

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Mott MacDonald
10 Fleet Place
London EC4M 7RB
United Kingdom

T +44 (0)20 7651 0300
mottmac.com

Bridge Close Redevelopment

Equality Impact Assessment

October 2025

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1 Introduction

1.1 Overview

This report presents the findings of the Equality Impact Assessment (EqIA) for the redevelopment of the Bridge Close Site ('the Site'), which includes the proposed Compulsory Purchase Order (CPO) and assembly of land to enable development. The Site is located in Romford, in the London Borough of Havering.

The report sets out a summary of the background of the land assembly and redevelopment, the requirements of the Equality Act 2010 ('the Equality Act'), and the potential impacts of the redevelopment of the Site on people with characteristics protected under the Equality Act. Part of the function of this EqIA report is also to provide evidence related to the duties of Havering London Borough Council ('the Council') in relation to the proposed use of its CPO powers, and to provide a consideration of potential equality impacts associated with the scheme.

The findings set out within this report build upon previous equalities work undertaken by Stantec in 2023, Mott MacDonald in 2019, and by the Council in 2017 due to progress on the planning, commercial and community aspects of the development. Consequently, there is a need for an updated and more detailed understanding of how people may be affected. Following the Greater London Authority's (GLA) request for the redevelopment of the Site to consider local businesses and residents beyond the occupiers of the community, this updated EqIA builds upon previous work by applying a more detailed approach to assessment. This EqIA reports upon engagement with a diversity of stakeholders and utilises a desk-based evidence review of the wider area to present a comprehensive view of potential equality effects and explore strategies which may mitigate the effects of the development.

The assessment is focussed on the actual and potential impacts (both positive and negative) arising from the redevelopment, likely to be experienced by people considering their 'protected characteristics' as defined under the Equality Act. The report further sets out the mitigation measures put in place by the Council and provides recommendations on how any remaining impacts can be managed or mitigated.

1.2 The Equality Impact Assessment

1.2.1 The Equality Act and Public Sector Equality Duty

This EqIA has been undertaken in support of the Council's obligations under current UK equality legislation, and in particular the Equality Act. The Equality Act sets out a Public Sector Equality Duty (PSED), at section 149 and is set out in Figure 1.1 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 characteristic and persons who do not share it;**
 - (c) foster good relations between persons who share a relevant protected characteristic 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: Equality Act 2010, 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 means 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 to deliver the redevelopment of the Site. The process used to do this must take account of the protected characteristics which are identified below in section 1.2.3.

1.2.2 Assessing equality impact

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 assessment, including EqIA.

Undertaking 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 actions that would help to avoid or mitigate any negative impacts on particular protected groups; and
- supporting evidence-based and more transparent decision-making.

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 EqIA process therefore helps public bodies to deliver the Government's overall objectives for public services.

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):¹

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).

¹ Government Equalities Office/Home Office (2010): 'Equality Act 2010'. Available at: www.legislation.gov.uk

Disability	A person is disabled if they have 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.
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 all sexes.

An EqIA does this in the following ways:

- 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 proposal being implemented. An EqIA includes examining both potential positive and negative effects.
- 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.

1.3 Previous equalities work

The equalities work has been conducted at three different points of the scheme's timeline: 2017, 2019 and 2023, each with different objectives and outcomes.

1.3.1 2017

Previous equalities work was undertaken by the Council in 2017 to identify the potential impacts of the initial redevelopment proposals of the Site on protected characteristic groups. The report was published in November 2017 and highlighted the following key considerations:

- Loss, or displacement of existing local businesses.
- Loss, or displacement of existing jobs and employment opportunities, affecting wider prosperity and growth.
- Displacement of long-established business and residential community could adversely affect community cohesion.
- Issues arising from more dense housing in the area, from 37 homes to approximately 1100 homes, such as an increase in traffic congestion and footfall leading to issues around public safety.
- Potential loss of, or displacement of the existing Ambulance Station, which could affect the delivery of some health support services.

- Impact on families due to displacement - relocation could result in families having to move schools, change job or travel further to work, impact social networks and lead to feelings of isolation and loneliness.
- Loss or displacement of existing faith and community groups.
- Reduction in local services provided by affected business to the local and wider community;
- The Bridge Close development is a key component of the overall regeneration ambitions for the area. Successful implementation will deliver a significant contribution to the London Borough of Havering's overall housing targets and infrastructure requirements including the provision of schools, health services, jobs and public amenity.
- New housing on this site has the potential to deliver a new neighbourhood for a community who will be able to enjoy high quality residential living in the town centre and to support the economic growth of the town through promoting an economically active and sustainable community.

The report concluded that the implementation of acquisition and relocation policies, best practice mitigation measures and communication and engagement will minimise much of the adverse impacts identified on those with a protected characteristic.

1.3.2 2019

In 2019, an EqlA was conducted by Mott MacDonald, outlining potential impacts on protected characteristic groups and proposing an action plan moving forward. The proposed plan of action included creating a communication and engagement plan focused on outreach through face-to-face engagement, including:

- Visits to homes and businesses.
- Information sessions on specific topics or themes.
- A review and update of information available on the dedicated website.
- Additional regeneration update events.
- Consideration should be given to ensuring all information is provided in appropriate formats and languages to suit different needs.

The results of the EqlA suggested the need for further follow up on equality concerns identified through outreach, and for maintaining up-to-date records of changing needs, to determine what extra support could be provided to vulnerable residents, owners and employees in terms of mental health and wellbeing.

1.3.3 March 2023

The effects of the hybrid planning application on people who belong to any of the nine protected characteristics were examined by Stantec in an EqlA in the first quarter of 2023. The Design Code for the development was also evaluated from an equalities perspective, and feedback was given for the newsletter and contact list for the consultation as part of the work. The report gave an overview of the consultation so far and analysed how each protected group was affected by the proposals and what actions could be taken to address their needs. It also provided integrated recommendations for further consideration during the reserved matters and detailed design stage of the Proposed Development.

1.3.4 Conclusions

The equalities work has shown a progressive and comprehensive approach to assessing and mitigating the impacts of the redevelopment proposals on the protected groups and has provided valuable insights and recommendations for the council to consider.

The success of other schemes across the country has depended largely on consultation. This involves engaging with the relevant stakeholders before finalising the proposals for redevelopment, and monitoring and evaluating the scheme throughout its development, construction, and into its operational life. The contact with protected characteristic groups increased through the consultations in all three equality impact assessments.

2 Our approach

This EqlA aims to build on the effects of the previous equalities work as the planning, commercial and community aspects of the development have progressed. Consequently, there is a need for an updated and more detailed understanding of how people may be affected.

2.1 Overall approach to the EqlA

The approach to this EqlA employs the bespoke Mott MacDonald INCLUDE toolkit, which sets out the following steps:



2.2 Tasks undertaken

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

2.2.1 Understanding the scheme

Discussions with the Council: Numerous discussions were undertaken with the Council to understand the context of the local area and history of the redevelopment to date, as well as plans to support those who will be affected by the programme.

Discussions with Ardent Management: Conversations were held with Ardent Management regarding the commercial occupiers on Site to ensure that information being reported was coherent with the latest scheme developments.

Review of redevelopment strategies and proposals: A review of information associated with the scheme was undertaken, including details of the redevelopment proposals, including the Bridge Close Business Relocation Strategy, Bridge Close Regeneration LLP Business Plan Refresh 2023-24 and the Council's Housing Regeneration Pack. As part of the 2025 refresh, the documents from the 2025 Planning Application, including the Statement of Reasons were reviewed. Additionally, EqlAs of the proposals in 2017, 2019 and 2023, and publicly available exhibition boards were also reviewed.

2.2.1.1 Evidence, distribution and proportionality

Desk-based evidence and literature review: To better understand the potential impacts arising from the redevelopment of the Site, and to help to identify possible mitigations and opportunities associated with the programme, relevant published literature from governmental, academic and third sector sources were reviewed. This allowed for the characterisation of potential risks and

impacts typically associated with CPO and redevelopment projects, to understand whether they apply in this instance.

Demographic analysis of the Site and surrounding area: A social and demographic profile of the area of the Site and local area was collated using publicly available data and compared with wider social and demographic data to further build a picture of the area in which the Site is located. This was refreshed in 2025 to ensure the demographic data is up to date.

Site demographic referencing: Site demographic referencing took place in June 2024 in order to update the Site demographic referencing exercise that was previously undertaken as part of the 2019 EqlA. This provided an updated understanding of who will be affected by regeneration of the Site. To achieve this, survey activity was carried out on Site, with face-to-face engagement attempted with each property (both residential and commercial) which is understood to be occupied. The survey is intended to develop a profile of those on the Site, by capturing demographic information around protected characteristics from residents and those working there, as well as business owners.

2.2.1.2 Engagement and analysis

Residential and commercial survey: As part of the Site demographic referencing exercise mentioned above, surveys were carried out to ensure that views regarding the scheme of residents, and representatives of businesses and community facilities have been captured as part of the EqlA. This method of engagement provided an opportunity for both residents and businesses to contact the Mott MacDonald project team should they wish to share their views in a telephone interview.

Analysis of results: Impact analysis has been updated based on the revised evidence gathering above to analyse the risks associated with the overall project. This has set out the potential effects of the project on people with protected characteristics, based on risks identified and demographic profiling of the local area.

2.2.1.3 Impact assessment

Assessment of potential disproportionate effects: Potential effects were identified and assessed using the research undertaken in the stages above. Assessment of effects was undertaken in light of the sensitivity of the affected parties to the redevelopment, and distribution of people with protected characteristics around the Site. Both adverse and beneficial impacts were identified in the context of any mitigation measures implemented or proposed by the Council. This has been reviewed and refreshed as part of the 2025 update.

Identification of further opportunities and mitigation measures: Where potential disproportionate effects have been assessed, we have identified, where possible and appropriate, mitigation and enhancement measures in extension to those proposed by the Council.

2.2.1.4 Drawing conclusions and action planning

Reporting: Based on the impacts identified, a series of conclusions and further recommendations were developed, to help manage the redevelopment process in a way that minimises the potential for adverse impacts where appropriate.

Action planning: An action plan was developed which outlines the responsibilities to involved and affected parties following submission of this EqlA. This has been reviewed and refreshed as part of the 2025 update.

2.3 Methodology for identifying impacts

2.3.1 Assessing impacts

The assessment of impacts across the EqlA process is predominantly qualitative and describes, in as much detail as possible, the nature of the impact on:

- community facilities on the Site and their service users;
- commercial properties on the Site, including owners, employees and customer bases;
- owners of commercial and residential property on the Site;
- residents living on the Site; and
- members of the local community.

The assessment considers:

- whether the effect improves or worsens the lives of those affected by the redevelopment;
- the relationship of the effect to the redevelopment (e.g. direct relationship such as loss of property or indirect relationship such as loss of access to services);
- the length of time that people are affected;
- the severity of the change;
- the number of people likely to be affected; and
- the resilience of those who are affected.

2.3.1.1 Differential impacts

Differential impacts 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 impact due to their protected characteristic. These impacts are not dependent on the number of people affected.

2.3.1.2 Disproportionate impacts

Disproportionate impacts 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.

3 Bridge Close: redevelopment context

3.1 Scheme Context

The Site, defined by the red line boundary (RLB) in Figure 3.1 below, is located in Romford, in the London Borough of Havering. The Site area is approximately 3.68 ha and is located at the junction of Waterloo Road and Oldchurch Road, lying within the Romford ring road. The Site is positioned to the south of Romford Railway Station and is bordered by the Great Eastern Main Line to the north.

The Site is currently comprised of a mixture of both residential (37 properties) and commercial buildings (40 interests across approximately 17 buildings). This includes a community centre which is currently occupied by the Havering Islamic Cultural Centre (HICC), and a London Ambulance Service station. Businesses are largely located in a mix of industrial warehouses and ancillary units under multiple ownerships.

The River Rom runs along the eastern extent of the Site. However, it is currently hidden, unusable and subject to fly tipping and antisocial behaviour. The current pedestrian bridge over the river is underused and it is reported that many residents feel unsafe using this. The Site also currently suffers from poor accessibility due to the constraints imposed by the ring road, railway line and river.

Figure 3.1, outlined below, shows the Red Line Boundary (RLB) of the Site. The RLB was updated in late 2024 to include the planned relocation site of the HICC at South Street.

Figure 3.1: Red Line Boundary (RLB)



Source: Mott MacDonald (2025)

3.2 The need for redevelopment

Redevelopment of the Site was first established in the Romford Area Action Plan 2008.² The Site was identified as having potential to provide means for residential development, new public spaces, enhancements to the River Rom and pedestrian and cycle links from east to west. Redevelopment was subsequently established in the Romford Town Centre Development Framework 2015, which was agreed by Cabinet.³

The Site is in need of regeneration due to its infrastructure consisting of poor dated housing and light industrial units. The regeneration aims to transform the area into a lively and sustainable mixed-use neighbourhood. The scheme will also address the demand for more housing in the borough, especially in a location that is close to excellent public transport connections, shopping and leisure facilities.

Bridge Close is also one of the Council's key development sites as part of the Romford Housing Zone (HZ) programme. As a result, the redevelopment has been allocated up to £12.4m in grants from the Greater London Authority (GLA) Housing Zone Programme to fund its delivery.

² London Borough of Havering (2008): 'Romford Area Action Plan Development Plan Document, Adopted 2008'. Available at: https://www.havering.gov.uk/download/downloads/id/1633/romford_area_action_plan.pdf

³ London Borough of Havering (2015): 'Romford Town Centre Development Framework 2015'. Available at: <https://www3.havering.gov.uk/Documents/Regeneration/Romford-Development-Framework-Launch.pdf>

The purpose of the HZ programme is to unlock land for development, allowing an increase in housing supply and future development.⁴

Following this, in 2018, the London Borough of Havering entered into a joint venture (JV) with First Base and Savills Investment Management to form Bridge Close Regeneration LLP (BCR LLP) for the regeneration of the Site. The JV was initially established to ensure the comprehensive regeneration of the Site, and to contribute towards a wider vision and high-profile growth agenda in the borough.

However, due to several factors (including a slowing housing market, increased construction costs, design enhancements, inflation and COVID-19) it was not possible to project a level of viability for the scheme that would meet the requirements of the Council's private sector partner. In order to protect the redevelopment plans for the Site, the Council reached an agreement to purchase the private sector partner's interest in the JV. As a result, in late 2020, the Council Cabinet agreed to buy out the interest of its JV private sector partner.

3.3 The proposed development

The mixed-use development is intended to provide a new urban quarter within Romford Town Centre consisting of new homes, jobs, and community facilities.

The proposed redevelopment	
Residential provision	<ul style="list-style-type: none"> • Delivery of up to 1,070 homes with enhanced fire safety measures, reflecting the most recent changes in legislation, maximised family homes with 35% designated as affordable housing, improved entrance areas, increased flood risk resilience, and provisions for solar panels and cycle storage.⁵ • Housing will meet a range of local needs, providing diverse accommodation types from one-bedroom units to family sized four-bedroom units. • Prior to planning obligations and legal agreement, the Council have delegated that of the 35% affordable units, there is a tenure split of 30% Social Rent/London Affordable Rent and 70% intermediate. • 90% of homes in Plot A designed to be accessible.
Commercial provision	<ul style="list-style-type: none"> • Up to 5,965 sqm of commercial floorspace including office and flexible workspace, retail and professional services and leisure uses, of which 20% will be affordable. • Once operational, the Site will generate approximately 628 on-site FTE jobs upon completion, based on the employment densities for each use class within the proposed development. These include use classes such as commercial (mix of office, maker space, retail, f&b, leisure), primary school and nursery, community centre, healthcare and homeworkers. • Approximately 306 temporary on-site construction jobs (once the effects of leakage, displacement, and multiplier effects have been considered, 353 net additional construction jobs) created from the development.
Community provision	<ul style="list-style-type: none"> • Community facilities, of up to 6,970 sqm will be provided including a three form entry primary school and nursery, a flexible health centre / commercial unit and a community centre. • Prior to planning obligations and legal agreement, the Council have delegated that if the primary school and nursery cannot be delivered on site, then the applicant will pay a section S106 financial contribution towards education within the borough at £2,370,726). • The new three form entry primary school will provide 630 school places 47 nursery places. Across both educational facilities there will be a total on 18 spaces for SEND pupils. • Prior to legal agreement The Council have delegated that:

⁴ Greater London Authority (2018): 'DD2215 Romford Housing Zone, London Borough of Havering – Bridge Close' Available at: <https://www.london.gov.uk/decisions/dd2215-romford-housing-zone-london-borough-havering-bridge-close>

⁵ London Borough of Havering (2025) 'Bridge Close Development Project Advances to Strategic Planning Committee' Available at: [Bridge Close Development Project Advances to Strategic Planning Committee | London Borough of Havering](#)

The proposed redevelopment

1. £2,000,000 is put towards acute care in the Romford area and to offer a medical centre to the NHS trust on reasonable terms, any alternate use only permissible if NHS confirms that accommodation is not required.
2. provide an alternative site to accommodate the London Ambulance Service (LAS),
3. provision of a suitable access/parking to LAS site during/after implementation of Phase 1 and;
4. provision of a community use agreement for the multi-use games are.

- Public realm**
- New connections to Romford town centre, including a new pedestrian/cycle bridge across the River Rom and provision of new vehicular and pedestrian access points.
 - Public open space, including a new public square, civic square and riverside walk.
 - Car, motorcycle and bicycle parking spaces.
 - Parking provisions include car, motorcycle, and bicycle spaces, with a car club space and two years of free membership for residents. A £25,000 contribution will support a Controlled Parking Zone (CPZ), and residents will be restricted from obtaining parking permits.
 - A range of planting and green spaces across the Site to enhance wildlife, improve biodiversity and complement the built environment.

Figure 3.2: Bridge Close Regeneration Project scheme design



Source: The London Borough of Havering, 2024

3.4 Phasing of the redevelopment

In order to successfully deliver the Site, the redevelopment has been split into three phases:

- **Phase One** is expected to commence in 2025. This phase will deliver approximately 383 new homes of which up to 126 (33%) will be affordable residential units (39 affordable rent and 87 shared ownership) and 257 (67%) private. In addition, the phase will deliver flexible retail

and commercial premises to serve the local community and provide space for local business. The new primary school and nursery will also be constructed. This initial phase will focus on enhancing connectivity to the town centre with the introduction of a new pedestrian and cycle bridge. Improvements to the public realm will also be made, including the revitalisation of the River Rom.

- **Phase Two** due to commence in 2026. This phase is expected to deliver approximately 259 new homes of which approximately 35% and 50% will be affordable housing along with further retail and commercial units. In addition, a new health building would be provided to cater or families at Bridge Close and the wider community, serving to reduce pressures on acute care at nearby Queen's Hospital. A new community centre will also be built.
- **Phase Three** will commence in 2027 and deliver approximately 428 additional new homes of which 35% would be affordable housing.

Table 2.1 below highlights each phase of the redevelopment against key milestones and delivery dates.

Table 2.1 Indicative Delivery Programme

Milestone	Phase 1	Phase 2	Phase 3
Start on Site	Quarter 2 '27	Quarter 1 '29	Quarter 1 '30
New Homes Completed	Quarter 3 '30	Quarter 3 '31	Quarter 1 '33
Final Sales Completed	Quarter 4 '30	Quarter 3 '32	Quarter 2 '34

Source: Bridge Close Regeneration LLP, 2024

3.4.1 Planning Approval

Following submission of the Planning Application, the Councils Strategic Planning Committee resolved to grant planning permission for the scheme in late August 2025.

3.5 Extension to RLB

After engagement with the HICC, the Council made the decision to extend the RLB and CPO boundary from its original designation to include 222-226 South Street. This decision to extend the RLB to include this building and land space has been made to provide a space for the HICC to be relocated. The existing HICC will be demolished as part of the redevelopment and expansion of the Site.

The original phasing plans for the redevelopment impacted the HICC currently located at the north-eastern corner of the Bridge Close Estate, without a definite plan for its relocation or future.

The HICC is a valuable and long-established community facility which serves the needs of the local Muslim population and other members of the local community. The HICC was established in 1982 to meet the religious needs of the local Muslim community, and the social and cultural needs of all local residents.

3.5.1 Opposition to original planning application

In February 2024, HICC submitted a formal objection to the planning application for the Site, which consisted of the following key objections:

- Regeneration would include the redevelopment of the HICC site in its entirety, and the demolition of the buildings will create a loss of physical, religious, cultural and community presence.
- There is a failure to provide suitable re-provision of a space for HICC to operate.
- There is a lack of understanding of the importance of the HICC for surrounding communities.
- Insufficient external amenity space has been offered. HICC currently includes an area of private amenity space (access and hardstanding, including car parking) which provides a valuable area of outdoor amenity space for worshippers, particularly when arriving and leaving the premises.

3.5.2 Relocation to 222-226 South Street

It is important that HICC remains in an easily accessible location in Romford Town Centre, but suitable alternative sites in the town centre are extremely limited. An alternative site at 222-226 South Street was identified and has been agreed by the Council and HICC as being the only suitable off-site relocation opportunity that is suitable and meets HICCs needs. Although 222-226 South Street is occupied by a number of business occupiers, its current owner has aspirations for development in the short to medium term, and the occupiers either hold short term leases, or leases with break clauses that permit early development.

It is anticipated that:

- The new Mosque design will be larger than the current location.
- The upcoming Mosque will have the capacity to host more than 1000 individuals during a single Jumu'ah, enabling the HICC to meet the growing demand for their services.
- The new Mosque will be built as an eco-Mosque, using the latest technology to reduce carbon footprint and running costs. It will be constructed to Passivhaus standard, a world leading energy efficiency and thermal performance standard.
- The development will provide for a safer local community where, as a result of the application of Secured By Design principles, buildings and the public realm within Bridge Close will provide a safe environment for local residents and the wider community to live, work and play.

In order to facilitate this, the RLB and CPO boundary was extended in 2024 to include building and land space to the south of the original Site, which is currently occupied by six businesses, listed within the table below:

Table 3.1: Businesses within the updated Study Area

Address	Business	Additional information
222-224 South Street, RM1 2AD	Panthera Corporation Limited	Licensed restaurant
226A South Street, RM1 2A	Samuel Mataley	Business director of licensed restaurants
226B South Street, RM1 2AD	The Hearing Hub Ltd.	Specialists medical practice activities
Unit A, r/o 222 South Street, RM1 2AD	Fit4Life Group Ltd.	Fitness facilities
Unit B, r/o 222 South Street, RM1 2AD	Muhammad Fakhar Ur Rehman.	Business director
Rear car park, r/o 222 South Street, RM1 2AD	Highway Express Limited	Taxi service

The extension of the RLB to include this area will result in CPO powers being exercised resulting in the demolition of the building and the relocation or extinguishment of associated businesses.

3.6 Compulsory Purchase Order

Section 226 (1) (a) of the Town and Country Planning Act 1990 authorises a local authority to exercise its compulsory purchase powers. This is the case if acquiring the land in question will facilitate the carrying out of development, redevelopment, or improvement on, or in relation to, the land being acquired, and it is not certain that acquisition would be achieved by agreement.⁶

A local authority must not exercise the power under section 226(1)(a) of the 1990 Act unless they think that the development, redevelopment, or improvement is likely to contribute to the achievement of any one or more of the following objectives:

- the promotion or improvement of the economic well-being of their area.
- the promotion or improvement of the social well-being of their area.
- the promotion or improvement of the environmental well-being of their area.⁷

The Romford Town Centre Development Framework 2015 identified the existing Site ownership pattern as complex.⁸ However, it recognised the short-term redevelopment potential, therefore making the regeneration a priority. As a result, the framework established that, where necessary, the Council may be required to use its CPO powers to acquire land holdings:

“The Council may need to play a proactive role in land assembly if necessary, using its Compulsory Purchase Order (CPO) powers to support the delivery of a comprehensive redevelopment...”

Cabinet gave the Council approval in June 2016 to enter into direct negotiations with owners on the Site to enable the regeneration of Bridge Close. This allowed the Council to acquire properties through private treaty.⁹

In February of 2024, Cabinet requested that the Director of Regeneration, in consultation with the S151 Officer and the Monitoring Officer, bring forward a report for the making of the CPO for the Bridge Close Regeneration scheme at the appropriate time in the financial year 2024-2025.¹⁰

⁶ Ministry of Housing, Communities & Local Government (2019) Guidance on Compulsory purchase process and the Crichton Down Rules

⁷ Legislation UK (1990): ‘Town and Country Planning Act 1990’

⁸ London Borough of Havering (2015): ‘Romford Town Centre Development Framework 2015’. Available at: <https://www3.havering.gov.uk/Documents/Regeneration/Romford-Development-Framework-Launch.pdf>

⁹ London Borough of Havering (2018): ‘Cabinet Report 29th November 2018’. Available at: <http://democracy.havering.gov.uk/documents/s34945/Bridge%20Close%20-%20Report.pdf>

¹⁰ The London Borough of Havering (2024): ‘Cabinet report - Bridge Close Regeneration LLP Business Plan Refresh 2024-2025’.

3.7 Overall approach to acquisitions

The approach to acquisition of commercial and residential properties has, and will continue to, follow the Government's Compulsory Purchase Order Guidance¹¹, the Crichel Down Rules¹² and the Compensation Code.¹³ The approach supports property owners and occupiers through:

- making offers to eligible property owners and occupiers which reflect their entitlement to compulsory purchase compensation and the 'value for money' the acquisition may provide to the scheme as a whole;
- engaging proactively and constructively with businesses and residents over relocation issues where relevant;
- working with businesses and residents to mitigate the risk of loss, as far as it is reasonably able to do so; and
- where disputes over compensation arise, considering settlement of those disputes through the early use of Alternative Dispute Resolution.

Development of the Order Land requires the acquisition of a number of property and land interests. Land referencing undertaken by a third party has identified 111 registered freehold interests and 6 registered leasehold interests within the Order Land which are affected by the CPO. With the exception of other land such as adopted highway and verge, the identified property interests include 16 premises in business use, 4 premises in religious/community use, 2 properties in mixed use, 37 residential properties, 1 electricity substation, and 1 pumping station.

3.7.1 Commercial acquisition status

The Council has been actively negotiating with owners since 2016 to acquire all interests in the Order Land. Ardent has been appointed by the Council to value and actively negotiate with all affected parties.

Ardent has met with as many of the landowners as possible and undertaken inspections in order to provide the Council with accurate valuations for each property to establish potential acquisition costs and to enable offers to be made. Contact has also been made with occupiers to understand their requirements in terms of relocation premises and to identify any specific issues that will need to be addressed as a result of properties being acquired. The Council has employed a firm of local commercial property agents, Mass & Co., to assist business occupiers identify and secure new premises.

The Council have yet to achieve an agreement over the vacant possession of six commercial buildings. Information regarding the status of these buildings and ongoing discussions are presented in the table below, as of October 2025.

¹¹ Ministry of Housing, Communities and Local Government. (2004): 'Compulsory purchase and compensation booklet 1: procedure'. Available at: <https://www.gov.uk/government/publications/compulsory-purchase-and-compensation-booklet-1-procedure>

¹² Department for Levelling Up, Housing and Communities (2019): 'Guidance on Compulsory purchase process and The Crichel Down Rules Available at: [Compulsory purchase process and the Crichel Down Rules \(publishing.service.gov.uk\)](https://publishing.service.gov.uk)

¹³ This body of law governs how losses are assessed, ensuring you are neither financially 'worse off' nor 'better off' due to compulsory purchase.

Table 3.2: Outstanding commercial acquisition status

	Address	Occupancy	Summary of engagement to date
1	1 Bridge Close	Vacant	Owner has been engaged since 2018 and has been made three financial offers for the building. Negotiations are ongoing
2	4 Bridge Close	Simply Logistics Ltd	An offer has been made, but negotiations are dependent on relocation properties. At least eight properties have been offered to the owner
3	5 Bridge Close	Superior Food	An offer has been made, but negotiations are dependent on relocation properties. The Council are in regular contact with the owners regarding alternative suitable provision and a number of alternative properties have been identified.
4	7 Bridge Close	Romford Catering Supplies	An offer has been made, but negotiations are dependent on relocation properties. The Council are in regular contact with the owners regarding alternative suitable provision and a number of alternative properties have been identified.
5	11 Bridge Close	Iconic Plastics	Engagement has been made with the owner and an offer made but rejected. Negotiations are planned to resume in the next few months
6	14 Bridge Close	Budbridge Property Investments Ltd	Occupiers happy to relocate subject to finding a relocation property. Negotiations ongoing

Section 4.2.4 and 4.2.6 provide further details about the Council's current acquisition status of residential and commercial property interests. If the Order is confirmed, the Council intends to use its CPO powers to acquire land interests that it is unable to secure through private treaty negotiations.

3.8 Support for affected residential, commercial, and community properties

To gain further insight into the support provided for residents, commercial occupiers and community properties, documents produced by the Council were reviewed. The following summary profile provides an overview of the plans that the Council have proposed to provide support to these groups. More detailed information on the support being provided by Bridge Close Regeneration LLP – including the Business Relocation Strategy, Land Acquisition Strategy and Housing Regeneration Package – can be found in Appendix D.

3.8.1 Support available to residents

The Council has produced a Housing Regeneration Pack¹⁴ that sets out its commitments to support residents of Havering throughout its Housing Regeneration Programme, including the redevelopment of the Bridge Close Site. The Council has committed to regular communication regarding regeneration proposals throughout the entirety of the scheme. This will be via one-on-one meetings, direct letter correspondence, newsletters, briefings, events, website and email updates, in addition to dedicated points of contact within the Council's housing function. The Council also has dedicated housing team resource to manage each type of resident that lives on the Site. To minimise stress on the resident, the Council has committed to ensure that

¹⁴ London Borough of Havering (2018): 'Havering Council's Housing Regeneration Programme: Housing Regeneration Pack'. Available at:
https://www.havering.gov.uk/download/downloads/id/1875/details_of_the_housing_regeneration_scheme.pdf

housing options are suitable and affordable. Additionally, support, advice and effort to keep the community together have also been commitments by the Council.

The Housing Regeneration Pack¹⁵ is comprised of multiple documents with information specific to different types of residents. A summary of the support available covered in each document can be found in Appendix D. Details for council tenants, property owners and private tenants can be found in the following documents within the Pack:

Council Tenants:

- (2) Local Lettings Plan (for secure & introductory Tenants)
- (3) Decant and Possession procedures

Property Owners:

- (4) Information for Property Owners

Private Tenants:

- (5) Re-housing Options for Private Tenants

3.8.2 Support available to commercial properties

3.8.2.1 Business relocation approach

Accommodating local businesses and wider commercial properties, the business relocation approach aims to provide support for commercial properties by conducting a review of the current business occupiers on the Site, assessment of current supply and providing compensation. The Council has established a process for identifying and supporting businesses to find new locations elsewhere. In the occurrence of a disagreement over the compensation offered, the Council will give consideration through use of Alternative Dispute Resolution.

The Business Relocation Strategy states that the Development Manager will act as a liaison between the Council and businesses. The Development Manager will engage with occupiers over relocation issues and will:

- Produce a comprehensive and ongoing assessment of the current occupiers needs and requirements, and potential alternative sites;
- Accurately record all correspondence with businesses;
- Manage third party consultants, including those appointed to offer compensation advice;
- Ensure disturbance to the businesses is minimised, offering support measures where available; and
- Work effectively with relevant organisations to ensure that businesses receive up-to-date and reliable information about the relocation process.

The level of support available to businesses will differ on a case-by-case basis, including identifying appropriate alternative sites within the borough or in neighbouring boroughs, business analysis support and additional financial support may be offered in advance of taking possession of the property to help facilitate the relocation. Payment of reasonable interim professional fees;

¹⁵ London Borough of Havering (2018): 'Havering Council's Housing Regeneration Programme: Housing Regeneration Pack'. Available at:
https://www.havering.gov.uk/download/downloads/id/1875/details_of_the_housing_regeneration_scheme.pdf

- early acquisition and leaseback of a business' existing site to allow for a new premises to be acquired and prepared while the business continues to operate at its current location; and
- an option to provide the certainty of an agreed purchase price for an existing property once alternative premises have been identified.

A full overview of the Business Relocation Strategy can be found in Appendix D.

4 Site and wider area profile

4.1 Overview

The RLB of the Site has been extended to include an area to the south of the previous RLB at 222-26 South Street, as set out in Chapter 3. A 500m buffer around the RLB constitutes the Local Impact Area (LIA) for this EqIA to capture nearby receptors that may be affected by the scheme. This chapter provides a summary of the full updated socio-demographic analysis for the LIA.

4.2 Demographic data

4.2.1 Publicly available demographic data

The area profile summary in Table 4.1 provides a high-level summary of the socio-demographic profile of the LIA in comparison with the borough of Havering, the Greater London region, and England. It also includes a summary of the findings of a socio-demographic baseline conducted through desk-based research using the Office of National Statistics data.

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 the Site or LIA deviates by more than 3% the difference is considered to be substantial 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 within the LIA, this is written in **bold text**.

A more detailed breakdown of the socio-demographic baseline can be found in Appendix A.

Table 4.1: Summary of demographic groups

Protected Characteristic group	Comparison with Havering, Greater London and England
Age	<ul style="list-style-type: none"> The proportion of children within the LIA (22%) is slightly higher than the regional and national proportions (both 19%), however is broadly in line with Havering (20%). 9% of the population within the LIA are young people, which is broadly in line with Havering (10%) alongside the regional and national figures (both 11%). The proportion of the population who are of working age within the LIA (70%) is considerably higher than both Havering (62%) and England (63%), however is broadly in line with the regional proportion of 69%. 7% of the population within the LIA are older people, which is considerably lower than within Havering (18%), Greater London (12%) and England as a whole (18%).
Disability	<ul style="list-style-type: none"> The proportion of the population within the LIA with a disability that limits their day-to-day activities a lot (5%) is broadly in line with Havering (6%), Greater London (6%) and national proportions (7%). The proportion of population within the LIA with a disability that limits their day-to-day activities a little (7%) is broadly in line with Havering (8%) and Greater London (7%), however is slightly lower than England as a whole (10%).

Protected Characteristic group	Comparison with Havering, Greater London and England
	<ul style="list-style-type: none"> 4% of the LIA population have a long term physical or mental health condition, however their day-to-day activities are not limited. This is broadly in line with Havering (6%) and Greater London (5%), however slightly lower than England as a whole (7%).
Gender reassignment	<ul style="list-style-type: none"> There is no data on gender identity for the LIA. The proportion of the population with a gender identity the same as sex registered at birth is slightly lower in Greater London (91%) than both Havering and England (both 94%).
Marriage and civil partnership	<ul style="list-style-type: none"> No impacts are anticipated with regard to marriage and civil partnership; however demographic data has been collected. The proportion of the population who are single in the LIA (48%) is broadly in line with Greater London (46%), however considerably higher than the proportion within Havering (37%) and England (38%). The population of those married in the LIA (38%) is broadly in line with Greater London (40%), however considerably lower than within Havering (47%) and England as a whole (45%). 0.2% of the population in the LIA are in a registered civil partnership and 8% are in a civil partnership which is now legally dissolved, these are both broadly in line with all other geographical comparators. 3% of the population within the LIA are widowed or a surviving partner which is broadly in line with Greater London (4%), however lower than within Havering and London as a whole (6%).
Pregnancy and maternity	<ul style="list-style-type: none"> Havering has a General Fertility Rate (GFR) of 58.7 which is considerably higher than both Greater London (50.4) and England as a whole (51.9). This indicates there are higher birthing levels within Havering.
Race and ethnicity	<ul style="list-style-type: none"> The proportion of the population who belong to 'Other White' ethnic groups within the LIA (17%) is considerably higher than within both Havering (7%) and England as a whole (6%) and broadly in line with Greater London (15%) 9% of the population within the LIA are Black African, which is broadly in line with Greater London (8%), however considerably higher than Havering (5%) and England as a whole (3%). Overall, within the LIA 59% of the population have an ethnic minority background, which is slightly lower than Greater London (63%) however considerably higher than proportions within the Borough (34%) and England as a whole (27%).
Religion and belief	<ul style="list-style-type: none"> The proportion of the population who are Christian within the LIA (48%) is lower than Havering (52%), however it is considerably higher than the proportion in Greater London (41%). The proportion is analysed to be broadly in line with England as a whole (46%). 12% of the population within the LIA are Muslim, which is considerably higher than both Havering (6%) and England (7%), however slightly lower than the proportion within Greater London (15%). Overall, 17% of the population within the LIA belong to minority religion groups, which is considerably higher than the proportion within Havering (12%) and England (11%) although considerably lower than the proportion for Greater London (25%).
Sex	<ul style="list-style-type: none"> The ratio of men and women in the LIA is broadly in line with the proportion within the Borough (48% and 52% respectively) as well as the regional (49% male, 52% female) and national proportions (49% male, 51% female).
Sexual orientation	<ul style="list-style-type: none"> The proportion of the population who are straight/ heterosexual within Havering (91%) is considerably higher than within Greater London (86%) however broadly in line with England as a whole (89%).

Protected Characteristic group	Comparison with Havering, Greater London and England
Socio-economic deprivation	<ul style="list-style-type: none"> • The proportion of working age population in employment within Havering (82%) is considerably higher than figures within Greater London (75%) and England as a whole (76%). • The economic activity rate of 16–64-year-olds within Havering (82%) is slightly higher than within Greater London (80%) and considerably higher than within England (79%). This indicates high levels of employment within the Borough of Havering. • The proportion of the population who reside within the most deprived quintile in the LIA (21%) is considerably higher than within Havering (8%) and slightly higher than within Greater London (17%). However, it is broadly in line with England as a whole (20%). Overall, 100% of the population within the LIA reside within the top four deprivation quintiles, which is considerably higher than proportions within Havering (78%), Greater London (89%) and England (81%). Therefore, data indicates that considerably high levels of deprivation exist within the LIA.

Source: ONS Census data 2021, ONS 2022, ONS Annual Population Survey 2023, ONS Census Population 2021, MHCLG 2019 Indices of Multiple Deprivation

4.2.2 Businesses

The LIA is home to the Bridge Close Industrial Estate, which spans an area of 1.41 hectares. Within the LIA, 1,055 businesses are located, of which the majority are shops/show rooms (364) and office workspaces (356).

The estate comprises commercial and light industrial buildings that are relatively low in value and density and is owned by multiple parties. Many of the businesses operating from the Site offer unique manufacturing, engineering, joinery, and printing services. Additionally, the estate has a range of other mixed uses, including religious activities. Many of the businesses employ locally and benefit from the central location and communication networks associated with a town centre site.

Figure 4.1: Businesses within the LIA



Source: OS AddressBase. 2025

Figure 4.1 above outlines that within the LIA the majority of businesses cluster towards the north east of the LIA. Following the extension of the RLB in 2024, there are 6 more businesses operating, taking the total number of businesses operating in the Sites to 26.

Site specific demographic data: Businesses

An update to the demographic survey undertaken by Mott MacDonald and JTL Research Ltd on behalf of the Council in June 2024 was undertaken in September 2024 to include the businesses located within the extension to the RLB.

As before, the objective of the survey was to build a better understanding of the demographics of businesses (owners, employees, and customers) that may be affected by the scheme. Questions were also asked in order to gauge respondents' awareness of the redevelopment process and how it might affect them, and to gain a better understanding of the potential needs in the area, in order to provide the appropriate support.

The fieldwork surveys were carried out with up to five visits made to each property understood to be occupied on the Site, including both residential properties and business properties. The survey included:

- a notification letter distributed to properties to make participants aware of the upcoming survey, including details for translation support;
- a letter distributed to properties with a unique link to the survey, to enable them to complete the survey in their own time; and

- in-person visits during day and evening hours, to encourage businesses to complete the survey on a tablet, with the option to complete this in another language.

Of the six businesses within the extended RLB, three participated in the survey.

Table 4.2 below provides a summary of business demographic findings that were highlighted in the survey results.

Table 4.2: Summary of Business Survey findings

Characteristic	Key findings
Connection to the scheme	<ul style="list-style-type: none"> • The survey found that 33% of the businesses were fully aware of the proposals and how it would affect them as a business.
Business type	<ul style="list-style-type: none"> • The survey found that 67% of businesses stated that their services were tailored to older people. • The survey found that 100% of businesses had been operating on the Estate for between 1-5 years.
Age	<ul style="list-style-type: none"> • The survey found that 33% of business owners were between 25 and 34 years old, 33% were between 35 and 44 years old, and 33% were 45 to 54 years old. • The survey found that, of employees accounted for, the largest proportion of employees (58%) were between 25 and 34 years old.
Disability	<ul style="list-style-type: none"> • The survey found that no business owners had a long-term health problems or disabilities. • The survey found that none of the employees accounted for had a disability or long-term health condition.
Gender reassignment	<ul style="list-style-type: none"> • The survey found that 100% of business owners identified with the same sex registered at birth.
Marriage and Civil Partnership	<ul style="list-style-type: none"> • The survey found that 100% of business owners were married.
Pregnancy and maternity	<ul style="list-style-type: none"> • The survey found that 100% of businesses stated that none of their employees had been pregnant within the last 12 months.
Race	<ul style="list-style-type: none"> • The survey found that the largest proportion of business owners (67%) were English/ Welsh/ Scottish/ Northern Irish/ British, and 33% were Pakistani. • The survey found that, of employees accounted for, 33% were Indian, 33% were Pakistani and 33% preferred not to say.
Religion and belief	<ul style="list-style-type: none"> • The survey found that 33% of business owners were Christian, 33% Muslim and 33% no religion.
Sex	<ul style="list-style-type: none"> • The survey found that 100% of business owners identified as male.
Sexual orientation	<ul style="list-style-type: none"> • The survey found that 100% of business owners identified as heterosexual.
Socio-economic status	<ul style="list-style-type: none"> • Not enough responses surrounding employees' eligibility/receipt of Universal Credit were collected to form an analysis.
Languages spoken	<ul style="list-style-type: none"> • The survey found that the largest proportion of business owners preferred language was English (67%), whilst 33% of business owners preferred using Urdu. • The survey found that, of employees accounted for, the largest proportion of employees (67%) preferred to speak in Urdu, compared to 33% of employees who preferred to speak in English.

4.2.3 Residential properties

Within the LIA of the scheme there are a total of 4,544 residential properties. The highest proportion of which are self-contained flats, of which there are 3,255.

The figure below outlines the location of residential properties within the LIA. Residential properties are generally evenly spread throughout the LIA, however a cluster of houses within proximity forms to the east of the LIA.

Figure 4.2: Residential properties within the LIA



Source: OS AddressBase, 2025

4.2.4 Residential acquisition information: October 2025

In total, there are 37 residential properties identified within the Site. These dwellings are principally located at 95-147 Waterloo Road and 20-40 Oldchurch Road.

The table below outlines the current acquisition status of all residential interests, highlighting whether the interest holder of the property is the Council.

Table 4-3: Acquisition of residential interests

Acquisition status	Number of residential interests
London Borough of Havering is the interest holder	33
Acquisition with freeholder is still outstanding	5
Total	37

Source: London Borough of Havering: Bridge Close Land Assembly Schedule, March 2023

In total, the Council is the interest holder for 33 residential units. The majority of these properties (26) are currently used for temporary accommodation until a suitable, permanent Council property is identified. Three properties are secure social housing tenure, and the remaining three are managed by BCR LLP with private tenants.

The remaining five residential interests are all of a freehold tenure. The interests are a mix of owner-occupier and owner-investor (with private tenants) properties, with the Council still in discussion with the freeholder to come to an agreement as of October 2025.

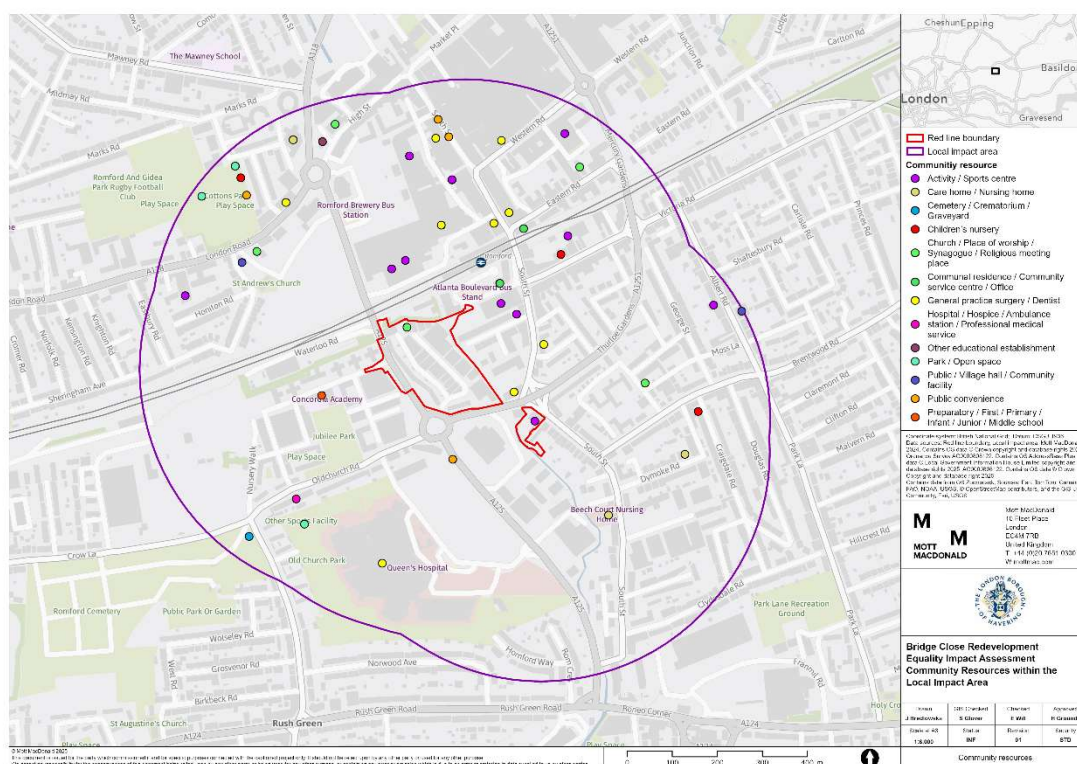
Residential survey findings further reported the tenure of respondents, which is outlined within Appendix E.

4.2.5 Community facilities

The figure below outlines the location of all community facilities within the LIA. There are a total of 58 community resources within the LIA, the majority of which are sporting/exercise centres (14) or General Practices (10).

The figure outlines that community resources within the LIA are spread out evenly within the LIA, with a high proportion of activity/sports centres operating within the LIA.

Figure 4.3: Community resources within the LIA



Source: OS AddressBase, 2025

In addition to the 26 businesses operating on Site, other commercial occupiers include the London Ambulance Service Station. Within the RLB, there is one community resource which is a religious meeting place, the HICC.

4.2.5.1 Religious Establishments

According to the Bridge Close Planning Statement with Framework Commercial Strategy (November 2023), there are several temporary and permanent faith and religious based organisations operating from existing buildings on the Site. These include HICC, as well as several other church-based organisations.

HICC currently own the Site and are operating as the only existing faith establishment that has planning permission for its operations as a place of worship.

Over time, a number of other faith groups have been operating from the Site with temporary planning permission, though this permission has now expired. For example, 9 Bridge Close has been occupied by The Redeem Christian Church, but upon its last inspection (February 2023) it was not clear whether the group were still active. In addition, 12 Bridge Close has in recent years been occupied by a number of faith groups including New Glory Ministry, Divine Worshipers Christian Ministries, House of Judah, Bethel Church of God, and the Payer House Church. However, the February 2023 inspection was unable to conclude whether the groups were still active. As a result, exact details around the current operation of faith and religion groups outwith the HICC on Site are unknown.

The Council are in dialogue with the identified faith groups, to work with them and provide assistance aimed at helping them successfully relocate.

4.2.5.2 Havering Islamic Cultural Centre

HICC is a valuable and long-established community facility which was established in 1982 to meet the religious needs of the local Muslim community, and the social and cultural needs of all local residents. It currently occupies a two-storey building and car park in the north-eastern corner of the Site, comprising accommodation 10,140 sq ft on a site of approximately 0.17 hectares. In February 2024, HICC submitted a formal objection to the planning application for the Site, outlined in Chapter 3, which has led to an agreement with the Council that it will be relocated to a new site at 222-226 South Street, now within the RLB.

4.2.6 Commercial acquisition information

The land assembly process will result in the purchase of a number of commercial interests, including both businesses and community resources. In total, 40 commercial interests have been identified on Site. These commercial occupiers include the London Ambulance Service Station, HICC, businesses and some vacant interests.

As shown in the table below, BCR LLP are currently the interest holder for 14 commercial interests on the original Site. Several of these are currently vacant units. The majority of commercial interests are currently leasehold/occupier status.

Table 4-4 Status of commercial interests

Commercial interest status	Number of commercial interests
Interest holder is Bridge Close Regeneration LLP (agreement either reached and exchanged and completed, or deferred completion)	14
Freehold / owner occupier	6
Freehold / investor owner	2

Commercial interest status	Number of commercial interests
Leasehold / occupier	16
Occupier	2
Total	40

Source: London Borough of Havering: Bridge Close Land Assembly Schedule, July 2024

Further to the table above, six further businesses are located within the South Street section of the RLB.

4.2.6.1 London Ambulance Service station

London Ambulance Service are currently the freeholders of 220 Waterloo Road (a circa 15,000 sq ft building). Romford Ambulance Station is the Group HQ and serves the communities, residents and visitors of the London Borough of Havering and Barking and Dagenham, which equates to an area of 92 sq miles and approximately 500,000 people.

Currently, the relocation options being considered for the London Ambulance Station include the ambulance station relocated to a new facility off-site (with direct assistance from the Council); the ambulance station relocated into a new facility off-site (with more limited assistance from the Council); or the ambulance station moved to a site enabling consolidation with one or more other local ambulance stations, with assistance from the Council as required.

A detailed site search for a relocation site for the London Ambulance Service Station has been conducted by the London Ambulance Service Station and the Council. All suitable relocation options are to be considered with a full feasibility study undertaken to appraise financial, operational and planning implications. However, to date, a suitable alternative location for the ambulance station, in accordance with the operational modelling and wider estate strategy, has not been found.

In March 2024, the London Ambulance Service submitted a formal objection to the planning application for the Site, which consisted of the following key objections:

- The Trust and the Healthcare System have confirmed that there are no funds available to apply to any reprovision of the facility.
- A review of the planning application has been undertaken, and it is noted that the Romford Ambulance Station falls within the red line boundary of the planning application; however, the application does not include the reprovision of the ambulance station within the proposed scheme, nor does it seek to secure an alternative location.
- Loss of the existing ambulance station is contrary to policy, has not been assessed in the submitted planning assessment, and will have a detrimental impact on patient healthcare.

4.2.7 2025 discussions

Whilst there are no plans to change the planning application, the Council is engaging with the NHS regarding the plans for the LAS site. Plans under consideration include temporarily retaining the London Ambulance Service on site before it is relocated elsewhere.

As outlined in the Planning Application, the provision for a new health centre on site to replace the existing health provision in the local area is dependent on the requirements of the NHS.

Local property consultants have established that there is capacity within the local primary care system to cater to the needs of the new residents, and the NHS are also considering their requirements. As part of the ongoing discussions, the NHS have reiterated that they would accept financial compensation to go towards acute care and primary care mitigation. The Planning Application allows for this; consent was also granted for alternative uses of the planned clinic space.

5 Summary of evidence review

5.1 Existing published evidence

This section of the assessment presents the potential impacts of the proposed scheme in relation to protected characteristic groups as identified in the 2010 Equality Act. These findings have been drawn predominantly from wider literature and using professional judgement and show where groups may be disproportionately or differentially affected, prior to consideration of any mitigation measures in place.

Key potential impacts that have been identified are presented in this chapter, with a detailed literature review provided in Appendix C. A full assessment of potential equality effects, based on the risks and opportunities identified below, is provided in Chapter 6.

5.1.1 Impacts on residents and community resources

Redevelopment schemes often result in the relocation of residents, sometimes using CPO powers. Community resources are also often relocated and may be forced to close if no alternative premises can be found. The loss of social infrastructure, community links and sudden changes in settlements may cause community severance - a social disconnect felt from an individual towards their community after a period of sudden change.

5.1.1.1 Health effects associated with relocation

There is a risk to all relocated residents of adverse effects on their mental health and wellbeing, as the process of moving home can cause mental and emotional stress, especially when it is involuntary. Moving home is widely acknowledged to be one of the most stressful events in an individual's life.¹⁶ The stress can be more challenging for some protected characteristic groups. Groups that are particularly vulnerable to relocation include:

- children;
- older people;
- disabled people;
- people from ethnic minority backgrounds; and
- pregnant people.

5.1.1.2 Loss of social cohesion associated with relocation

Relocation may result in a loss of social cohesion for residents. Any increase in the distance of residents from family, friends, or places of social connection (such as community centres or schools) can trigger this. This can impact all sections of the community, but may have a disproportionately negative effect on the following groups:

- children;
- older people;
- disabled people;
- pregnant people;
- people from ethnic minority backgrounds; and

¹⁶ UK Parliament, House of Commons Library (2022): 'Improving the home buying and selling process in England'

- people from minority faith groups.

5.1.1.3 Access to affordable housing

The need for relocation may mean that accessing affordable housing might be difficult. This is particularly due to the rise in the cost of home ownership in both London and England. This may have a disproportionately negative effect on the following groups:

- young people;
- women;
- disabled people; and
- LGBTQ+ people.

5.1.1.4 Access to appropriate and accessible housing

The loss of property as a direct result of the redevelopment may negatively affect various protected characteristic groups. Residents may be impacted by the affordability and quality of housing available in the area to which they relocate. Protected characteristic groups that are particularly vulnerable to potential changes in this area are:

- children; and
- disabled people.

5.1.1.5 Health and wellbeing of the local population

In the construction phase, redevelopment can cause changes in levels of noise and air pollution. Both poor air quality and excessive noise exposure have been linked to several adverse health outcomes for various protected characteristic groups, as they can be more vulnerable to the negative healthcare outcomes which occur as a result. Protected characteristic groups that are particularly vulnerable to such environmental potential changes due to redevelopment are:

- children and young people;
- older people;
- disabled people; and
- pregnant people.

5.1.1.6 Access to finance as a result of relocation

Redevelopment often requires residents to relocate. Residents who do not have a right to return to sites after redevelopment has taken place have to find long-term housing, and residents who do return to an Estate could face increased costs in their home. Access to finance is likely to be problematic for those at risk of financial exclusion, and those who experience issues accessing the appropriate mainstream financial services associated with relocation, such as bank accounts, mortgages and loans. Protected characteristic groups that are particularly vulnerable to these changes are:

- young people not in employment;
- older people;
- disabled people;
- women;
- people from ethnic minority backgrounds; and
- lone parents.

5.1.1.7 Expenses associated with relocation

Relocation of residents can lead to an increase in financial outgoings due to the costs associated with moving and obtaining new housing. Such expenses are likely to be problematic for those at risk of financial exclusion. Protected characteristic groups that are particularly vulnerable to these changes are:

- young people;
- older people;
- disabled people;
- people from ethnic minority backgrounds; and
- women

5.1.1.8 Loss of community resources

Redevelopment can result in the closure and/or relocation of existing community resources that are operating on the site. Any loss in access to these community resources due to closure or relocation away from the area can contribute to feelings of isolation and loneliness amongst local people. This is particularly the case where essential services, such as education and healthcare institutions, are lost. This may have adverse effects for a number of groups, including:

- children;
- older people;
- disabled people; and
- people from faith groups.

5.1.1.9 Emergency service response reconfiguration

As a result of redevelopment, the reconfiguration of local emergency service response time may be altered. Research has found that the relocation of ambulance stations can temporarily lead to a reduction in quality of service,¹⁷ increasing the length of time it takes patients to reach a hospital, and ultimately the amount of negative health outcomes. Protected characteristic groups that are particularly vulnerable to these changes are:

- children;
- older people; and
- disabled people.

5.1.2 Impacts on business

5.1.2.1 Potential loss of business

Redevelopment can lead to the possible loss of businesses if alternative units of an appropriate nature cannot be identified. As a result, redundancies are likely to occur. Business closure is particularly likely to impact those who are self-employed. Protected characteristic groups that are particularly vulnerable to these changes are:

- older people; and

¹⁷ Van Barneveld. (2016): 'The effect of ambulance relocations on the performance of ambulance service providers'

- people from ethnic minority groups.

5.1.2.2 Redundancy due to loss of businesses

Redevelopment can lead to the possible loss of businesses if alternative units of an appropriate nature cannot be identified. As a result, redundancies are likely to occur. Business closure is particularly likely to impact those who are self-employed. Protected characteristic groups that are particularly vulnerable to these changes are:

- older people; and
- people from ethnic minority groups.

5.1.2.3 Financial implications associated with business relocation

As mentioned previously, redevelopment of sites can result in business relocation or closure. With both outcomes, access to finance is a requirement. The loss of an existing customer base due to relocation is also likely to negatively impact the financial position of business owners due to a loss of custom. Protected characteristic groups that are particularly vulnerable to changes in this area are:

- older people;
- disabled people; and
- people from ethnic minority groups.

5.1.2.4 Impact of redundancy on health and wellbeing

As noted above, redevelopment has the potential to result in business closure. This may lead to staff redundancies as a direct result of the redevelopment scheme, consequently causing negative health and wellbeing effects. Protected characteristic groups that are particularly vulnerable to these changes are:

- children and young people;
- older people; and
- people from ethnic minority groups.

5.1.2.5 Impact on customer base

Any loss of a business would result in the loss of service delivered to existing local consumers. Certain groups may be more reliant on existing networks and links to local businesses, and, as a result, changes in business locations could reduce their access to services.

In addition, with the announcement of a redevelopment scheme, local businesses may start to relocate out of the redevelopment sites. This may reduce the availability and choice of services for vulnerable protected characteristic groups that find it harder to access services and amenities that may be located further away.¹⁸ Protected characteristic groups that are particularly vulnerable to the possible loss of businesses are:

- older people;
- disabled people; and
- people from ethnic minority backgrounds.

¹⁸ London Tenants Federation, L. Lees, Southwark Notes Archive group (2014): 'Staying put: an anti-gentrification handbook for council estates in London'

5.1.3 Wider regeneration impacts

5.1.3.1 Improved housing provision

The redevelopment of sites often results in an improved quality of housing. Research has found that in London, regeneration is likely to improve the quality and availability of housing, whilst allowing the addition of new affordable housing to existing stock.¹⁹ The development of new housing presents an opportunity to provide well-designed, accessible, energy-efficient homes for residents. Redevelopment also provides opportunities to resolve issues that have been apparent in the existing housing stock, such as damp, overcrowding, disrepair and high maintenance costs.²⁰ Protected characteristic groups that are particularly vulnerable to these changes are:

- children and young people;
- older people;
- disabled people; and
- people from ethnic minority groups.

5.1.3.2 Affordable housing provision

The need for residents to resettle as a result of redevelopment can lead to an increase in financial outgoings due to costs associated with moving and obtaining new housing. Those who face such financial challenges are therefore the most likely to benefit from the presence of affordable housing as a result of redevelopment. The groups that are most likely to face benefit from such housing provision are:

- young people;
- women;
- disabled people; and
- LGBTQ+ people.

5.1.3.3 Provision of upgraded religious facilities

Places of worship provide important places of social connection and promote wellbeing for various protected characteristic groups, particularly those belonging to that faith. Literature points to the importance of religious places of worship in helping generate solidarity, manage adversity and promote resilience amongst religious communities.

The groups most likely to be impacted by this provision are:

- people from minority faith groups;
- children;
- older people; and
- people from ethnic minority backgrounds.

¹⁹ LSE Housing and Communities (2016): *'Estate regeneration and community impacts: Challenges and lessons for social landlords, developers and local councils'*. Available at: <http://sticerd.lse.ac.uk/dps/case/cr/casereport99.pdf>

²⁰ Lambeth Council (2017): *'Investing in better neighbourhoods and building the homes we need to house the people of Lambeth – Central Hill'*. Available at: <https://moderngov.lambeth.gov.uk/documents/s87425/Cabinet%20Report%20%20Central%20Hill%20-%20March%202017%20-%20final%20clean%204%20RD.pdf>

5.1.3.4 Provision of community facilities

Community resources provide important places of social connection and promote wellbeing for various protected characteristic groups. Redevelopment of areas can include both continued access to and the creation of community resources, improving social cohesion and community relations. Additions of facilities such as schools, nurseries and healthcare facilities will likely directly benefit the following protected characteristics:

- children;
- older people; and
- people from ethnic minority backgrounds.

5.1.3.5 Safety and security

Once redevelopment has been confirmed, properties on redevelopment sites due to be demolished can fall empty become subject to disrepair and decay. Vacant properties can lead to increased vandalism, arson, break-ins, and other damage to neighbouring homes and businesses.²¹

However, possible improvements made to the public realm and management of sites during redevelopment can reduce crime and in turn have a positive effect. Protected characteristic groups that are particularly vulnerable to safety and security risks are:

- people from ethnic minority backgrounds;
- younger people;
- disabled people; and
- LGBTQ+ people.

5.1.3.6 Employment opportunities

Redevelopment provides an opportunity to include additional commercial space and, in turn, leads to employment opportunities for those living locally. Job creation is likely to occur through the provision of workspaces, encouraging businesses to move into the redeveloped sites. The following protected characteristic groups are expected to disproportionately benefit from employment opportunities because of redevelopment:

- young people;
- older people;
- disabled people;
- men; and
- people from ethnic minority groups.

5.1.3.7 Improved public realm and provision of urban green space

In general, modern developments are likely to reflect current trends and prevailing theories in best design practice.²² This provides an opportunity to improve on outdated designs and the layout and landscaping of public open space, increasing the ability to access and use the public realm. Research shows that public realm is important in ensuring that residents interact with

²¹ 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://www.icevirtualibrary.com/doi/abs/10.1680/udap.2010.163.4.205>

²² LSE Housing and Communities (2016): 'Estate regeneration and community impacts: Challenges and lessons for social landlords, developers and local councils'. Available at: <http://sticerd.lse.ac.uk/dps/case/cr/casereport99.pdf>

their environment and feel as if they are active members of their society.²³ Protected characteristic groups that are likely to benefit from these changes are:

- children;
- older people;
- women;
- disabled people; and
- people from ethnic minority backgrounds.

5.1.3.8 Provision of community facilities

Community resources provide important places of social connection and promote wellbeing for various protected characteristic groups. Redevelopment of areas can include continued access to and the creation of community resources, improving social cohesion and community relations. Additions of facilities such as schools, nurseries and healthcare facilities will likely directly benefit the following protected characteristics:

- children;
- older people; and
- people from ethnic minority backgrounds.

5.2 Resident and business engagement

As highlighted in section 4.1.1.2 of this assessment, in June 2024, JTL Research and Mott MacDonald conducted a survey to better understand the views of residents and businesses affected by the scheme. The survey asked questions to gauge respondents' awareness of the redevelopment process and how it might affect them, and to gain a better understanding of the potential needs in the area, in order to provide the appropriate support. Responses to these questions are covered in Appendix E of this report.

5.2.1 Engagement findings: Residential

The survey asked residents for their opinions on how the scheme would impact their households. A total of 12 households responded to the survey. A breakdown of survey findings highlighted the following key points:

- eight (67%) households stated that the redevelopment would have a negative impact upon their health and wellbeing, whilst one (8%) household stated it would have a positive impact;
- five (42%) households stated the redevelopment would have no impact upon access to childcare/school provision;
- eight (67%) households stated the redevelopment would have no impact upon the employment and skills needs within the household; three (25%) households stated it would have a negative impact, and one (8%) household stated it would have a positive impact.

Within the survey, all households were given the option of discussing equalities matters further in a telephone interview with Mott MacDonald at a later date. However, no households responded to this opportunity.

²³ A single authoritative definition of green and open space does not exist, for this report, green space refers to green, blue and open spaces that border the urban infrastructure such as parks, forests, street trees, squares, playing fields, river corridors and greenways. WHO (2016): 'Urban green spaces and health: A review of evidence'

5.2.2 Engagement findings: Businesses

The survey asked businesses about how the scheme would impact the operation of their business. A total of 10 businesses responded to the survey. A breakdown of the survey findings highlighted the following key points:

- 60% of businesses were fully aware of the proposals and how they would affect them as a business;
- 20% of businesses stated their services were tailored to older people;
- seven (70%) businesses stated they were very concerned about the impact of the redevelopment upon their business
- two (20%) businesses stated they were fairly satisfied with the level of communication from London Borough of Havering Council about the redevelopment
- two (20%) businesses stated they were very satisfied with the level of communication from London Borough of Havering Council about the redevelopment
- three (30%) businesses stated they were very dissatisfied with the level of communication from London Borough of Havering Council about the redevelopment

Within the survey, all businesses were given the option of discussing equalities matters further in a telephone interview with Mott MacDonald at a later date. However, no businesses responded to this opportunity.

5.2.3 Business Application Position Statements

Both the London Ambulance Service and HICC published position statements based upon planning objections received in relation to the redevelopments at Bridge Close.

5.2.3.1 London Ambulance Service

Key points raised:

- The planning application does not propose a direct reprovision of the LAS building as an area on site would be needed for the storage and maintenance of ambulances.

5.2.3.2 HICC

- **Loss of Existing Facility:** The proposed redevelopment will result in the demolition and complete loss of the Havering Islamic Cultural Centre (HICC) without confirmed plans for reprovision. **Community Impact:** The HICC is a vital religious, cultural, and community facility. The loss of this facility without a detailed and workable mechanism for reprovision is contrary to planning policy, human rights, and equality duties.
- **Insufficient Reprovision Plans:** The applicant's revised plans do not provide realistic, viable, or achievable options for the reprovision of HICC. The potential temporary solutions mentioned are not confirmed and lack confidence.
- **Phasing Issues:** The current phasing plan would cause a loss of social infrastructure and an interruption to the function of the HICC, which is contrary to planning policies.
- **Fire Safety Concerns:** The Phase 1 works would remove the only means of escape from a nearby building, rendering it non-compliant from a fire safety perspective.
- **Inadequate Temporary Solutions:** The proposed temporary solutions for HICC within the development are not realistic due to limitations in location, scale, height, and mass.

- Off-Site Relocation Uncertainty: The potential off-site relocation is not certain as it is still in early planning stages with many unresolved issues.
- Legal and Policy Compliance: The application fails to comply with planning policies, human rights, and equality duties. The lack of confirmed reprovision plans makes the application fundamentally flawed.
- Meaningful Engagement: The applicant has not engaged meaningfully with HICC to address its specific needs and requirements. The design of the scheme has not been amended to reflect HICC's comments.

6 Impact assessment

6.1 Overview

This chapter summarises the potential effects of the Bridge Close redevelopment on residents, business owners, employees and other stakeholders associated with the Site, specifically in relation to their protected characteristics. The chapter uses the demographic data of the Site and its surrounding area to identify which protected characteristic groups are at risk of being disproportionately or differentially affected by the scheme. Mitigation measures put forward by the Council have been evaluated to determine their effectiveness in minimising negative impacts that may arise.

To enable the demolition and construction phases of the scheme to proceed, all residents, businesses and community facilities located within the Site will be required to relocate. Those facing involuntary relocation may include vulnerable groups that could be disproportionately or differentially affected compared to other sections of the general population. This will be considered during the assessment.

6.1.1 Impacts on residents and community resources

Table 6-1 Impact Assessment – residents and community resources

Potential equality effect	Existing mitigation and/or enhancement measures	Recommendations	Overall impact
<p>Health effects associated with relocation:</p> <p>The redevelopment will result in the relocation of all residents. For the demolition and construction phases of the scheme to proceed, all residents living in the existing 37 properties will be required to relocate.</p> <p>As of October 2025, the Council is the interest holder for 32 residential units, the majority of which (26) are currently used for temporary accommodation until a suitable, permanent Council property is identified. The remaining five residential</p>	<p>Documents reviewed within Appendix D outline the following measures that would provide mitigation against associated health effects or enhance the benefit of them. The council will ensure that:</p> <ul style="list-style-type: none"> ● Council tenants will move no more than two times during the housing relocation process. ● Council tenants will be matched with suitable re-housing options that become available and best meet their housing needs. The Council will offer tailored advice on the suitability of each re-housing option. 	<p>To manage any residual health impacts, it is recommended that the Council:</p> <ul style="list-style-type: none"> ● prevent moves which necessitate an involuntary school change for children. 	<p>There may be adverse impacts on groups with protected characteristics due to the impacts on health caused by relocation within the borough.</p> <p>There is the potential for disproportionate adverse equality effects on children and ethnic minority groups who are overrepresented both on Site and in the LIA.</p> <p>Overall, groups likely to impacted therefore include children, older people, disabled people, those from an ethnic minority background and pregnant people.</p>

Potential equality effect	Existing mitigation and/or enhancement measures	Recommendations	Overall impact
<p>interests are all of a freehold tenure. The interests are a mix of owner-occupier and owner-investor (with private tenants) properties, with the Council still in discussion with the freeholders to come to an agreement.</p> <p>Home relocation can lead to stress and anxiety around loss of access to community resources and a consequential loss of social cohesion. This stress has been attributed to the anticipation of disruption, extra costs for residents and undermining of community stability and support networks.</p> <p>This can disproportionately impact children, older people, disabled people, those from an ethnic minority background and pregnant people.</p> <p>On Site, there is also a high proportion of children (39%) and ethnic minority groups (60%). The LIA also includes higher than average proportions of children (23%) and individuals from an ethnic minority background (62%). The GFR (58.5) is also considerably higher within the LIA which indicates disproportionately high birthing rates. Furthermore, these groups are likely to be disproportionately impacted by any changes.</p>	<ul style="list-style-type: none"> Owner occupiers will be provided with a dedicated Housing Officer to help throughout the move process. Advice will be provided for all tenants – including owner occupiers and private renters - on access to local amenities to help households access local support services and schools. There is an aim to move vulnerable residents together where possible, to maintain and stabilise existing support networks. Each household has a dedicated Council Officer to help with each step of the re-housing process. The Council Officer is able to identify any additional support such as packing and unpacking services. Support liaising with other services (such as schools, social services and health services) to support households at the new address. 		<p>With consideration that the Council has taken all reasonable measures to manage the impact, overall, if the proposed recommendations are implemented, there is likely to be a limited residual adverse effect on people with protected characteristics as a result of the health effects associated with relocation, both for the whole Scheme, and in the event of the CPO being used.</p>
<p>Loss of social cohesion associated with relocation:</p> <p>The Scheme will require current residents to temporarily or permanently relocate in order to facilitate the new development.</p> <p>This could increase the distance of residents from family, friends, or places of social connection, such as community</p>	<p>Documents reviewed within Appendix D outline the following measures that would provide a mitigation against associated losses to community cohesion or enhance the benefit of them. The council will ensure that:</p>	<p>To manage any residual health impacts, it is recommended that the Council:</p> <ul style="list-style-type: none"> prevent moves which necessitate an involuntary school change for children. 	<p>There may be adverse equality impacts on groups with protected characteristics as a result of relocation and the potential loss of social cohesion.</p> <p>There is the potential for disproportionate adverse equality effects on children and ethnic minority groups who are</p>

Potential equality effect	Existing mitigation and/or enhancement measures	Recommendations	Overall impact
<p>centres or schools. Relocation may therefore result in a loss of social cohesion for residents.</p> <p>This can impact all sections of the community, but may have a disproportionately negative effect on children, older people, disabled people, people who are pregnant, people from ethnic minority backgrounds and people from minority faith groups.</p> <p>On Site, there is a high proportion of children (39%), ethnic minority groups (60%) and minority faith groups (57%).</p> <p>The population of the LIA also includes higher than average proportions of children (23%), individuals from an ethnic minority background (62%) and individuals from minority faith groups (18%). The GFR (58.5) is also higher within the LIA which indicates disproportionately high birthing rates. Furthermore, these groups are likely to be disproportionately impacted by any changes.</p>	<ul style="list-style-type: none"> ● Council tenants will move no more than two times during the housing relocation process. ● Council tenants will be matched with suitable re-housing options that become available and best meet their housing needs. The Council will offer tailored advice on the suitability of each re-housing option. ● Advice will be provided on access to local amenities to help households access local support services and schools. ● A continuous communication process will ensure that residents feel included through briefings, letters and one on one meetings. ● There is an aim to move vulnerable residents together where possible, to maintain and stabilise existing support networks. ● The housing team inspects all properties on acquisition prior to rehousing taking place, with remedial works taking place where necessary, to ensure appropriate provision of accommodation. ● It visits the tenant after re-housing and make additional changes to meet individual needs where necessary. ● Support liaising with other services (such as schools, social services and health services) to support households at the new address. 		<p>overrepresented both on Site and in the LIA.</p> <p>There may be a differential adverse impact on children, older people, disabled people, pregnant people, people from ethnic minority backgrounds, and people from minority faith groups.</p> <p>With consideration that the Council has taken all reasonable measures to manage the impact, overall, if the proposed mitigations are implemented there is likely to be limited adverse effects on groups with protected characteristics, both for the overall redevelopment, and if the CPO is used.</p>
Access to affordable housing:	Documents reviewed within Appendix D outline the following measures that would	Rental fees and service charges for proposed new properties on Site should	There is the potential for adverse equality impacts on groups with protected

Potential equality effect	Existing mitigation and/or enhancement measures	Recommendations	Overall impact
<p>The Scheme has the potential to impact upon access to affordable housing for residents. All existing residents will be required to relocate once their properties have been acquired by the Council. This relocation will take place either voluntarily or via the Council's CPO. The need for residents to relocate can cause difficulty in accessing affordable housing, particularly given the increasing cost of home ownership in both London and England more widely.</p> <p>Young people, women, disabled people, and LGBTQ+ people are most likely to face financial issues when securing alternative housing.</p> <p>On Site, there is a high proportion of women (62%). However, none of the above groups are over-represented in the LIA.</p>	<p>provide a mitigation against associated losses in affordable housing. The council will ensure that:</p> <ul style="list-style-type: none"> Housing Needs Assessments are available or those who require support with sourcing and paying for suitable and affordable rented accommodation. A qualifying resident is entitled to receive the minimum home loss payment. Disturbance compensation is paid where qualifying residents are required to leave their home, to compensate for reasonable financial costs associated with moving and acquiring a new home. Home loss payments (which differ depending on the tenant) are provided - a council tenant is eligible for £8,100 home loss payment and can put forward for a disturbance compensation. <p>For council tenants who will lose their property as a result of the regeneration scheme, the Council outlines the following available options:</p> <ul style="list-style-type: none"> Move to an existing Council property elsewhere within the borough Move to an existing Housing Association property elsewhere within the borough Move to a sheltered housing or extra-care scheme property elsewhere within the borough (subject to eligibility for the particular scheme) 	<p>be shared with the local community as far in advance of scheme operation as possible.</p>	<p>characteristics as a result of access to affordable housing.</p> <p>There may be differential impacts on young people, women, disabled people and LGBTQ+ people.</p> <p>There is also the potential for disproportionate adverse equality effects on women who are overrepresented on Site.</p> <p>With consideration that the Council has taken all reasonable measures to manage the impact, overall, if the proposed mitigations are implemented there is likely to be some residual adverse impacts as a result of access to affordable housing.</p>

Potential equality effect	Existing mitigation and/or enhancement measures	Recommendations	Overall impact
	<ul style="list-style-type: none"> ● Purchase an affordable home elsewhere through a low-cost home ownership scheme ● Rent a property elsewhere with a private landlord ● Move to a new property in the development once complete <p>For private tenants who will lose their property as a result of the regeneration scheme, the Council states that it is committed to offering relevant support to enable affected tenants to find a replacement home. The Council aims to:</p> <ul style="list-style-type: none"> ● ensure private tenants and their landlords receive regular, open communication about the redevelopment and estimated timescales; and ● assist private tenants to find alternative suitable private rented accommodation through Housing Options and Advice Service. <p>For owner occupiers, the Council advises to sell the property either to the Council or on the market and purchase a property elsewhere or on the Site once the regeneration is completed. However, during this process owner occupiers will have a dedicated Housing Officer to help throughout the move process who will meet with them on a one-to-one basis to explain their options, understand their requirements and answer any questions.</p>		
Access to appropriate and accessible housing:	Documents reviewed within Appendix D outline the following measures that provide mitigations against adverse effects and enhance access to appropriate and	This risk requires further management, for which the Council should consider the following recommendations:	There is potential for adverse equality effects on groups with protected

Potential equality effect	Existing mitigation and/or enhancement measures	Recommendations	Overall impact
<p>The Scheme has the potential to impact upon access to appropriate and accessible housing for residents. All existing residents will be required to relocate once their properties have been acquired by the Council. This relocation will take place either voluntarily or via the Council's CPO. Evidence from the literature review has found that relocation can result in challenges finding suitable housing that meet the needs of all residents. For example, housing may need to be sourced for disabled people (in particular those with mobility impairments) who may require adaptations to their home. Those with children are also likely to require housing that ensures overcrowded living conditions will not arise.</p> <p>On Site, there is a large proportion of children (39%). There is also a high proportion of children (23%) within the LIA.</p>	<p>accessible housing. The council will ensure that:</p> <ul style="list-style-type: none"> ● It assists residents with additional independent advice and support on the re-housing process, outside of that offered by the Council, and details on how to access these when requested. ● It carries out one-to-one meetings with Council tenants in order to assist with completing the correct forms and to establish the needs of residents. As part of this process, the Council considers the tenant's rehousing preferences with regards to location, bed size requirement, desire to be close to friends and family, health needs (mobility or social risk factors), children's school location and place of employment. ● It is committed to providing better quality housing that meets individual needs. 	<ul style="list-style-type: none"> ● The Council should continue to communicate proactively with residents 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 such as families with children. 	<p>characteristics linked to potentially unsuitable housing.</p> <p>There may be differential impacts on children and disabled people.</p> <p>There is also the potential for disproportionate adverse equality effects on children who are overrepresented on Site and in the LIA.</p> <p>With consideration that the Council has taken all reasonable measures to manage the impact, overall, if the proposed recommendations are implemented, there is likely to be only a very limited adverse effect on residents with protected characteristics linked with access to appropriate and accessible housing.</p>
<p>Health and wellbeing of the local population:</p> <p>Construction of the Scheme has the potential to result in health effects for local residents. Environmental effects of demolition and redevelopment can impact both air and noise pollution levels. As set out in the literature review, groups more likely to be impacted by and changes in air and noise pollution levels are children, young people, older people, disabled people, and pregnant people.</p> <p>On Site, there is a large proportion of children (39%). There is also a high</p>	<p>Documents reviewed within Appendix D outline the following measures that will provide a mitigation against adverse health and wellbeing effects to the local population. The council will ensure that:</p> <ul style="list-style-type: none"> ● Commit to the continued maintenance of each Council residential housing estate to a high standard throughout the period of the regeneration scheme, keeping noise and disruption of building work at a minimum and maintaining site security for the safety of residents. 	<p>To manage any residual health impacts, it is recommended that the Council:</p> <ul style="list-style-type: none"> ● Ensure the appointed contractor implements the proposed mitigation measures as set out in the Environmental Impact Assessment. It should be ensured that information on these mitigations is made available to the public, in particular local residents. ● Ensure the CEMP follows best practice mitigation for changes in air quality and noise including vehicle movement limitations, damping down, 	<p>If the proposed recommendations are implemented, there is likely to be no adverse effect on groups with protected characteristics as a result of changes in noise and air quality.</p> <p>This is due to the Scheme's environmental assessment concluding that no significant adverse effects are likely to arise with appropriate mitigation measures in place.</p>

Potential equality effect	Existing mitigation and/or enhancement measures	Recommendations	Overall impact
<p>proportion of children (23%) within the wider5 LIA. The GFR (58.5) is also higher within the LIA which indicates disproportionately high birthing rates. However, results from the Environmental Impact Assessment demonstrated that it is unlikely that any significant noise or air quality effects will arise during both construction and operation periods, should appropriate mitigation be put in place.²⁴</p>	<ul style="list-style-type: none"> The contractor is obligated by law to develop a Construction Environmental Management Plan (CEMP) to mitigate the impacts of demolition and construction on local resident 	<p>anti-idling, noise bunds, hoarding and screening.</p> <ul style="list-style-type: none"> Any environmental monitoring reports should be shared with local residents for transparency. 	
<p>Access to finance as a result of relocation:</p> <p>As a result of the need to relocate, residents will be required to access new means of finance to accommodate the relocation.</p> <p>Should access to additional finances (such as loans or mortgages) be necessary as a result of the relocation, those at risk of financial exclusion are more likely to be negatively impacted. Financial exclusion arises when an individual faces difficulty when trying to access appropriate and mainstream financial services. In the UK, young people not in employment, lone parents, disabled people, women, ethnic minority groups and older people are more likely to experience barriers in accessing additional finances.</p> <p>On Site, there is a large proportion of children (39%), ethnic minority groups (60%) and women (62%). The population of the LIA also has higher than average proportions of children (23%) and</p>	<p>Documents reviewed within Appendix D outline the following measures that will provide mitigation against any adverse changes to access to finance. The council will ensure that:</p> <ul style="list-style-type: none"> Home loss payments made to those whose homes are not acquired through CPO are made at the discretion of the Council, as it has no statutory duty to make the compensation in cases of private treaty. However, in order to provide support to those whose homes are acquired under agreement, the Council will offer a home loss payment in these cases as well. 	<p>This risk requires further management, for which Council should consider the following recommendations:</p> <ul style="list-style-type: none"> The Council should continue to communicate proactively with residents 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 financial exclusion. 	<p>There is the potential for adverse equality impacts on groups with protected characteristics as a result of accessing finance.</p> <p>Differential effects are likely to impact young people, older people, disabled people, lone parents, ethnic minority groups and women.</p> <p>There is also the potential for disproportionate adverse equality effects on ethnic minority groups who are overrepresented both on Site and in the LIA. Women are also overrepresented on Site.</p> <p>With consideration that the Council has taken all reasonable measures to manage the impact, overall, if the proposed mitigations are implemented there is likely to be some residual adverse impacts as a result of accessing finance.</p>

²⁴ Savills (2023): 'Planning Statement with Framework Commercial Strategy – Bridge Close, Romford'.

Potential equality effect	Existing mitigation and/or enhancement measures	Recommendations	Overall impact
<p>individuals from ethnic minority backgrounds (62%).</p> <p>Expenses associated with relocation:</p> <p>As a result of needing to relocate, residents are likely to be faced with costs associated with moving.</p> <p>Costs associated with relocation are particularly likely to impact those who are more likely to be low income and therefore have less spare income. Research suggests that young people, older people, disabled people, ethnic minority groups, and women are more likely to be classed as low income.</p> <p>On Site, there is a large proportion of ethnic minority groups (60%) and women (62%). There is also a high proportion of and ethnic minority groups (62%) within the LIA.</p>	<p>Documents reviewed within Appendix D outline the following measures that will provide mitigation against any adverse changes to access to finance. The council will ensure that:</p> <ul style="list-style-type: none"> Disturbance compensation is paid where qualifying residents are required to leave their home, to compensate for reasonable financial costs associated with moving and acquiring a new home. The aim of the compensation is to prevent a resident from encountering a situation where they are in a worse financial position as a result of having to move because of the regeneration programme. 	<p>This risk requires further management, for which Council should consider the following recommendations:</p> <ul style="list-style-type: none"> The Council should continue to communicate proactively with residents 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 expenses associated with relocation. 	<p>There is the potential for adverse equality impacts on groups with protected characteristics as a result of accessing finance.</p> <p>Differential effects are likely to impact young people, older people, disabled people, ethnic minority groups and women.</p> <p>There is also the potential for disproportionate adverse equality effects on ethnic minority groups who are overrepresented both on Site and in the LIA. Women are also overrepresented on Site.</p> <p>With consideration that the Council has taken all reasonable measures to manage the impact, overall, if the proposed mitigations are implemented there is likely to be some residual adverse impacts as a result of expenses associated with relocation.</p>
<p>Loss of community resources:</p> <p>The Scheme will result in the closure and relocation of existing community resources that are currently operating on the Site. This includes the unofficial use of some premises as religious facilities, a fitness centre, and a medical practice.</p> <p>The closure or relocation of these community facilities has the potential to disadvantage local communities.</p> <p>Any loss in access to these community resources due to closure or relocation away from the Romford area may have adverse effects for a number of groups,</p>	<p>Relevant documents are reviewed within Appendix D of the Bridge Close Redevelopment EqIA and outline the following measures that would provide a mitigation against associated losses to community resources or enhance the benefit of them. The Council will ensure that:</p> <ul style="list-style-type: none"> A continuous communication process will ensure that residents feel included through briefings, letters and one on one meetings. The Council and Ardent are working with HICC to ensure that the service it 	<p>To maintain residual impacts, it is recommended that the Council:</p> <ul style="list-style-type: none"> offer support to community resources through ongoing engagement and consultation on a case-by-case basis, aiming to address any specific needs and equality concerns; help to relocate and maintain community resources in the local area where possible, so as to prevent disruption of social networks and access to services; and maintain access to community resources 	<p>There is the potential for some adverse impacts on groups with protected characteristics due to loss of social cohesion and access to community resources.</p> <p>The loss of community resources will likely have a disproportionate effect on Muslims (12% of the population) due to their representation in the LIA.</p> <p>Differential impacts apply to disabled people, older people, children and those from religious and faith groups (in particular the Muslim community).</p>

Potential equality effect	Existing mitigation and/or enhancement measures	Recommendations	Overall impact
<p>including disabled people, older people, children and those from the affected religious and faith groups. The loss of community resources to maintain social links can contribute to feelings of isolation and loneliness in older people and disabled people. Demolition and resource relocation could also adversely affect access to child social networks.</p> <p>The population of the LIA is disproportionately represented by individuals from minority ethnic and religious groups, with 12% of the population being Muslim.</p>	<p>provides will not be interrupted; and HICC will only be required to move from the majority of its existing premises when the final phase of the Scheme is implemented.</p> <ul style="list-style-type: none"> The Council are working with the faith groups operating unofficially out of Bridge Close premises to support them to successfully relocate. 	<p>throughout the land assembly process for as long as possible.</p>	<p>Overall, if the proposed recommendations are implemented, these effects can be further managed. However, there may be a residual adverse effect on groups with protected characteristics.</p>
<p>Emergency Service response reconfiguration:</p> <p>The Romford Ambulance station is located at the south east corner of the Site. The redevelopment will cause a reconfiguration of emergency service response for Queens and Victoria Hospital in Romford. An action plan to determine future configuration of emergency response has yet to be delivered. It is, however, possible that the relocation of Romford Ambulance station may reduce the efficiency of local emergency service response. This may impact those who have a differential need for emergency services, identified in the evidence review as older people, disabled people and children.</p> <p>The population of Havering has a higher than average proportion of older people (18%) when compared to the regional average (12%).</p>	<p>Documents reviewed within Appendix D outline that there is ongoing engagement with Romford Ambulance Station to accommodate its relocation to a suitable premises.</p> <ul style="list-style-type: none"> Numerous options have been made available to the ambulance station including relocation to a new site with assistance from the Council and possibly moving to a new site that allows for consolidation with one or more other ambulance stations. A detailed site search for a relocation site for the London Ambulance Service Station will be conducted by the London Ambulance Service Station and the Council. Should new sites become available, suitable options will be considered with a full feasibility study being undertaken to appraise financial, operational and planning implications. 	<p>The proposed outcome for the future configuration of the Ambulance station should be shared with the local community as far in advance of scheme operation as possible.</p>	<p>With consideration that the Council has taken all reasonable measures to manage the impact, overall, if the proposed relocation causes a change in emergency service response time, there may be residual adverse effects on groups with protected characteristics with a differential need for this service including children, older people and disabled people.</p> <p>These changes may also negatively impact older people who are disproportionately representative in the borough of Havering (18% of the population).</p>

6.1.2 Impact on businesses and employees

Table 6.2: Impact assessment -businesses and employees

Potential equality effect	Existing mitigation and/or enhancement measures	Recommendations	Overall impact
<p>Potential loss of business</p> <p>Construction of the Scheme has the potential to result in the loss of businesses currently trading on the Bridge Close site. At present, there are 26 businesses operating on the extended site in a range of sectors, with the most dominant sector being manufacturing.</p> <p>As found in the literature review, research suggests those who are self-employed business owners are more likely to be negatively impacted should business closure arise. Those more likely to be self-employed include ethnic minority groups and older people.</p> <p>Of businesses that responded to the on-Site survey undertaken within the original RLB in 2023, 30% of business owners were from an ethnic minority group, and 22% were older people aged 65 and over</p> <p>The survey of businesses within the RLB extension undertaken in September 2024 highlighted that whilst the LIA is disproportionately represented by ethnicity minority groups (59% of the LIA population), the profile of owners of businesses currently trading within the Study Area is 67% White British.</p>	<p>Relevant documents are reviewed within Appendix D of the Bridge Close Redevelopment EqIA and outline the following measures that would be provided to businesses that are impacted by the regeneration scheme. The council will ensure that it provides:</p> <ul style="list-style-type: none"> ● Assistance in identifying appropriate alternative sites within the borough or in neighbouring boroughs; and ● Business analysis support to highlight potential future growth potential and business direction. <p>To minimise impact and disruption to business as much as possible, the following factors will be considered by the Council when assessing potential relocation sites:</p> <ul style="list-style-type: none"> ● Customer base and location; ● Current and proposed tenure type; ● Employment contribution to the local economy; ● Transportation requirements; ● Current site use and intensification; and ● Individual business and investment plans. <p>The Development Manager will engage with occupiers over relocation issues and will:</p> <ul style="list-style-type: none"> ● produce a comprehensive and ongoing assessment of the current 	<p>This risk requires ongoing management and the Council should consider the following recommendations:</p> <ul style="list-style-type: none"> ● All reasonable efforts should be made to retain the business within the local area, where this is the preference of the business. Additionally, relocation of businesses should be tracked where possible. <p>In the case where a business is permanently closed or relocated from the current premises, existing customers should be:</p> <ul style="list-style-type: none"> ● provided with guidance on how to access the new location by public transport or active travel; ● signposted to alternative businesses providing similar services within the local community 	<p>There may be differential adverse impacts on ethnic minority groups and older people as a result of a potential loss of business.</p> <p>Overall, there are likely to be limited adverse effects on groups with protected characteristics as a result of potential loss of business, due to the existing mitigation measures put in place by the Council.</p>

Potential equality effect	Existing mitigation and/or enhancement measures	Recommendations	Overall impact
	<p>occupiers needs and requirements, and potential alternative sites;</p> <ul style="list-style-type: none"> ● accurately record all correspondence with businesses; ● manage third party consultants, including those appointed to offer compensation advice; ● ensure disturbance to the businesses is minimised, offering support measures where available; and ● work effectively with relevant organisations to ensure that businesses receive up-to-date and reliable information about the relocation process. 		
<p>Financial implications associated with business relocation:</p> <p>The Bridge Close redevelopment Scheme will result in either the relocation of businesses trading on the Site, or business closure. As highlighted above, 26 businesses will be affected, and may require the use of CPO powers in order to secure possession. This will result in the demolition and closure of the affected businesses, which span across a range of sectors including private medical practice, catering businesses, and a taxi service.</p> <p>When relocated to new industrial or commercial premises, access to finance is needed to secure a new location.</p> <p>Depending on the geography of where affected businesses may relocate to, relocation may disrupt the local customer bases that have been developed by businesses over time. This could result in a loss in business and create adverse</p>	<p>In order to complete the acquisition of land interests, the Council will make offers to landowners and occupiers which reflect their entitlement to compulsory purchase compensation and the 'value for money' the acquisition may provide. All businesses will be entitled to compensation, as set out in the statutory compensation code.</p> <p>Additional financial support will be offered in advance of taking possession of the business to help facilitate the relocation. This may include:</p> <ul style="list-style-type: none"> ● Payment of reasonable interim professional fees; ● Early acquisition and leaseback of a business' existing site to allow for a new premises to be acquired and prepared while the business continues to operate at its current location; and 	<p>This risk requires further management and the Council should consider the following recommendations:</p> <ul style="list-style-type: none"> ● Where new space within the Site is available, business owners should be given the opportunity to submit their interest in the space. ● Ensure all businesses on the Site are provided with a clear timeline of events regarding the proposed redevelopment. 	<p>There may be differential adverse impacts on ethnic minority groups, older people and disabled people as a result of the financial implications associated with business closure and/or relocation.</p> <p>Overall, due to the existing mitigation measures put in place by the Council, there is likely to be limited adverse effects on these groups, particularly if existing businesses are successfully relocated in the local area.</p>

Potential equality effect	Existing mitigation and/or enhancement measures	Recommendations	Overall impact
<p>financial implications. Evidence indicates that minority ethnic groups may experience difficulty in accessing financial support and re-establishing a business in a new location.</p> <p>The survey of businesses undertaken in September 2024 highlighted that whilst the LIA is disproportionately represented by ethnicity minority groups (59% of the LIA population), the profile of owners of businesses currently trading within the Study Area is 67% White British.</p>	<ul style="list-style-type: none"> An option to provide the certainty of an agreed purchase price for an existing property once alternative premises have been identified 		
<p>Redundancy due to loss of businesses:</p> <p>Construction of the Scheme has the potential to result in the loss of businesses currently trading within the extended RLB of the site.</p> <p>These changes may create direct redundancies or result in indirect redundancies by current staff being unable to access future employment at a different location. This can affect groups who are more likely to face barriers to employment than others: particularly older people, disabled people, and ethnic minority groups.</p> <p>The LIA is disproportionately represented by ethnicity minority groups (59% of the LIA population). The survey of businesses undertaken in September 2024 identified that 66% of employees were from ethnic minority groups, specifically Asian.</p>	<p>Relevant documents are reviewed within Appendix D of the Bridge Close Redevelopment EqIA and outline the following measures that would be provided to businesses that are impacted by the regeneration scheme. The council will ensure that it provides:</p> <ul style="list-style-type: none"> Assistance in identifying appropriate alternative sites within the borough or in neighbouring boroughs; work effectively with relevant organisations to ensure that businesses receive up-to-date and reliable information about the relocation process. 	<p>This risk requires ongoing management and the Council should consider the following recommendations:</p> <ul style="list-style-type: none"> All reasonable efforts should be made to retain the business within the local area, where this is the preference of the business. Additionally, relocation of businesses should be tracked where possible. Work proactively and constructively through a range of channels, including face to face engagement where possible with vulnerable employees to signpost them to employment support 	<p>There may be differential adverse impacts on ethnic minority groups and older people as a result of redundancies due to a potential loss of business. Ethnic minority groups may also experience disproportionate adverse impacts as they form a majority of the affected employees.</p> <p>Overall, there are likely to be limited adverse effects on groups with protected characteristics as a result of potential loss of business, due to the existing mitigation measures put in place by the Council.</p>
<p>Impact of redundancy on health and wellbeing:</p> <p>The Scheme will require businesses currently trading on the Site to relocate. The Scheme and potential use of CPO</p>	<p>Relevant documents are reviewed within Appendix D of the Bridge Close Redevelopment EqIA and outline the following measures that would be provided</p>	<p>This risk requires further management and the Council should consider the following recommendation:</p> <ul style="list-style-type: none"> In the case where a business chooses to close, the Council and its 	<p>There are likely to be adverse impacts on groups with protected characteristics due to potential redundancy. Children, young people, older people and those from ethnic minority groups may be</p>

Potential equality effect	Existing mitigation and/or enhancement measures	Recommendations	Overall impact
<p>powers will result in the demolition and closure of the affected businesses, which span across a range of sectors including private medical practice, restaurants, and a taxi service.</p> <p>CPO powers could be exercised over businesses where vacant possession has not been achieved. As set out in section 3.7, six commercial buildings have not yet finalised negotiations.</p> <p>If a suitable relocation premises is not identified, the redevelopment may result in business extinguishment. These changes could create direct redundancies or result in indirect redundancies due to current staff being unable to access future employment with the same business at a different location.</p> <p>The evidence review has demonstrated that children and young people (who are likely to be adversely impacted by their parents redundancy), older people and those from ethnic minority backgrounds are more likely to be negatively impacted by job loss when compared to other groups.</p> <p>Of businesses that responded to the on-Site survey, 30% of business owners were from an ethnic minority group, and 22% were older people aged 65 and over. With regards to employees, 24% were from an ethnic minority group.</p> <p>The profile of the LIA shows that it is disproportionately represented by children (22%) and individuals from an ethnic minority background (59%).</p>	<p>to businesses that are impacted by the regeneration scheme.</p> <ul style="list-style-type: none"> ● A minimum local labour target of 20% during construction and end user phase for major commercial or mixed use developments including a proportion of apprenticeships where the length of construction phase allows; ● A minimum local labour target of 20% during construction for major residential developments; ● The notification of all vacancies associated with the development and its end use through the Council's employment service; and ● Offer opportunities to local businesses within their supply chains. 	<p>advisors should signpost training and employment opportunities to affected staff, as well as resources and organisations for mental health support where required.</p>	<p>differentially impacted. Children and ethnic minority groups may also be impacted disproportionately due to their over-representation in the LIA.</p> <p>However, if the proposed recommendations are implemented, there is likely to be a limited adverse equality effect on these groups.</p>

Potential equality effect	Existing mitigation and/or enhancement measures	Recommendations	Overall impact
<p>Impact on customer base:</p> <p>The Scheme has the potential to close or relocate businesses used by the Romford population.</p> <p>The demolition and consequent closure of these businesses has the potential to disadvantage local customers of these businesses.</p> <p>Depending on where affected businesses relocate to, such relocation could create a barrier in access for customers.</p> <p>Alternatively, the loss of a business could result in the total loss of service delivered to existing local consumers.</p> <p>Research suggests that certain groups, such as older people, disabled people and ethnic minority groups may be more reliant on existing networks and links to local businesses. As a result, sudden changes in locations of businesses could reduce their access to services.</p> <p>The LIA population is disproportionately represented by ethnic minority groups (59%) who are likely to disproportionately represent the customer base of businesses within the Site.</p>	<p>Relevant documents are reviewed within Appendix D of the Bridge Close Redevelopment EqIA and outline the following measures that would be provided to businesses that are impacted by the regeneration scheme. The council will:</p> <ul style="list-style-type: none"> ● Provide communication about the regeneration proposals throughout the regeneration period through one-on-one meetings, direct letter correspondence, newsletters, briefings, events, website and email updates, in addition to dedicated points of contact in the Council or representatives 	<p>In the case where a business is permanently closed or relocated from the current premises, existing customers should be:</p> <ul style="list-style-type: none"> ● provided with guidance on how to access the new location by public transport or active travel; or ● signposted to alternative businesses providing similar services within the local community, should the business be permanently closed. ● This information could be provided through the installation of signage/posters on the Site. 	<p>There may be differential adverse impacts on ethnic minority groups, older people and disabled people as a result of relocation of existing businesses on Site, and the potential reliance on existing businesses these groups may have. Ethnic minority groups are also disproportionately represented in the LIA and may therefore experience this effect disproportionately.</p> <p>However, none of the businesses within the RLB have been identified as providing specific services for a protected characteristic groups. As such it unlikely there will be any equality impacts on the customer base.</p>

6.1.3 Wider regeneration impacts

Table 6-3 Impact Assessment - wider regeneration impacts

Potential equality effect	Existing mitigation and/or enhancement measures	Recommendations	Overall impact
<p>Improved housing provision:</p> <p>The Scheme provides a key opportunity to improve housing provision for the local population, with an aspiration of 1,070 new homes. In total, 10% of these homes will be wheelchair accessible. Housing will also meet a range of local needs, providing diverse accommodation types from one-bedroom units to family sized four-bedroom units.</p> <p>The evidence review found that improved housing provision will improve both physical and mental health and wellbeing outcomes for those that live in housing that is adequately warm. The provision of an adequate level of accessible housing (accessible homes and a diverse selection of accommodation types) will also benefit the local population. As a result, older people, children and young people, disabled people and those from an ethnic minority background are likely to benefit from improved housing stock in the local area.</p> <p>On Site, there is a large proportion of children (39%) and ethnic minority groups (60%). The population of the LIA also has a higher than average proportion of children (23%) and individuals from ethnic minority backgrounds (62%).</p>	<p>No mitigation and/or enhancement measures for this equality effect have been identified.</p>	<p>The availability of new housing, and its composition (i.e., number of bedrooms, wheelchair accessibility status) should be shared with the local community as far in advance of scheme operation as possible.</p>	<p>The delivery of new housing is likely to bring positive equality effects for local groups with protected characteristics.</p> <p>There are likely to be differential positive effects on children and young people, older people, disabled people and those from an ethnic minority background.</p> <p>There may also be disproportionate effects on children and ethnic minority groups, as these groups are over-represented both on Site and in the LIA.</p> <p>Overall, there is likely to be positive impacts on groups with protected characteristics.</p>

Potential equality effect	Existing mitigation and/or enhancement measures	Recommendations	Overall impact
<p>Affordable housing provision:</p> <p>The Scheme aims to provide affordable housing, with an aspiration of 35% of the 1,070 homes designated as affordable. Of these, 30% will be available at Social Rent/London Affordable Rent and 70% will be available at intermediate affordable rents. As stated in the literature review, young people, women, disabled people, and LGBTQ+ people are most likely to face financial issues when securing alternative housing. These groups are therefore the most likely to benefit from the presence of affordable housing as a result of the Scheme.</p> <p>On Site, there is a large proportion of women (62%).</p>	<p>No mitigation and/or enhancement measures for this equality effect have been identified.</p>	<p>Rental fees and service charges for proposed properties should be shared with the local community as far in advance of scheme operation as possible.</p>	<p>The delivery of affordable housing is likely to bring positive equality effects for local groups with protected characteristics.</p> <p>There is likely to be a differentially positive impact on young people, women, disabled people and LGBTQ+ people who are likely to benefit from improved housing.</p> <p>There may also be disproportionate effects on women as this group is over-represented on Site.</p> <p>Overall, there is likely to be positive impacts on groups with protected characteristics.</p>
<p>Provision of upgraded religious resources</p> <p>Updates to the Scheme and consequent redevelopment will oversee the relocation of the HICC to the land to the south of the Site.</p> <p>The relocation of the HICC is anticipated to provide a religious space with greater capacity to serve the needs of the local community. The new building will have the capacity to host more than 1000 individuals during a single Jumu'ah, enabling the HICC to meet the growing demand for their services.</p> <p>Literature points to the importance of religious places of worship in helping generate solidarity, manage adversity and promote resilience amongst religious communities.</p> <p>This improvement to the religious space is likely to benefit members of the local Muslim community who are likely to use the space. Indeed, the population of</p>	<p>Relevant documents are reviewed within Appendix D of the Bridge Close Redevelopment EqlA and outline the following measures that could be implemented to enhance the provision of religious facilities:</p> <ul style="list-style-type: none"> The council will provide communication about the regeneration proposals throughout the regeneration period through one-on-one meetings, direct letter correspondence, newsletters, briefings, events, website and email updates, in addition to dedicated points of contact in the Council or representatives. 	<p>It is recommended that the Council:</p> <ul style="list-style-type: none"> Seeks input from local community groups and users of the HICC to understand how to maximise the benefit gained from the new building. Engagement surrounding the relocation of HICC should also take into account and work around significant Islamic religious celebrations, such as Eid. 	<p>The upgraded HICC building is anticipated to generate positive equality effects. Children, ethnic minority groups and older people are likely to differentially benefit from improved provision of community and religious facilities.</p> <p>The improvement to religious resources is likely to disproportionately benefit members of the local Muslim community who are more likely to use the space.</p> <p>If the proposed recommendations are implemented, there is likely to be a positive effect on groups with protected characteristics.</p>

Potential equality effect	Existing mitigation and/or enhancement measures	Recommendations	Overall impact
<p>the LIA is disproportionately represented by people who identify as Muslim (12%).</p> <p>Provision of community resources:</p> <p>The Scheme includes the provision of a series of new community infrastructure, including several key resources. This includes a new three form entry primary school and nursery. The new three form entry primary school will provide 630 school places 47 nursery places. Across both educational facilities there will be a total of 18 spaces for SEND pupils.</p> <p>A new flexible health centre and community centre are also part of the masterplan design. The planning application permits the space assigned for the health centre to be used for alternative uses if NHS confirms that accommodation is not required.</p> <p>Such improvements to community infrastructure on Site provide opportunities to promote social cohesion and are therefore likely to benefit groups that are more at risk of social exclusion. Such groups include children, ethnic minority groups and older people.</p> <p>On Site, there is a large proportion of children (39%) and ethnic minority groups (60%). The population of the LIA also has a higher than average proportion of children (23%) and individuals from ethnic minority backgrounds (62%).</p>	<p>Documents reviewed within Appendix D outline the following measures that could be implemented to enhance the provision of community facilities:</p> <ul style="list-style-type: none"> ● The council will provide communication about the regeneration proposals throughout the regeneration period through one-on-one meetings, direct letter correspondence, newsletters, briefings, events, website and email updates, in addition to dedicated points of contact in the Council or representatives. 	<p>It is recommended that the Council:</p> <ul style="list-style-type: none"> ● Seeks input from local community groups to understand how to maximise the benefit gained from the new facilities. ● Engage with local residents to understand how the new community centre, health centre, and nursery could best serve them. This may include longer opening hours at the nursery, or specific services being offered at the health clinic (such as walk ins). 	<p>The creation of new community resources is anticipated to generate positive equality effects. Children, ethnic minority groups and older people are likely to differentially benefit from improved provision of community facilities. This effect may also be disproportionate for ethnic minority groups and children, who are both disproportionately represented on Site and in the LIA.</p> <p>If the proposed recommendations are implemented, there is likely to be a positive effect on groups with protected characteristics.</p>
<p>Employment opportunities:</p> <p>Redevelopment of the Site may act as a catalyst for promoting local economic growth and supporting job creation. The construction phase of the scheme will also provide temporary employment opportunities those in the construction sector.</p> <p>Such job opportunities are likely to positively impact protected characteristic groups more likely to face unemployment including ethnic minority groups, older people, disabled people and young people. Likewise,</p>	<p>Documents reviewed within Appendix D outline that the council could implement the following measures to enhance the effects of employment opportunities:</p> <ul style="list-style-type: none"> ● Provide communication about the regeneration proposals throughout the regeneration period through one-on-one meetings, direct letter correspondence, newsletters, briefings, events, website and 	<p>Employment planning for the scheme should look to focus on creating job opportunities for those protected characteristic groups who are more likely to be impacted by unemployment, including people from ethnic minority groups, older, disabled, younger people and men.</p>	<p>The changes to employment opportunities as a result of the scheme operation are anticipated to generate positive equality effects.</p> <p>There is likely to be a differential positive impact on those more likely to face unemployment including people from ethnic minority groups, older, disabled, younger people and men. This</p>

Potential equality effect	Existing mitigation and/or enhancement measures	Recommendations	Overall impact
<p>employment opportunities in the construction industry are likely to benefit men who are more likely to work in construction.</p> <p>On Site, there is a large proportion of ethnic minority groups (60%). The population of the LIA also has a higher than average proportion of individuals from ethnic minority backgrounds (62%).</p>	<p>email updates, in addition to dedicated points of contact in the Council or representatives.</p> <p>Furthermore, Scheme employment targets include:</p> <ul style="list-style-type: none"> ● 61 Havering residents employed ● 58 Apprenticeships ● 29 career events ● 25 qualifications and certificated gained by local residents 		<p>effect may also be disproportionate for ethnic minority groups, who are disproportionately represented both on Site and in the LIA.</p>
<p>Improved public realm and provision of urban green space:</p> <p>The Scheme will result in a new landscape for the residents of, and those local to, Bridge Close. Improvements to public open space will include a new public square, civic square and riverside walk. A range of planting and green spaces across the Site to enhance wildlife, improve biodiversity and complement the built environment will also be present.</p> <p>The new active travel provisions will also better integrate Bridge Close into the fabric of the town and provide improved transport links to the proposed southern entrance at Romford Station.</p> <p>As highlighted in the literature review, these improvements to the public realm are likely to benefit children, older people, disabled people, those from ethnic minority backgrounds and women.</p> <p>On Site, there is a large proportion of children (39%), ethnic minority groups (60%) and women (62%). The population of the LIA also has a higher than average proportion of children (23%) and individuals from ethnic minority backgrounds (62%).</p>	<p>Documents reviewed within Appendix D outline the following measures that could be implemented to enhance the provision of facilities within the public realm. The council will ensure that:</p> <ul style="list-style-type: none"> ● Communication is provided about the regeneration proposals throughout the regeneration period through one-on-one meetings, direct letter correspondence, newsletters, briefings, events, website and email updates, in addition to dedicated points of contact in the Council or representatives. 	<p>The council and its advisors should ensure that improvements to public space (including the pedestrian environment and play spaces on the Site) appropriately consider best practice in accessible and inclusive design (such as Design for the Mind), benefitting older and disabled people, including those with mobility and sensory impairments. Where possible, different user groups should be included in co-design of spaces to reflect different needs and lived experiences of using public space.</p>	<p>With consideration that the Council has taken all reasonable measures to manage the impact, there is likely to be a differential positive impact on older people, children, disabled people, women and those from ethnic minority groups as more green space and accessible public realms can help influence these groups to participate more in public life. This effect may also be disproportionate for ethnic minority groups, children and women who are disproportionately represented both on Site and in the LIA.</p> <p>The improvements to the public realm during operation are likely to cause positive equality effects.</p>
<p>Safety and security:</p>	<p>Documents reviewed within Appendix D outline the following measures that could be implemented to ensure that</p>	<p>It is recommended that the council ensure that during the construction and operation phases of the scheme:</p>	<p>With consideration that the Council has taken all reasonable measures to manage the impact, there may</p>

Potential equality effect	Existing mitigation and/or enhancement measures	Recommendations	Overall impact
<p>Feelings of safety and security amongst the local population are likely to be impacted during both the construction and operation phases of the Scheme. During the redevelopment, the construction process may attract unwanted activity such as anti-social behaviour and crime. This may result in the local population feeling unsafe and fearful of their own security.</p> <p>However, the overall improvements made to the public realm and management of the Site during redevelopment may reduce crime and in turn have a positive effect. Indeed, the Council expects the scheme to have a material impact on the reduction of crime and anti-social behaviour currently linked to the area.</p> <p>The effects of crime are likely to differentially impact protected characteristic groups who are more likely to be vulnerable to attacks including disabled people, young people, LGBTQ+ people and people from ethnic minority groups.</p> <p>On Site, there is a large proportion of ethnic minority groups (60%). The population of the LIA also has a higher than average proportion of individuals from ethnic minority backgrounds (62%).</p>	<p>feelings of safety and security are maintained. The council will ensure that:</p> <ul style="list-style-type: none"> ● It commits to the continued maintenance of each Council residential housing estate to a high standard throughout the period of the regeneration scheme, keeping noise and disruption of building work at a minimum and maintaining site security for the safety of residents. ● Provide transparent and effective communication through a variety of outlets such as leaflets or one to one meetings. ● New buildings are designed to Secured By Design principles 	<ul style="list-style-type: none"> ● Sufficient and adequate CCTV is provided in and around the regeneration site. ● There is an available contact advertised for individuals to contact surrounding any queries of the safety/security of the site. ● During operation encourage community involvement and participation in the management and running of any public space; and support local projects which use the space. ● During operation ensure the public spaces are well maintained and well lit, making the space feel looked after and therefore more welcoming. 	<p>be limited adverse impacts on groups with protected characteristics due to changes in safety and security.</p> <p>There is the potential for differential adverse equality effects for disabled people, young people, LGBTQ+ people and people from ethnic minority groups during the construction process. There may also be disproportionate effects on ethnic minority groups, as this group is over-represented both on Site and in the LIA.</p> <p>However, if the proposed recommendations are implemented, there is likely to be no adverse effect on groups with protected characteristics as a result of changes in safety and security.</p> <p>There is the potential for differential positive equality effects for disabled people, young people, LGBTQ+ people and people from ethnic minority groups once the redevelopment is complete, due to improved safety and security measures.</p>

7 Conclusions and action plan

7.1 Conclusion

The Bridge Close redevelopment has the potential to provide improved living conditions, housing quality, new community facilities, an improved public realm, commercial space and employment opportunities for the local area. There is, therefore, a compelling case in the public interest for the land assembly and regeneration, as well as the potential use of CPO powers to facilitate this.

This is likely to have a beneficial equality impact for groups with protected characteristics. The population of the LIA has higher proportions of children, working age people, people from ethnic minority and faith groups, as well as higher levels of deprivation.

The 2024 extension to the extent of the redevelopment has the potential to further benefit protected characteristic equality groups. The expansion of the RLB and CPO boundary will facilitate the relocation of the HICC into a new and improved building, which will provide a positive impact for the local Muslim community and enhance social cohesion.

However, the EqIA has acknowledged that this must be weighed against the acknowledged potential disbenefits for several protected characteristic groups set out in Chapter 6. In this case, the Council has sought to mitigate these through a range of measures focused on rehousing assistance (for both residents and commercial units) and compensation options in order to realise the benefits associated with the redevelopment.

This EqIA demonstrates how the Council has shown due regard to the aims of the Public Sector Equality Duty (as set out in Section 1.2) throughout its decision-making process and has considered the needs of different protected characteristic groups.

7.2 Action Plan

The following action plan seeks to establish activities and responsibilities that aim to address any potential outstanding equality issues where they arise. Actions have been mapped against relevant equality effects identified in section 6.1 of this report.

Table 7-1 Action Plan

Action	Relevant equality effect(s)	Responsible parties	Timescales
Continue to update the existing Communication and Engagement Plan which focusses on outreach through face-to-face engagement, including: <ul style="list-style-type: none"> visits to homes and businesses; information sessions on specific topics or themes; a review and update of information available on the dedicated redevelopment website; upcoming public consultations; any additional redevelopment update events; 	Health effects associated with relocation Loss of social cohesion associated with relocation Access to affordable housing Access to appropriate and accessible housing Loss of community resources Emergency Service response reconfiguration Potential loss of businesses Impact on existing customer base	London Borough of Havering	Ongoing

Action	Relevant equality effect(s)	Responsible parties	Timescales
<ul style="list-style-type: none"> plans to engage with the local community to understand how the benefits of the new nursery, community centre and health centre can be best realised; details around how the new location of both community resources and businesses will be shared with the wider community in advance of relocation taking place. Continue to give consideration to ensuring all information is provided in appropriate formats and languages to suit different needs. 	Provision of community resources		
Maintain an up-to-date record of equality concerns identified through both outreach and formal reporting, ensuring any change in need is reflected. This is applicable to both residents and commercial premises within the Site.	All effects	London Borough of Havering	Ongoing
<p>Create a strategy that highlights the Council's commitment to relocating community resources on the Site, separate from the current Business Relocation Strategy.</p> <p>The Strategy should strive to help relocate community resources in the local area where possible, preventing the extent of disruption to both owners and users of the service.</p>	<p>Loss of community resources</p> <p>Provision of community resources</p>	London Borough of Havering	First draft to be produced following submission of EqlA
<p>Continue to align redevelopment employment and training plans in line with the existing Bridge Close Employment and Skills Plan</p> <p>This includes proposals to maximise the employment, apprenticeship and training opportunities created by the Scheme for local residents. Contract clauses that specify a certain proportion of the construction workforce is drawn from the local area is included, as well as opportunities for work-based training, such as apprenticeships.</p>	<p>Impact of redundancy on health and wellbeing</p> <p>Employment opportunities</p> <p>Improved public realm and provision of urban green space</p> <p>Provision of community resources</p>	London Borough of Havering	To be reviewed prior to contractor appointment with firm contractor commitments sought as part of contractual arrangements
Access to all community facilities on site should be maintained for as long as possible prior to the redevelopment commencing. Any changes in arrangements, including access, should be communicated to users in advance.	Loss of community resources	London Borough of Havering	Ongoing
<p>Provide suitable opportunities to enable existing residents, businesses and community resources to access, or buy into, new commercial, work and community space in the redevelopment scheme.</p> <p>It should be ensured that residents, businesses and community resources are provided with information that sets out the proposed cost (both purchase and rental fees) and sizes of space available. With regards to residential properties, this should</p>	<p>Access to affordable housing</p> <p>Improved housing provision</p> <p>Affordable housing provision</p> <p>Loss of community resources</p> <p>Potential loss of businesses</p> <p>Financial implications associated with business relocation</p>	London Borough of Havering	Ongoing

Action	Relevant equality effect(s)	Responsible parties	Timescales
include the composition of housing available (i.e. number of bedrooms, wheelchair accessibility status etc).	Provision of community resources		
<p>Ensure all businesses, community resources and residents on the Site are provided with a clear timeline of events regarding the proposed redevelopment. This will help them to mitigate in advance, where possible, the potential negative effects that the scheme may have on themselves and/or their business/community resource.</p> <p>This information should be made available in appropriate formats and languages to suit different needs. This should be sent via post and include the name(s) and contact details of people that can be contacted in the Council should they have any questions.</p>	<p>Health effects associated with social relocation</p> <p>Loss of social cohesion associated with relocation</p> <p>Loss of community resources</p> <p>Potential loss of businesses</p>	London Borough of Havering	Ongoing
<p>In the case where a business is permanently closed or relocated from the current premises, existing customers should be:</p> <ul style="list-style-type: none"> ● Provided with guidance on how to access the new location by public transport or active travel ● Signposted to alternative businesses providing similar services within the local community ● This information could be provided through the installation of signage/posters on the Site. 	<p>Potential loss of businesses</p> <p>Impact on existing customer base</p>	London Borough of Havering	Ongoing
Should the Scheme cause redundancy as a result of business closure, efforts should be made to signpost training and employment opportunities to affected staff, as well as resources and organisations available for mental health support where required.	Impact of redundancy on health and wellbeing	London Borough of Havering	Ongoing
Keep a record of the location that residents and commercial premises have relocated to following the redevelopment. This exercise will help to understand how many have been able to remain located within their desired location, and provide valuable lessons learned for future redevelopment in the borough.	<p>Health effects associated with social relocation</p> <p>Loss of social cohesion associated with relocation</p> <p>Access to affordable housing</p> <p>Access to appropriate and accessible housing</p> <p>Loss of community resources</p> <p>Emergency Service response reconfiguration</p> <p>Potential loss of businesses</p> <p>Impact on existing customer base</p>	London Borough of Havering	Ongoing
Ensure that consideration is given to children impacted by the redevelopment, particularly with regards to relocation. A record of the schools/nurseries that children attend should be maintained, with this taken into account when sourcing both temporary and permanent alternative accommodation.	<p>Health effects associated with relocation</p> <p>Loss of social cohesion associated with relocation</p>	London Borough of Havering	Ongoing

Action	Relevant equality effect(s)	Responsible parties	Timescales
<p>Local residents should be made aware of the construction process, timeline and mitigation measures put in place for the scheme, particularly with regards to safety and security.</p> <p>Mitigation should include, but not be limited to, sufficient and adequate lighting and CCTV provided in and around the regeneration site at all stages. An available contact should be advertised for individuals to contact surrounding any queries of the safety/security of the site.</p>	<p>Health and wellbeing of the local population</p> <p>Safety and security</p>	London Borough of Havering	Prior to, and throughout, construction
<p>Ensure the construction phase of the scheme will be undertaken according to best practice measures for noise and air quality, to effectively mitigate impacts. Such measures should be included in the CEMP and consideration should be given to recommendations included in the Environmental Impact Assessment. Any environmental monitoring reports should be shared with local residents for transparency.</p>	<p>Health and wellbeing of the local population</p>	London Borough of Havering Contractor(s)	Prior to, and throughout, construction
<p>To create a new and improved public realm that reflects best practice in assessable and inclusive design (such as Design for the Mind). This includes public space such as the pedestrian environment, urban green space and any play spaces that may be provided.</p> <p>Where possible, different user groups should be included in co-design of spaces to reflect different needs and lived experiences of using public space.</p>	<p>Improved public realm and provision of urban green space</p>	London Borough of Havering Contractor(s)	Ongoing
<p>The phasing plan should be developed so that access to the HICC is maintained throughout the construction and demolition period. Any changes in arrangements, including access, should be communicated to users in advance.</p>	<p>Loss of community resources</p>	London Borough of Havering	Ongoing
<p>Seek input from local community groups and users of the HICC to understand how to maximise the benefit gained from the new building.</p>	<p>Provision of community resources</p>	London Borough of Havering	Ongoing
<p>Engagement surrounding the relocation of HICC should also take into account and work around significant Islamic religious celebrations, such as Eid.</p>	<p>Provision of community resources</p>	London Borough of Havering	Ongoing

Appendices

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A. Demographic profile

The demographic profile of the area in which the scheme is located is outlined below. This shows the proportion of people with different protected characteristics living in wards within the Local Impact Area (LIA) alongside the Borough of Havering, the regional (Greater London) and national (England) proportions. Where a 3% difference is reported, the change is considered slightly higher or lower, however where a 5% difference is reported, a considerable difference is acknowledged and reported as such.

A.1.1 Age

The table below shows the population by age group including children, young people, the working age population and older people.

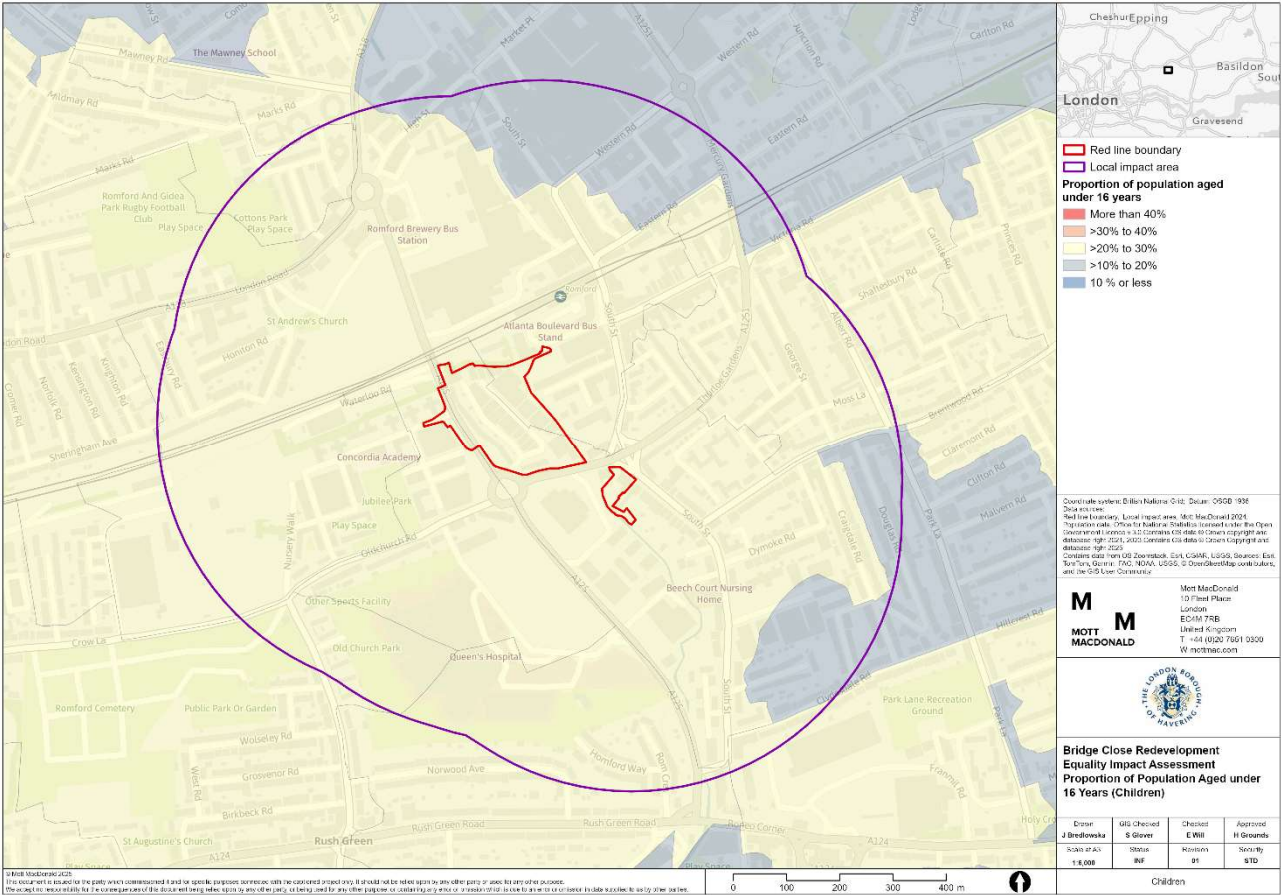
Table A.1: Population by age group

Age	LIA	Havering	Greater London	England
Children (aged 0-15)	22%	20%	19%	19%
Young people (aged 16-24)	9%	10%	11%	11%
Working age population (aged 16-64)	70%	62%	69%	63%
Older people (aged 65 and over)	7%	18%	12%	18%

Source: ONS Census, 2021

As shown in the above table, the proportion of children within the LIA (22%) is slightly higher than the regional and national proportions (both 19%), however is broadly in line with Havering (20%). 9% of the population within the LIA are young people, which is broadly in line with Havering (10%) alongside regional and national proportions (both 11%). The proportion of the population who are of working age within the LIA (70%) is considerably higher than both Havering (62%) and England (63%) however broadly in line with the regional proportion of 69%. 7% of the population within the LIA are older people, which is considerably lower than within Havering (18%), Greater London (12%) and England as a whole (18%).

Figure A.1: Proportion of children within the population



Source: ONS Census 2021

Figure A.1 shows that the proportion of children aged under 16 within the extended RLB is between 20% and 30% of the total population. This is in broadly line with Havering Borough.

Figure A.1: Proportion of total residents that are aged 16 to 24 years

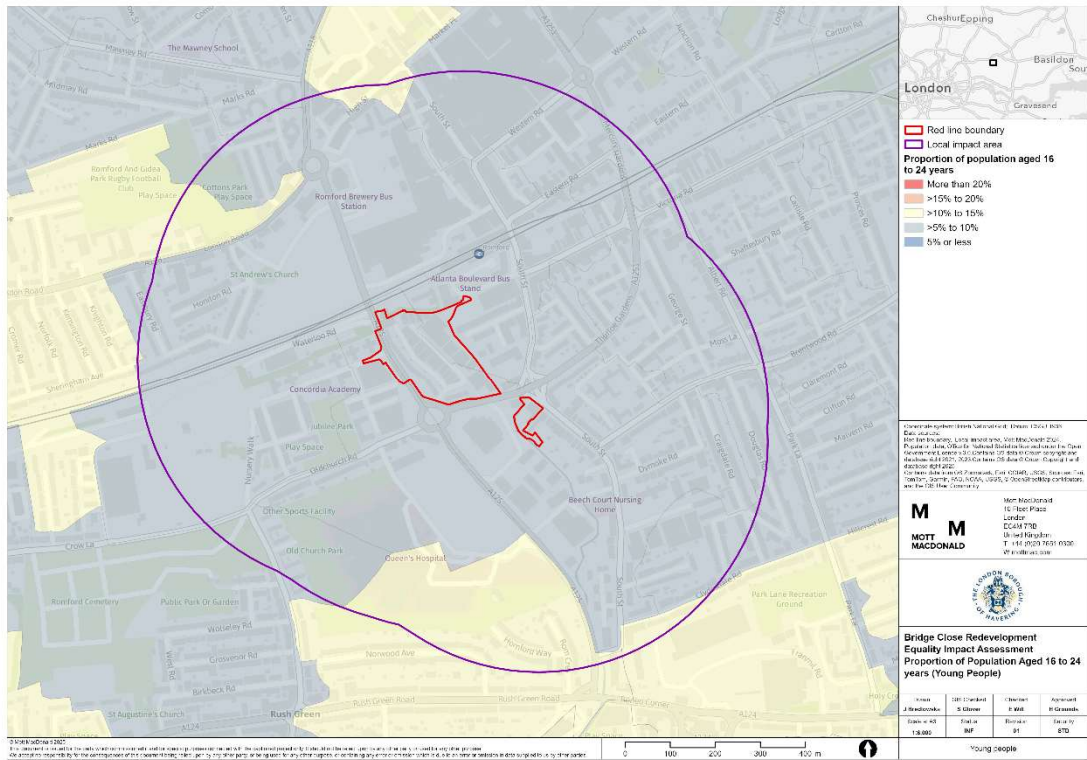


Figure A.2 shows that the proportion of people aged 16 to 24 within the extended RLB is between 5% and 10% of the total population. This is broadly in line with Havering Borough.

Figure A.2: Proportion of total residents that are aged 65 years and over



Source: ONS Census 2021

Figure A.3 shows that the proportion of older people aged 65 and over within the RLB of the larger Site is between 0% and 20% of the total population. This is slightly higher than within Havering Borough. In comparison, the proportion of older people in the smaller Site is between 10% and 20%. This is considerably higher than within Havering Borough.

A.1.2 Disability

The table below shows the proportion of the population with a disability that limits their day-to-day activities.

Table A.2: Population by disability

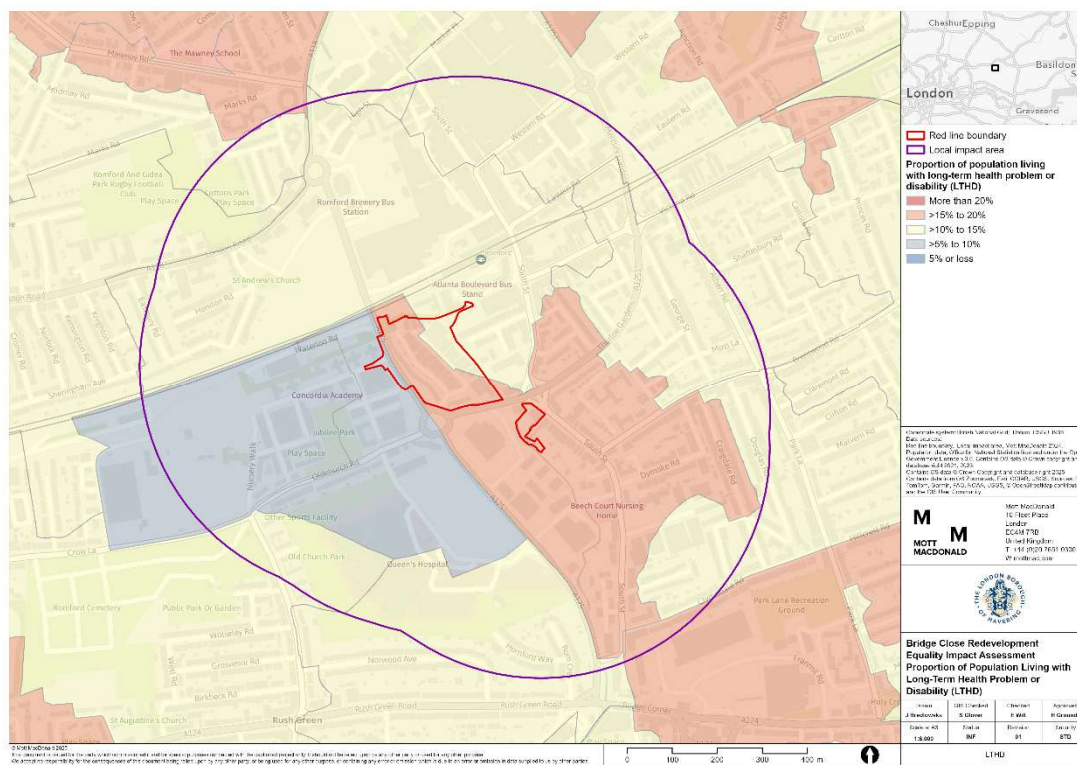
Disability	LIA	Havering	Greater London	England
Day-to-Day Activities Limited a Lot	5%	6%	6%	7%
Day-to-Day Activities Limited a Little	7%	8%	7%	10%
Has a long term physical or mental health condition but day-to-day activities not limited	4%	6%	5%	7%

Source: ONS Census, 2021

The above table outlines that the proportion of population within the LIA with a disability that limits their day-to-day activities a lot (5%) is broadly in line with the Havering (6%), Greater

London (6%) and national proportions (7%). The proportion of population whose day-to-day activities are limited a little within the LIA (7%) is broadly in line with Havering (8%) and Greater London (7%), however slightly lower than England (10%). 4% of the LIA population have a long term physical or mental health condition, however their day-to-day activities are not limited. This is broadly in line with Havering (6%) and Greater London (5%), however slightly lower than England as a whole (7%).

Figure A.3: Proportion of total residents with a long-term health problem or disability



Source: ONS Census 2021

Figure A.4 shows that the proportion of people with a long-term health problem or disability within the RLB of the larger Site is between 0% and 20% of the total population. This is broadly in line with Havering Borough. In comparison, the proportion of people with a long-term health problem or disability within the RLB of the smaller Site is between 15% and 20%. This is slightly higher than within Havering Borough.

A.1.3 Gender reassignment

The table below shows the breakdown of the population of Havering, Greater London and England by gender identity. No data is available for the LIA.

Table A.3: Gender reassignment

Gender identity	Havering	Greater London	England
Gender identity the same as sex registered at birth	94%	91%	94%
Gender identity different from sex registered at birth but no specific identity given	0.3%	1%	0.2%

Gender identity	Havering	Greater London	England
Trans woman	0.1%	0.2%	0.1%
Trans man	0.1%	0.2%	0.1%
All other gender identities	0%	0.1%	0.1%

Source: ONS Census, 2021

The above table outlines that the proportion of the population with a gender identity the same as sex registered at birth is slightly lower in Greater London (91%) than both Havering (94%) and England (94%).

The population who identifies with a different sex from that registered at birth in Greater London (1%) is considerably higher than both Havering (0.3%) and England (0.2%). The population of trans women in Havering (0.1%) is broadly in line with both Greater London (0.2%) and England (0.1%). Similarly, the population of trans men in Havering (0.1%) is broadly in line with both Greater London (0.2%) and England (0.1%). In addition, all other gender identities in Havering (0%) are broadly in line with both Greater London (0.1%) and England (0.1%).

A.1.4 Marriage and civil partnership

No impacts are anticipated with regard to marriage and civil partnership; however, demographic data can be found below.

Table A.4: Population by marital and civil partnership status

Marriage and civil partnership	LIA	Havering	Greater London	England
Single (never married or never registered a civil partnership)	48%	37%	46%	38%
Married	38%	47%	40%	45%
In a registered civil partnership	0.2%	0.1%	0.3%	0.2%
Separated (but still legally married or still legally in a civil partnership)	2%	2%	2%	2%
Divorced or formerly in a civil partnership which is now legally dissolved	8%	8%	7%	9%
Widowed or surviving partner	3%	6%	4%	6%

Source: ONS Census, 2021

The above table outlines that the proportion of the population who are single in the LIA (48%) is broadly in line with Greater London (46%), however considerably higher than the proportion within Havering (37%) and England (38%). The population of those married in the LIA (38%) is broadly in line with Greater London (40%), however considerably lower than within Havering (47%) and England as a whole (45%). 0.2% of the population in the LIA are in a registered civil partnership. This is broadly in line with Havering (0.1%), Greater London (0.3%) and England as a whole (0.2%). In addition, 8% of the LIA population are divorced or formerly in a civil partnership which is now legally dissolved, which is broadly in line with all other regional comparators. 3% of the population within the LIA are widowed or a surviving partner which is

broadly in line with Greater London (4%), however lower than within Havering and London as a whole (6%).

A.1.5 Pregnancy and maternity

The table below shows the number of live births, the Total Fertility Rate (TFR)²⁵ and the General Fertility Rate (GFR)²⁶ for Havering, Greater London and England. No data is available for the LIA.

Table A.5: Pregnancy and maternity rates

Births and fertility rate	Havering	Greater London	England
Live births	3,089	106,696	577,046
TFR	1.7	1.4	1.5
GFR	58.7	50.4	51.9

Source: ONS, 2022

The above table outlines that Havering has a considerably higher GFR (58.7) than both Greater London (50.4) and England as a whole (51.9). This indicates there are higher birthing levels within Havering.

A.1.6 Race and ethnicity

The table below provides a breakdown of the population of the LIA, Havering, Greater London and England by ethnicity.

Table A.6: Population by race and ethnicity

	LIA	Havering	Greater London	England
White	English/Welsh/Scottish/Northern Irish/British	41%	67%	37%
	Irish	1%	1%	2%
	Gypsy or Irish Traveller	0.2%	0.1%	0.1%
	Other White	17%	7%	15%
Mixed/multiple ethnic groups	White and Black Caribbean	2%	1%	2%
	White and Black African	1%	1%	1%
	White and Asian	1%	1%	1%
	Other Mixed	2%	1%	2%
Asian/Asian British	Indian	5%	4%	8%
	Pakistani	3%	2%	3%
	Bangladeshi	3%	2%	4%
	Chinese	1%	1%	2%

²⁵ The number of live children that a group of women would bear if they experienced the age-specific fertility rates of the calendar year in question throughout their childbearing lifespan

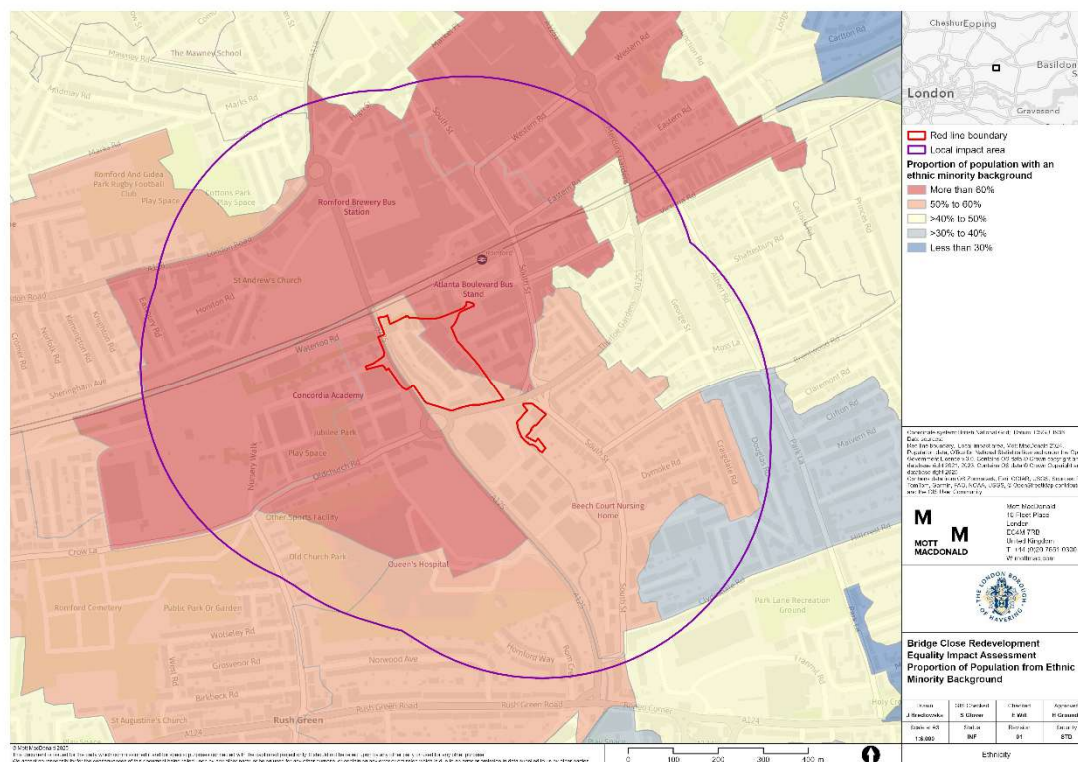
²⁶ The number of live births in a year per 1,000 women aged 15 to 44 years. Measure of current fertility levels.

Black/African/Caribbean/Black British	Other Asian	4%	2%	5%	2%
	Black African	9%	5%	8%	3%
	Black Caribbean	3%	2%	4%	1%
	Other Black	1%	1%	2%	1%
Other ethnic group	Arab	1%	0.3%	2%	1%
	Any Other Ethnic Group	3%	2%	5%	2%
Proportion of the population who have an ethnic minority background		59%	34%	63%	27%

Source: ONS Census, 2021

The above table outlines that the proportion of the population who belong to 'Other White' ethnic groups within the LIA (17%) is considerably higher than within both Havering (7%) and England as a whole (6%) yet broadly in line with Greater London (15%). This shows that the 'Other White' ethnic group is the largest ethnic minority group in the local area. In addition, 9% of the population within the LIA are Black African, which is broadly in line with Greater London (8%), however slightly higher than Havering (5%) and considerably higher England as a whole (3%). Overall, within the LIA 59% of the population have an ethnic minority background, which is slightly lower than Greater London (63%) however considerably higher than proportions within the Borough (34%) and England as a whole (27%). Therefore, the LIA is shown to consist of an ethnically diverse population.

Figure A.4: Proportion of total residents who are from an ethnic minority background



Source: ONS Census, 2021

Figure A.5 shows that the proportion of people who are from ethnic minority backgrounds within the RLB of the larger Site is between 50% and more than 60% of the total population. This is

broadly in line with the wider LIA demographic. In addition, the proportion of people from ethnic minority backgrounds within the RLB of the smaller Site is between 50% and 60%. This is broadly in line with the wider LIA demographic.

A.1.7 Religion and belief

The below table below provides a religious profile of the LIA compared with Havering, Greater London and England.

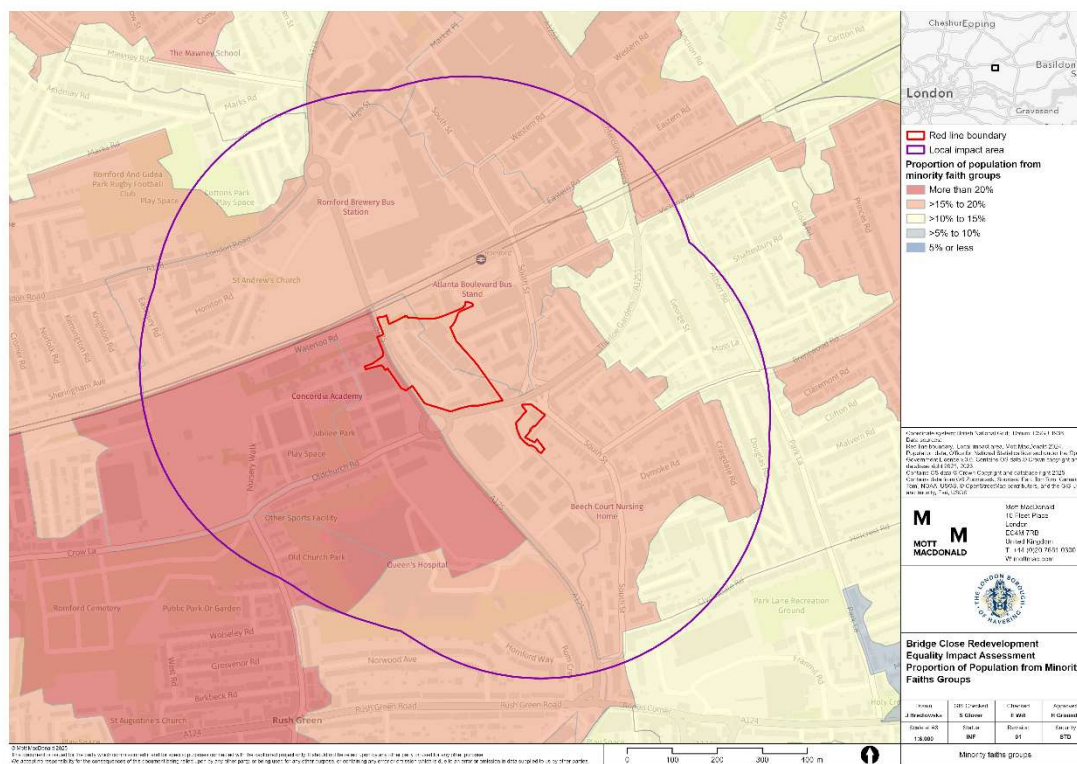
Table A.7: Population by religion and belief

Religion and belief	LIA	Havering	Greater London	England
Christian	48%	52%	41%	46%
Buddhist	1%	0.4%	1%	1%
Hindu	4%	3%	5%	2%
Jewish	0.2%	1%	2%	1%
Muslim	12%	6%	15%	7%
Sikh	1%	2%	2%	1%
Other Religion	1%	0.4%	1%	1%
No Religion	28%	31%	27%	37%
Religion Not Stated	7%	6%	7%	6%
Minority religion	17%	12%	25%	11%

Source: ONS Census, 2021

The above table shows that the proportion of the population who are Christian within the LIA (48%) is lower than Havering (52%), however considerably higher than the proportion in Greater London (41%). The proportion is analysed to be broadly in line with England as a whole (46%). 12% of the population within the LIA are Muslim, which is considerably higher than within both Havering (6%) and England (7%), however slightly lower than the proportion within Greater London (15%). Overall, 17% of the population within the LIA belong to minority religious groups, which is considerably higher than the proportion within Havering (12%) and England (11%) although considerably lower than the proportion within Greater London (25%).

Figure A.6: Proportion of total residents who are from a minority faith group



Source: ONS Census, 2021

Figure A.6 shows that the proportion of people from a minority faith group within the RLB of the larger Site is between 15% to over 20%. This is broadly in line with the wider LIA demographic. In addition, the proportion of people from a minority faith group with the RLB of the smaller site is between 15% and 20%. This is broadly in line with the wider LIA demographic.

A.1.8 Sex

The below table shows the proportion of the population who are male and female within the LIA compared to Havering, Greater London and England.

Table A.8: Population by sex

Sex	LIA	Havering	Greater London	England
Male	48%	48%	49%	49%
Female	52%	52%	52%	51%

Source: ONS Census, 2021

The above table outlines that the ratio of men and women in the LIA is in line with the proportion within the Borough (48% and 52% respectively), as well as the regional (49% male, 52% female) and national proportions (49% male, 51% female).

A.1.9 Sexual orientation

The below table provides an overview of the sexual orientation of the population within Havering compared to Greater London and England. Data is unavailable at LIA level.

Table A.9: Population by sexual orientation

Sex	Havering	Greater London	England
Straight or Heterosexual	91%	86%	89%
Gay or Lesbian	1%	2%	2%
Bisexual	1%	2%	1%
Other	0.3%	1%	0.3%
Not answered	7%	10%	8%

Source: ONS Census, 2021

The above table outlines that the proportion of the population who are straight/heterosexual within Havering (91%) is considerably higher than within Greater London (86%) however broadly in line with England as a whole (89%). In addition, the proportion of the population who are gay or lesbian within Havering (1%) is broadly in line with both regional (2%) and national (2%) proportions. Similarly, in Havering 1% of the population are bisexual, in line with both Greater London (2%) and England (1%).

A.1.10 Socioeconomic data

The below tables provide an overview of the socioeconomic status of the population within Havering compared to Greater London and England. Data is unavailable at LIA level for tables A.10 and A.11.

Table A.10: Employment status of the working age population

Location	Havering	Greater London	England
% of working age population employed	82%	75%	76%
% of working age population unemployed	2%	5%	4%

Source: ONS Annual Population Survey, 2023

The above table outlines that the proportion of the working age population in employment within Havering (82%) is considerably higher than figures within Greater London (75%) and England as a whole (76%). In addition, the proportion of the working age population in unemployment within Havering (2%) is broadly in line with England (4%) but slightly lower than Greater London (5%).

Table A.11: Economic activity rates of the population

Location	Havering	Greater London	England
Economic activity rate - 16 to 64 year olds	83%	80%	79%
Employment rate - 16 to 64 year olds	80%	76%	76%
Unemployment rate - 16 to 64 year olds	3%	5%	4%

Source: ONS Annual Population Survey, 2023

The above table outlines that the economic activity rate of 16-64 year olds within Havering (83%) is slightly higher than within Greater London (79%) and England as a whole (79%). The employment rate (80%) is also considerably higher than regional (76%) and national proportions (76%). This therefore indicates that high levels of employment exist within the Borough of Havering.

The below table provides an overview of the population by deprivation quintile, according to the Index of Multiple Deprivation (2019).

Table A.12: Population by deprivation quintile

Location	LIA	Havering	Greater London	England
Most deprived quintile	21%	8%	17%	20%
Second deprivation quintile	18%	18%	33%	20%
Third deprivation quintile	55%	28%	23%	20%
Fourth deprivation quintile	7%	25%	16%	20%
Least deprived quintile	0%	22%	11%	19%

Source: ONS Census Population, 2021 and MHCLG 2019 Indices of Multiple Deprivation

The above table outlines that the proportion of the population who reside within the most deprived quintile within the LIA (21%) is considerably higher than within Havering (8%) and slightly higher than Greater London (17%). The proportion is also broadly in line with England as a whole (20%). Overall, 100% of the population within the LIA reside within the top four deprivation quintiles, which is considerably higher than proportions within Havering (78%), Greater London (89%) and England (81%). Therefore, the data indicates that considerably high levels of deprivation exist within the LIA.

B. Public consultation events

B.1 Public Consultation

There have been five stages of public consultation to date for the overall redevelopment, undertaken by the JV up to 2019 and the Council in 2022. These stages took place in September 2018, November 2018, May 2019, September 2019 and October 2022.

Throughout the September 2018 to May 2019²⁷ consultation period:

- 899 residents have engaged;
- There has been coverage in the Romford Recorder and Yellow Advertiser;
- 23,000 letters and 55,000 emails have been sent to publicise the exhibition; and
- There have been 24 hours of face-to-face community engagement.

During the third stage of consultation:

- There were 391 attendees.
- 189 feedback forms were completed. and
- There were 9 hours of direct engagement.

The majority (92%) of respondents lived locally, with 19% working locally and 17% being a member of a local group. Note that residents were able to tick more than one response, meaning the results cannot total 100%.

While the majority were local, respondents were from as far north as Lambourne End, as far south as Rainham, as far east as Ingrave, and as far west as around Newbury Park.

According to the feedback obtained from the consultation, the greatest support was for the community centre aspect of the proposal, with nearly 80% of respondents strongly supporting this. Similarly, the healthcare centre was a well-supported aspect, with over 80% of respondents either supporting or strongly supporting this. The least supported aspect of the proposal was the new homes for Romford, including a range of affordable homes, with less than 60% of respondents either supporting or strongly supporting this aspect. In addition to this, the range of commercial spaces, including affordable workspace and cafes, had a larger proportion of respondents opposing the aspect than many of the other aspects.

Overall, having viewed the proposals, 70.9% of residents support the emerging plans for Bridge Close, while 10.6% do not support the plans, and the remaining 18.5% are either undecided or neutral regarding the plans.

B.2 Final Consultation- October 2022

In October 2022, public consultation continued with the fifth and final public consultation event, split over three days. The consultation took place both online and in person. This final public consultation focused on the masterplan and key facets of the proposed development.

427 local people attended the fifth stage of consultation in October 2022, and 21 feedback forms were received.

²⁷ Results for the September 2019 public consultation event were not available at the time this report was authored.

During the October 2022 consultation, a key point of discussion were concerns from HICC members as to a lack of reference on the materials and a lack of clarity on how their existing facility will be re-provided. As a result of this feedback, the Council have worked to extend plans to include a new space for the HICC at 222-226 South Street. An Addendum EqlA was drafted to identify the equality impacts from this change to the planning.

C. Literature Review

C.1 Impacts on residential properties and community resources

C.1.1 Health effects associated with relocation

Children and young people are particularly vulnerable to the disruption caused by involuntary relocation. 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. Research has found that as the travel distance to school increases, the choice of transportation mode often shifts from active transport such as cycling and walking to more sedentary transports such as vehicular transport.²⁸

It has been found that children are likely to develop better in stable environments with a degree of routine and that sudden and dramatic disruptions can be both stressful and affect feelings of security.²⁹ Changing a new school can disrupt children's academic skills as well as emotional functioning.³⁰ Evidence outlined by the Centre for Population Change has indicated that, where residential moves are accompanied by school moves, moving is associated with lower socio-emotional wellbeing.³¹ Additionally, school moves are associated with a weaker educational performance within secondary school, particularly for children from disadvantaged backgrounds, due to disrupted learning.³²

For **older people**, research indicates that physical isolation, a lack of social resources and a removal of familiarity, all of which can be associated with moving home, can contribute to feelings of isolation and loneliness.³³ This can potentially lead to negative health impacts such as poorer mental health, a higher likelihood of developing certain health conditions (e.g. obesity and alcoholism) and a greater risk of hospitalisation.³⁴ For many older adults, they might have lived in the same house over many years of their life, meaning that relocation will severely disrupt their routines, rituals, and surroundings.³⁵ This may contribute to a condition known as relocation stress syndrome, or transfer trauma.

Disabled people may struggle with routine changes, unsuitable housing, and loss of social support, all contributing to greater isolation.³⁶ For those with **autism, physical impairments, persons with a visual impairment and mental health conditions**, relocation may cause a disruption of the social networks which many rely on to maintain their standard of living.³⁷ Changes, both minor and major, to their routines and surroundings may adversely affect feelings of security and comfort. Research shows that some people on the autism spectrum, tend to prefer set routines (such as traveling via the same routes) and rigid structures (such as

²⁸ Department for Transport (2020): 'National Travel Survey 2019?'

²⁹ Autism Learn & Play Inc (2024) The Importance of Routine and Structure for Autistic Individuals. Available at: [The Importance of Routine for Children on the Autism Spectrum Why Structure Matters - Autism Learn & Play Inc.](#)

³⁰ MacArthur Foundation (2020): 'Moving home during childhood: is it harmful?'

³¹ Centre for Population Change (2020): 'Moving home during childhood: is it harmful?'

³² The Centre for Social Justice (2016): 'Home Improvements, a social justice approach to housing policy'

³³ Philip, K. et al (2020) 'Social isolation, loneliness and physical performance in older adults: fixed effects analyses of a cohort study'; NHS (2022) Loneliness in older people. Available at: [Loneliness in older people - NHS](#)

³⁴ IoTUK (2017) 'Social Isolation and Loneliness in the UK'

³⁵ Companions for Seniors (2021) 'Relocation Stress Syndrome: The Dangerous Costs of Uprooting the Elderly'

³⁶ Daily Caring (2024) 13 ways to create a dementia-friendly environment at home. Available at: [13 Ways to Create a Dementia-Friendly Environment at Home – DailyCaring](#); Sense (2021) Fear of mental health crisis as loneliness rises dramatically amongst disabled people. available at: [Loneliness rises dramatically among disabled people - Sense](#)

³⁷ National Autism Society. (2017): 'Moving house'

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.³⁸ Similarly, for those with dementia or Alzheimer's, learning about and interpreting new environments can be difficult, and relocation can create feelings of dissonance, confusion and discomfort.³⁹

Individuals from **ethnic minority backgrounds** disproportionately rely on social networks for their wellbeing when compared to other ethnic groups.⁴⁰ According to research, community and faith organisations are often perceived as places where people of ethnic minority backgrounds felt comfortable and affirmed within their own culture.⁴¹ In addition to a sense of community, these organisations can help promote health and wellbeing by being settings where health messages can be transmitted to individuals and communities.⁴² Furthermore, the relocation of people from ethnic minority backgrounds may give them less exposure to health messages and isolate them, negatively impacting their health.

Relocation can also result in adverse health effects on those who are **pregnant**. Evidence suggests that disruption to prenatal care can have detrimental health impacts a pregnant person.⁴³ Specifically, disruptions in prenatal care resulted in clinically elevated depression, anxiety, and pregnancy-related anxiety symptoms.⁴⁴ Should relocation result in the need to make changes to preestablished prenatal services and relationships, this could negatively impact pregnant individuals.

C.1.2 Loss of social cohesion associated with relocation

The redevelopment process can involve the temporary or permanent resettlement of residents and the demolition of housing and community resources. As a result, this could potentially lead to the risk of loss of social cohesion and temporary or permanent access to this amenity provision, which can furthermore increase residents' distances from facilities or places of social connection located on or in close proximity to their neighbourhood. This can impact on all parts of the community, but can have a disproportionately negative effect on **children, older people, disabled people, people who are pregnant, people from ethnic minority backgrounds and people from minority faith groups**.

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 adapting to new routines, staff, facilities and peers. It is generally accepted that children develop better in stable environments; therefore, sudden and dramatic disruptions can be stressful and affect feelings of security.⁴⁵

Evidence outlined by the Centre for Social Justice has indicated that where residential moves result in school moves for older children, the impact can be severe. It suggests school moves

³⁸ National Autistic Society (2020): '*Dealing with change - a guide for all audiences*'

³⁹ National Institute for Health and Care Research (2022): 'Dementia patients struggle with change because of damage to general intelligence brain networks'

⁴⁰ Multicultural Resource Centre (2024) How Multicultural Resource Centres Empower Ethnic Minorities. Available at: [How Multicultural Resource Centres Empower Ethnic Minorities](#); UCL (2023): 'Covid pandemic disproportionately affected children in BAME families by exacerbating inequalities'

⁴¹ UCL (2023): 'Covid pandemic disproportionately affected children in BAME families by exacerbating inequalities'

⁴² Ali, P. (2021): 'Places of worship can be health promotion spaces for faith-based black, Asian and minority ethnic (BAME) communities'

⁴³ Frontiers in Global Women's Health (2021): 'Prenatal Care Disruptions and Associations With Maternal Mental Health During the COVID-19 Pandemic'

⁴⁴ Frontiers in Global Women's Health (2021): 'Prenatal Care Disruptions and Associations With Maternal Mental Health During the COVID-19 Pandemic'

⁴⁵ Merrick, M.T., Ports, K.A., Guinn, A.S. and Ford, D.C. (2020) Chapter 16 – Safe, stable, nurturing environments for children. Available at: [Safe, stable, nurturing environments for children - ScienceDirect](#)

can disrupt learning and are associated with weaker educational performance within secondary school, particularly for children from disadvantaged backgrounds.⁴⁶ Only 27% of students who move secondary schools three times or more achieve five A* to C grade GCSEs, compared to the national average of 60%.

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.⁴⁷

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.⁴⁸

Relocation can result in a loss of community links and create feelings of isolation, particularly amongst older people. This group are especially vulnerable to loneliness and social isolation, in turn having a serious effect on their health and wellbeing.⁴⁹ Local amenities and services which are demolished or closed during the scheme may impact older people who find it challenging to travel further distances to access these resources. Lack of access to community facilities has also been found to have negative health and wellbeing effects on older people as loneliness can increase the likelihood of premature mortality by 26%.⁵⁰

Relocation has the potential to cause stress, anxiety and uncertainty for disabled people. Changes to routines and their surroundings may impact feelings of security. For example, research shows that people on the autism spectrum tend to prefer set routines in order to minimise overstimulation in day-to-day experiences.⁵¹ Similarly, for those with dementia or Alzheimer's, interpreting new environments can create feelings of dissonance, confusion and discomfort.⁵²

The loss of community links may also have a disproportionate impact on disabled people. Research by the national disability charity Sense has found that almost two-thirds of disabled people are now chronically lonely.⁵³ As disabled people can experience more barriers in forming and maintaining social connections, the loss of existing social connections through relocation and loss of local social resources may further exacerbate rates of loneliness, harming their mental health and wellbeing.

Relocation may also create stress for people with disabilities regarding the accessibility of their new home. Fewer than one in eight homes in England have all four accessibility features that

⁴⁶ The Centre for Social Justice (2016) Home Improvements, A Social Justice Approach to Housing Policy. Available at: [Home-Improvements-full-report.pdf](#)

⁴⁷ Autism Learn & Play Inc (2024) The Importance of Routine and Structure for Autistic Individuals. Available at: [The Importance of Routine for Children on the Autism Spectrum Why Structure Matters - Autism Learn & Play Inc.](#)

⁴⁸ Macdonald, L., McCrorie, P., Nicholls, N. and Olsen, J. R. (2019) 'Active commute to school: does distance from school or walkability of the home neighbourhood matter? A national cross-sectional study of children aged 10-11 years, Scotland, UK', *BMJ Open*, 9 (12). Available at: [Active commute to school: does distance from school or walkability of the home neighbourhood matter? A national cross-sectional study of children aged 10-11 years, Scotland, UK - PMC](#)

⁴⁹ NHS (2022) Loneliness in older people. Available at: [Loneliness in older people - NHS](#)

⁵⁰ Public Health England (2018) Health matters: community-centred approaches for health and wellbeing. Available at: [Health matters: community-centred approaches for health and wellbeing - GOV.UK](#)

⁵¹ Embrace Autism (2018) What makes autistic people like routine? Available at: [What makes autistic people like routine? | Embrace Autism](#)

⁵² Daily Caring (2024) 13 ways to create a dementia-friendly environment at home. Available at: [13 Ways to Create a Dementia-Friendly Environment at Home – DailyCaring](#)

⁵³ Sense (2021) Fear of mental health crisis as loneliness rises dramatically amongst disabled people. available at: [Loneliness rises dramatically among disabled people - Sense](#)

mean they can be visited by someone with access needs.⁵⁴ This suggests that disabled people are at risk of living in unsuitable accommodation, particularly following relocation.

Research has found that nearly a third of veteran's experience loneliness, which is higher than the general population estimates for Great Britain.⁵⁵ Therefore, changes in access to resources which promote social connection are likely to adversely affect this group. It has been suggested that the rates of loneliness reflect the older age profile of veterans, further demonstrating that older people are more likely to be at risk of loneliness.

Ethnic minority and minority faith groups are also likely to experience adverse effects due to a loss of social cohesion following relocation. It has been found that these groups are more reliant on social networks, faith and cultural facilities in order to maintain their standards of living.⁵⁶ 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.

Evidence also suggests that relocation during pregnancy can harm maternal wellbeing. Having a supportive social network can reduce stress, depression and anxiety, improve physical health and reduce risks of complications.⁵⁷ Relocation and a loss of social networks can therefore affect health and wellbeing outcomes for pregnant women.

C.1.3 Access to affordable housing

The need for residents to relocate can cause difficulty in accessing affordable housing. Access to the required finance to obtain new housing may be most limited for those at risk of financial exclusion, who have trouble 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 in recent years.⁵⁸ Only 51% of households in London own their homes, and housing in the London Borough of Newham has become considerably less affordable in the last five years.⁵⁹

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.⁶⁰

⁵⁴ Centre for Ageing Better (2025) The state of accessible housing – Accessible Homes Factsheet 2025. Available at: [The state of accessible housing - Accessible Homes Factsheet 2025 | Centre for Ageing Better](#)

⁵⁵ Office for National Statistics (2022) Veterans' Survey 2022, demographic overview and coverage analysis, UK: December 2023. Available at: [Veterans' Survey 2022, demographic overview and coverage analysis, UK - Office for National Statistics](#)

⁵⁶ Multicultural Resource Centre (2024) How Multicultural Resource Centres Empower Ethnic Minorities. Available at: [How Multicultural Resource Centres Empower Ethnic Minorities](#)

⁵⁷ Al-Mutawtah, M., Campbell, E., Kubis, H-P. and Erjavec, M. (2023) 'Women's experiences of social support during pregnancy: a qualitative systematic review', *BMC Pregnancy and Childbirth*, 23 (782). Available at: [Women's experiences of social support during pregnancy: a qualitative systematic review | BMC Pregnancy and Childbirth | Full Text](#)

⁵⁸ Office for National Statistics (2018): 'Housing affordability in England and Wales- 2018'. Available at: <https://www.ons.gov.uk/peoplepopulationandcommunity/housing/bulletins/housingaffordabilityinenglandandwales/2018>

⁵⁹ Mayor of London (2020): 'Housing in London- 2020'. Available at: <https://data.london.gov.uk/dataset/housing-london>; Office for National Statistics (2019): 'Housing affordability in England and Wales- 2019'. Available at: <https://www.ons.gov.uk/peoplepopulationandcommunity/housing/bulletins/housingaffordabilityinenglandandwales/2019>

⁶⁰ Institute for Fiscal Studies, (2018). 'Barriers to homeownership for young adults'. Available at: <https://www.ifs.org.uk/publications/13475>

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 43% living in poverty (rising to 51% in London).⁶¹ 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.

People from ethnic minority groups, particularly Pakistani or Bangladeshi households, are more likely to live in low-income households after housing costs and ethnic minority groups in general are more likely to have higher housing costs.⁶² Older people have lower average incomes than working-age people and may also struggle to find new homes they can afford.⁶³

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.⁶⁴

Disabled people are also less likely to be able to own their own home and are more likely to rent social housing than those who are not disabled.⁶⁵ 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.⁶⁶

Disabled people 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.⁶⁷

Members of the **LGBTQ+** community may also be affected by the availability of affordable housing when relocating to a new area. Research conducted within the World Habitat Report⁶⁸ outlines that personal experiences alongside wider institutional failures cause LGBTQ+ groups to disproportionately experience housing issues. One in five LGBTQ+ renters have experienced

⁶¹ 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/>

⁶² Shankley, W. and Finney, N. (2020) *Ethnic minorities and housing in Britain*, Byrne, B., Alexander, C., Khan, O., Nazro, J., Shankley, W. (eds.) Ethnicity and Race in the UK. Bristol University Press: Policy Press.; The Health Foundation (2024) *Inequalities in Housing Affordability*. Available at: [Inequalities in housing affordability | The Health Foundation](#)

⁶³ Age UK (2024) *Poverty and financial disadvantage in later life*. Available at: [poverty-and-financial-disadvantage-in-later-life-briefing-2024.pdf \(ageuk.org.uk\)](#)

⁶⁴ Mayor of London (2020): 'Housing in London- 2020'. Available at: <https://data.london.gov.uk/dataset/housing-london>

⁶⁵ 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>

⁶⁶ Office for National Statistics (2019): 'Disability and housing, UK- 2019'. Available at: <https://www.ons.gov.uk/peoplepopulationandcommunity/healthandsocialcare/disability/bulletins/disabilityandhousinguk/2019>

⁶⁷ 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.

⁶⁸ World Habitat Report (no date) 'Left out: Why many LGBTQ+ people aren't accessing their right to housing in the UK' Available at: [Layout 1 \(thinkhouse.org.uk\)](#)

discrimination from a landlord or letting agent due to their gender identity or sexual orientation, which can in turn increase barriers to safe, secure and affordable housing.⁶⁹

C.1.4 Access to appropriate and accessible housing

There is an established link between reduced availability of housing and poor living conditions for **children**. In the UK, it is estimated that 3.5 million children are affected by poor quality housing, a higher number proportionally than any other equality group.⁷⁰ Out of this number, 1.3 million of these children have social housing as the only suitable and affordable type of home for their families.⁷¹

Furthermore, based on statistics by the English Housing Survey depicts overcrowding to be more common in ethnic minority households compared to White British households, and more prevalent in London in comparison to other areas in the UK.⁷² Overcrowded accommodation has been associated with an increased risk of developing respiratory conditions, infections in children.⁷³ Children who live in overcrowded accommodation also have an increased 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).⁷⁴ Overall, overcrowded, poor living conditions have the potential to cause stress and negatively impact.⁷⁵

Disabled people, particularly those with a mobility impairment, may be disproportionately disadvantaged when finding new housing. When relocating, only 4% of those with mobility impairments found suitable accommodation with ease. Additionally, some disabled people have also experienced difficulty with local authorities being reluctant to fund adaptations that would enable them to live independently.⁷⁶ Research from the Equality and Human Rights Commission found a severe lack of accessible housing in the UK, with only 7% of UK homes offering the basic four accessibility features to make a home fully liveable; level access to the entrance, a flush threshold, sufficiently wide doorways and circulation space, and a toilet at entrance level.⁷⁷

In addition, ethnic minority groups are more likely to live in intergenerational houses due to cultural norms and are more likely to face barriers to accessing appropriate housing that meets this need, with this group more likely to live in overcrowded housing than white British

⁶⁹ HQN (2022) 'One in five LGBTQ+ private renters 'experienced discrimination' from a landlord or letting agent' Available at: [One in five LGBTQ+ private renters 'experienced discrimination' from a landlord or letting agent - HQN \(hqn.co.uk\)](https://hqn.co.uk/news/one-in-five-lgbtq-private-renters-experienced-discrimination-from-a-landlord-or-letting-agent)

⁷⁰ UK Parliament, House of Commons Library (2021): 'Overcrowded housing (England)'

⁷¹ National Housing Federation (2021): Available at: [https://www.housing.org.uk/news-and-blogs/news/1-in-5-children-need-new-home/#:~:text=Two%20million%20children%20\(1.96%20million,report%20on%20England's%20housing%20crisis](https://www.housing.org.uk/news-and-blogs/news/1-in-5-children-need-new-home/#:~:text=Two%20million%20children%20(1.96%20million,report%20on%20England's%20housing%20crisis).

⁷² National Housing Federation (2021): Available at: [https://www.housing.org.uk/news-and-blogs/news/1-in-5-children-need-new-home/#:~:text=Two%20million%20children%20\(1.96%20million,report%20on%20England's%20housing%20crisis](https://www.housing.org.uk/news-and-blogs/news/1-in-5-children-need-new-home/#:~:text=Two%20million%20children%20(1.96%20million,report%20on%20England's%20housing%20crisis).

⁷³ 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>

⁷⁴ The Child Safeguarding Practice Review Panel (2020) 'Out of routine: A review of sudden unexpected death in infancy (SUDI) in families where the children are considered at risk of significant harm'. Available at: <https://publications.parliament.uk/pa/cm201012/cmselect/cmcomloc/1014/1014.pdf>

⁷⁵ National Children's Bureau (2016): 'Housing and the health of young children: Policy and evidence briefing for the VCSE sector'. Available at: [HYPERLINK "https://www.ncb.org.uk/sites/default/files/field/attachment/Housing%20and%20the%20Health%20of%20Young%20Children.pdf" https://www.ncb.org.uk/sites/default/files/field/attachment/Housing%20and%20the%20Health%20of%20Young%20Children.pdf](https://www.ncb.org.uk/sites/default/files/field/attachment/Housing%20and%20the%20Health%20of%20Young%20Children.pdf)

⁷⁶ Leonard Cheshire Disability. (2014): 'The hidden housing crisis'

⁷⁷ Department for Communities and Local Government (2015): 'English Housing Survey: Adaptations and Accessibility Report'

households.⁷⁸ Low-income families are far more likely to live in inappropriate homes that are unsafe, in disrepair, and damp.⁷⁹

C.1.5 Health and wellbeing impacts caused by changes to general environmental conditions

Children are differentially impacted by changes in noise levels, as due to ongoing cognitive and physical development, children are less able to cope with changes within their environment and therefore experience excess stress. Disturbances in noise exposure are further outlined to disproportionately impact children within deprived areas. Similarly, emerging research surrounding **dementia**, which is prevalent amongst **older people**, points to how excess noise disturbances can cause a sensory overload and extreme confusion amongst individuals.⁸⁰

Older people, children, pregnant people and disabled people are more likely to be impacted by the changes in air quality that are associated with the demolition and construction phase of the redevelopment. Older people are more likely to have respiratory or cardiovascular illness when compared to the rest of the population, making them more susceptible to the effects of air pollution. Those with COPD (Chronic Obstructive Pulmonary Disorder) are particularly at risk. During development, children have faster breathing rates as their lungs are still developing. In areas of high pollution, children's acquired dose of pollution is therefore higher.⁸¹ Air pollution exposure during pregnancy can also have significant impacts upon maternal health, as it has been linked to an increased risk of pre-eclampsia, a serious cardiovascular condition of pregnancy.⁸² Research also outlines that disabled people with heart or lung conditions are particularly vulnerable to serious negative health outcomes linked to reduced air quality.⁸³

As mentioned previously, 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.⁸⁴ Research driven by the charity Mind further reiterates this, stating that stress surrounding housing situations can cause effects such as lack of sleep, which further contribute to a vicious cycle of poor mental health.⁸⁵ Coined 'relocation stress syndrome', the stress of relocating may also cause negative effects such as anxiety, depression and loneliness amongst elderly people.⁸⁶

⁷⁸ Ministry of Housing, Communities and Local Government (MHCLG) (2023) *English Housing Survey*. Available at: [Overcrowded households - GOV.UK Ethnicity facts and figures \(ethnicity-facts-figures.service.gov.uk\)](https://www.gov.uk/ethnicity-facts-figures); ONS (2021); *Families in England and Wales, Census 2021*. Available at: [Families in England and Wales - Office for National Statistics](https://www.ons.gov.uk/peoplepopulationandcommunity/healthandsocialcare/mentalhealth/articles/familiesinenglandandwalescensus2021)

⁷⁹ Ministry of Housing, Communities and Local Government (MHCLG) (2023) *English Housing Survey*. Available at: [English Housing Survey 2022 to 2023: housing quality and condition - GOV.UK](https://www.gov.uk/english-housing-survey-2022-to-2023-housing-quality-and-condition)

⁸⁰ Alzheimer's Association (2014) 'Sense and sensitivity' Available at: [Sense and Sensitivity \(alz.org\)](https://www.alz.org)

⁸¹ European Environment Agency (2023) 'Air pollution and children's health' Available at: [Air pollution and children's health — European Environment Agency \(europa.eu\)](https://www.eea.europa.eu/en/air-pollution-and-childrens-health); Healthy Children (2023) *How Noise Affects Children*. Available at: [How Noise Affects Children - HealthyChildren.org](https://www.healthychildren.org)

⁸² Royal College of Obstetricians & Gynaecologists (2022) 'UK Government must stop ignoring impact of air pollution in pregnancy and set air quality targets which protect the health of future generations' Available at: [UK Government must stop ignoring impact of air pollution in pregnancy and set air quality targets which protect the health of future generations | RCOG](https://www.rcog.org.uk/press-releases/2022/06/uk-government-must-stop-ignoring-impact-of-air-pollution-in-pregnancy-and-set-air-quality-targets-which-protect-the-health-of-future-generations)

⁸³ Department for Environmental Food and Rural Affairs (2013): 'Guide to UK Air Pollution Information Resources'.

⁸⁴ Sandstrom, H and Huerta, S (2013): 'The Negative Effects of Instability on Child Development'

⁸⁵ Mind (2021) 'Housing and mental health' Available at: [How can housing affect mental health? - Mind](https://www.mind.org.uk/information-support/mental-health-problems/mental-health-and-housing)

⁸⁶ Wiyono, H., Sukartini, T. and Mundakir, M., 2019. An overview of loneliness, anxiety and depression level of elderly suspected relocation stress syndrome. *Proceeding The 9th International Nursing*, pp.609-612.

Stress caused as a result of construction or relocation and loss of social support for **pregnant women**, can lead to a reduction of birth weight.⁸⁷ Additionally, research has shown an association between preeclampsia, a pregnancy condition, and air pollution.⁸⁸

C.1.6 Access to finance as a result of relocation

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, including **young people** not in employment, **disabled people**, **lone parents**, **ethnic minority groups** and **older people**, as it has been found that social exclusion can lead to financial vulnerability.⁸⁹

Young people, particularly those not in employment, may struggle to access housing due to increased property prices relative to incomes which has made it more difficult to save for a deposit or access a mortgage.⁹⁰ Rates of homeownership have fallen significantly for young people over the last 20 years due to the increasing unaffordability of housing, as well as increases in property prices relative to incomes which has made it more difficult to save for a deposit or access a mortgage.⁹¹ The rising cost of housing and deposits is also problematic for many young people due to the gap between income and house prices. Consequently, home ownership amongst 16-24-year-olds represent only 0.7% of homeowners in 2022, with many young people now choosing to rent privately.⁹² This means that as a group, they may be adversely impacted by the financial implications of relocation.

Older people, especially those who have paid off a previous mortgage or have no recent experience of moving home, have less financial flexibility and savings than those in full time employment.⁹³ Relocation may therefore cause older people to make use of their savings and investments to secure a new home, further impacting their financial independence and stability. Should older people lack savings to assist with relocation, the range of home ownership options is likely to be narrow.

Those from **ethnic minority backgrounds** are more likely to have limited experience of institutional loan finance.⁹⁴ Further, they may have less access to commercial loans due to a poor credit rating or their location in 'high risk' postcodes. They may also be less able to access commercial loans due to poor credit ratings or their location in 'high risk' postcodes.

⁸⁷ 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>

⁸⁸ Bearblock, E., Aiken, C.E. and Burton, G. J. (2021) 'Air pollution and pre-eclampsia: associations and potential mechanisms', *Placenta*, 104, pp. 188- 194. Available at: [Air pollution and pre-eclampsia: associations and potential mechanisms - ScienceDirect](https://doi.org/10.1016/j.placenta.2021.05.011)

⁸⁹ Fernández-Olité, B., Paredes-Gázquez, J.D. & de la Cuesta-González, M. (2018). 'Are Social and Financial Exclusion Two Sides of the Same Coin? An Analysis of the Financial Integration of Vulnerable People.' *Soc Indic Res* 135, 245–268. Available at: <https://doi.org/10.1007/s11205-016-1479-y>

⁹⁰ House of Lords (2024) Housing needs of young people. Available at: [Housing needs of young people - House of Lords Library](https://www.parliament.uk/housing-needs-of-young-people)

⁹¹ House of Lords (2024) Housing needs of young people. Available at: [Housing needs of young people - House of Lords Library](https://www.parliament.uk/housing-needs-of-young-people)

⁹² House of Lords (2016): 'Library Note: Impact of the shortage of housing on young people'. Available at: <https://researchbriefings.files.parliament.uk/documents/LLN-2016-0056/LLN-2016-0056.pdf> ; Statista Research Department (2023): 'Age distribution of home owners in England 2022' Available at: <https://www.statista.com/statistics/321065/uk-england-home-owners-age-groups/>

⁹³ Joseph Rowntree Foundation (2007) 'Demolition, Relocation and affordable rehousing: Lessons from the housing market renewal pathfinders'.

⁹⁴ Fair4All Finance (2023) 1 in 5 people from minority ethnic groups experience discrimination due to race when dealing with financial providers finds new report. Available at: [1 in 5 people from minority ethnic groups experience discrimination due to race when dealing with financial providers finds new report - Fair4All Finance](https://www.fair4allfinance.org.uk/news/1-in-5-people-from-minority-ethnic-groups-experience-discrimination-due-to-race-when-dealing-with-financial-providers-finds-new-report)

Women are disproportionately represented among lone parent households. Lone parents, 90% of whom are women, are more likely to face higher poverty rates and limited housing options.⁹⁵ 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 2019.⁹⁶

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.⁹⁷ Indeed, rising numbers of disabled people are becoming homeless - up 53% in 2019 alone.⁹⁸ Disabled people are less likely to be able to own their own home and are more likely to rent social housing than those who are not disabled.⁹⁹ 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.¹⁰⁰

Disabled people 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.¹⁰¹

C.1.7 Expenses associated with relocation

In addition to access to finance, other costs associated with relocation can have major impacts on certain groups. Research by The Health Foundation UK shows that **young people** are more likely to find housing unaffordable.¹⁰² It found that in 2020, 15% of people aged 16–24 and 13% of people aged 25–34 spent more than a third of their income on housing costs in comparison to 1% of 35–44-year-olds and 8% of 45–54-year-olds. The reason for this is due to older working-age groups generally having higher incomes and therefore a higher likelihood to have lower housing costs due to home ownership status.

Older people are also vulnerable as there may be additional expenses they will have to cover when relocating. In the last 10 years, the affordability of housing has improved across all age groups apart from people over 55 years old.¹⁰³ More specifically, the proportion of 55–64-year-

⁹⁵ Gingerbread (2019) Single parents facts and figures. Available at: [Single parents facts and figures | Gingerbread](#)

⁹⁶ Mayor of London (2020): 'Housing in London- 2020'. Available at: <https://data.london.gov.uk/dataset/housing-london>

⁹⁷ 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>

⁹⁸ 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>

⁹⁹ Office for National Statistics (2019): 'Disability and housing, UK- 2019'. Available at: <https://www.ons.gov.uk/peoplepopulationandcommunity/healthandsocialcare/disability/bulletins/disabilityandhousinguk/2019>

¹⁰⁰ Office for National Statistics (2019): 'Disability and housing, UK- 2019'. Available at: 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

¹⁰¹ 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.

¹⁰² The Health Foundation (2023): 'Inequalities in housing affordability'. Available at: <https://www.health.org.uk/evidence-hub/housing/housing-affordability/inequalities-in-housing-affordability>

¹⁰³ The Health Foundation (2023): 'Inequalities in housing affordability'. Available at: <https://www.health.org.uk/evidence-hub/housing/housing-affordability/inequalities-in-housing-affordability>

olds with unaffordable housing has increased by 25%. Thus, older people can be particularly vulnerable to relocation due to the additional expenses that they would have to cover.

Two-fifths of people from an ethnic minority background live in low-income households and tend to have higher relative housing costs as compared to white British people.¹⁰⁴

For **people with low incomes** (the bottom 20% or quintile of the income distribution), costs associated with housing could adversely affect their standard of living. Research shows that 26% of households on the lowest incomes spent more than a third of their income on housing costs in 2019/20.¹⁰⁵ In comparison, only 3% of those in the top income quintile spent more than a third of their income on housing costs. This is largely due to housing being less affordable for people on the lowest incomes. Additionally, this inequality is also partly due to there being more people renting either private or social homes in the lower income quintiles, for whom housing tends to be less affordable.

C.1.8 Loss of community resources

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.¹⁰⁶ The loss of community facilities used by children can lead to; weakened social ties, disturbed social networks, household disruption, social isolation and a reduction in parent-child interactions.¹⁰⁷

Community severance is defined as and when an individual is cut off from amenities and social facilities within the local community.¹⁰⁸ Whilst anyone can suffer from community severance, compared to the general population, **older people** are particularly vulnerable.¹⁰⁹ As demolition proceeds, local amenities and services (such as shops, community centres and health facilities) may decide to close. Some community resources 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.¹¹⁰ 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.¹¹¹

The loss of community resources may have a disproportionate impact on **disabled people**. Research by the disability charity Sense has found that almost two-thirds of disabled people

¹⁰⁴ The Health Foundation (2024) Inequalities in poverty. Available at: [Inequalities in poverty | The Health Foundation](#)

¹⁰⁵ The Health Foundation (2023): 'Inequalities in housing affordability'. Available at: <https://www.health.org.uk/evidence-hub/housing/housing-affordability/inequalities-in-housing-affordability>

¹⁰⁶ Majumdar, A. (2020) 'Role of play in child development', *International Journal of Technical Research & Science*, 5 (5), pp. 9 – 16. Available at: [\(PDF\) ROLE OF PLAY IN CHILD DEVELOPMENT](#)

¹⁰⁷ 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'

¹⁰⁸ Age UK (2015): 'Loneliness and Isolation evidence review'

¹⁰⁹ Age UK (2015): 'Campaign to end loneliness: Threat to health'

¹¹⁰ Centre for Better Ageing (2024) Inequalities in later life: Barriers to accessing local businesses and customer-facing settings. Available at: [Inequalities in later life: Barriers to accessing local businesses and customer-facing settings | Centre for Ageing Better](#)

¹¹¹ Age UK (2015): 'Campaign to end loneliness): 'Threat to health'

experience chronic loneliness.¹¹² The report also found that for those with a range of impairments, 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; forming and maintaining social connections can be a challenge.¹¹³

For disabled people, particularly those with autism, dementia or Alzheimer's, the relocation and potential closure of community resources may have adverse impacts on their sense of security. Changes to routines may be unsettling and difficult to manage for people with autism.¹¹⁴ Additionally, learning about and interpreting new environments can be difficult, and can create feelings of dissonance, confusion and discomfort for those with dementia or Alzheimer's.¹¹⁵

As the construction phase of the redevelopment begins, local amenities including places of worship and community centres may decide to prematurely close or relocate. Dislocation from cultural and/or religious communities can be concerning for residents belonging to these groups, and relocation can raise fears of isolation, harassment or language barriers in new locations and neighbourhoods, and loss of facilities.¹¹⁶

Older people remaining in local areas may be adversely impacted by these changes to local social infrastructure as they find it challenging to access new places of worship relocated to outside their local area.¹¹⁷ Religious institutions are also important to upkeep within local communities, as they contribute towards social cohesion and wellbeing. Research outlines that Mosques can help the cognitive wellbeing of **older individuals**, as opportunities such as Arabic learning lessons can help healthy mental functioning. Minority religious communities also contribute towards helping raise awareness and prevention of diseases such as Hepatitis, providing awareness whereby cultural or language barriers exist.¹¹⁸ Health inequalities amongst South Asian ethnic groups are higher, therefore religious institutions that disproportionately represent these groups are significant in providing opportunities for equality.

C.1.9 Emergency Service response reconfiguration

The relocation of emergency services could potentially result in quality of service,¹¹⁹ making the duration of travel for a patient to get to a medical facility. This may impact those who have a differential need for emergency services, such as **older people**,¹²⁰ **disabled people** and **children**¹²¹. Recent findings report that, on average, within the year 2022 it took 90 minutes for

¹¹² Sense (2021) Fear of mental health crisis as loneliness rises dramatically against disabled people. Available at: [Loneliness rises dramatically among disabled people - Sense](#)

¹¹³ 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/>

¹¹⁴ NHS (2022) What is Autism? Available at: [What is autism? - NHS](#)

¹¹⁵ Help Dementia (2025) Why do people with dementia struggle to adapt to changes in their environment? Available at: [Why do people with dementia struggle to adapt to changes in their environment? - HelpDementia.com](#)

¹¹⁶ BME Health Forum (2010) 'Good Access in Practice: Promoting community development in the delivery of healthcare'.

¹¹⁷ A. Power (2008) 'Does demolition or refurbishment of old and inefficient homes help to increase our environmental, social and economic viability'

¹¹⁸ Public Health England (2017) 'Healthy living: mosques' Available at: [Healthy living: mosques - GOV.UK \(www.gov.uk\)](#)

¹¹⁹ Van Barneveld. (2016): 'The effect of ambulance relocations on the performance of ambulance service providers'

¹²⁰ Conroy. (2012): 'Quality Care for Older people with Urgent & Emergency Care needs'

¹²¹ Johnson. (2012): 'Child and Provider Restraints in Ambulances: Knowledge, Opinions, and Behaviours of Emergency Medical Services Providers'

an ambulance to arrive for stroke and heart attack victims in England, which has severe impact on the life of the individual in need.¹²²

C.1.10 Provision of community and religious resources

The provision of community facilities allows for an improved chance of social connection for **children, older people, disabled people, people from an ethnic minority background and pregnant women**. Regeneration of areas can include both continued access to and the creation of 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 **LGBTQ+**.¹²³

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 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.¹²⁴

Literature exploring the importance of religious places of worship amongst faith communities' points to the importance of religious institutions in providing solidarity, enabling resilience and providing a psychological support network.¹²⁵ Faith networks are also beneficial as faith leaders hold great value amongst communities and can help educate communities and reduce inequalities such as health and social inequalities.¹²⁶

C.2 Impacts on business

C.2.1 Potential loss of businesses

Regeneration may result in the permanent loss of business. This has the potential to affect self-employed business owners. In particular, older people and ethnic minority groups may be affected by the loss of business.

Research suggests that **older people** who are made redundant face additional barriers to finding new employment compared to the general population, especially when attempting to secure interviews for potential new positions. This has been exacerbated by the COVID pandemic, whereby older workers were more likely to be made redundant and were two times less likely than workers under 50 to find a new job within six months.¹²⁷ Mirroring this, research by Anglia Ruskin University found that older white British men were also 22% less likely to be invited for interview when compared to their 28-year-old counterparts.¹²⁸

¹²² Prior, S. (2023) 'Ambulance Delays Affecting Rapid Patient Treatment' Available at: [Ambulance Delays Affecting Rapid Patient Treatment \(osborneslaw.com\)](https://osborneslaw.com/ambulance-delays-affecting-rapid-patient-treatment/)

¹²³ Assembly, N. I. (2010). 'Barriers to Sports and Physical Activity Participation'.

¹²⁴ 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>

¹²⁵ Refugee Studies Centre, 2013. [Local faith communities and the promotion of resilience in humanitarian situations: a scoping survey \(ox.ac.uk\)](https://www.ox.ac.uk/research/centres-and-institutes/refugee-studies-centre/publications/local-faith-communities-and-the-promotion-of-resilience-in-humanitarian-situations-a-scoping-survey)

¹²⁶ [Working with faith groups to promote health and wellbeing \(local.gov.uk\)](https://www.local.gov.uk/working-with-faith-groups-to-promote-health-and-wellbeing)

¹²⁷ Centre for Ageing Better (2022) 'The State of Ageing 2022' Available at: [Work | The State of Ageing 2022 | Centre for Ageing Better \(ageing-better.org.uk\)](https://www.ageing-better.org.uk/work/the-state-of-ageing-2022/)

¹²⁸ The Prince's Responsible Business Network (2017). 'Factsheet: Why employers need to tackle ageism in redundancy and recruitment processes.' Available at: https://age.bitc.org.uk/sites/default/files/business_in_the_community_factsheet_-_tackling_age_bias_in_processes.pdf

Most of the business premises located on the Bridge Close site contain small businesses. **Older people** may be disproportionately impacted by CPO of small businesses, where self-employment is common. Older workers are more likely to be self-employed than younger age groups, with workers aged 60 and over accounting for one in six of all self-employed workers in 2022.¹²⁹

People from ethnic minority groups are more likely to be self-employed in the UK when compared with White people.¹³⁰ In 2021, 16.2% of workers in Pakistani and Bangladeshi ethnic groups were self-employed, compared to 13.3% of all workers aged 16 and over.¹³¹

C.2.2 Impact of redundancy on health and wellbeing

The health and wellbeing of **older people** is likely to be impacted by involuntary unemployment. Impacts of unemployment, such as a lower likelihood of re-employment, loss of income and social severance of work-based interactions, can disproportionately negatively impact this group. These factors can lead to stress related cardiovascular illnesses, of which older workers are at an increased risk.¹³² This may be exacerbated as research suggests that older people who are made redundant face additional barriers to finding new employment compared to other age groups, especially when attempting to secure interviews for potential new positions.¹³³ The Centre for Ageing Better found that when made redundant, workers younger than 50 were almost twice as likely as those aged 50 or over to find a new job within six months.¹³⁴

Disabled people face more barriers when searching for employment compared to those who are not disabled. As a result, 53.2% of disabled people are in employment, compared to 81.8% of non-disabled people. A lack of flexible working has been found to impact employment opportunities for this group.¹³⁵ This means that disabled people could be disproportionately impacted by loss of employment, particularly if their current working conditions are difficult to find or replicate elsewhere.

Ethnic inequalities in the labour market affect employment opportunities for ethnic minority groups in the UK. Research has found that 77% of white 16-64 year olds were employed, compared to 69% of 16-64 year olds in other ethnic groups.¹³⁶ According to the Chartered Institute of Personnel and Development (CIPD) research, people from ethnic minority communities are significantly more likely to say that people's identity or background can have an effect on the opportunities they are given than White British employees.¹³⁷ Altogether, this suggests that employment opportunities following redundancy and regeneration can be limited for ethnic minority groups due to discrimination.

¹²⁹ Centre for Ageing Better (2023) Almost one million more workers aged 65 and above since the new millennium, new analysis reveals. Available at: [Almost one million more workers aged 65 and above since the millennium, new analysis reveals](#) | Centre for Ageing Better

¹³⁰ House of Commons (2020) Unequal impact? Coronavirus and BAME people. Available at: [Unequal impact? Coronavirus and BAME people](#)

¹³¹ GOV.UK (2022) Self-employment. Available at: [Self-employment - GOV.UK Ethnicity facts and figures](#)

¹³² Gallo, W. T., Bradley, E. H., Falba, T. A., Dubin, J. A., Cramer, L. D., Bogardus Jr, S. T., & Kasl, S. V. (2004). 'Involuntary job loss as a risk factor for subsequent myocardial infarction and stroke: findings from the Health and Retirement Survey'. American journal of industrial medicine, 45(5), 408-416

¹³³ Centre for Ageing Better (2020) Supporting Over 50s Back to Work. Available at: [supporting-over-50s-back-to-work.pdf](#)

¹³⁴ Centre for Ageing Better (2022) The State of Ageing 2022. Available at: [Work | The State of Ageing 2022 | Centre for Ageing Better](#)

¹³⁵ Chartered Governance Institute UK & Ireland (2022) Potential barriers to employment for disabled people and how they can be overcome. Available at: [Potential barriers to employment for disabled people and how they can be overcome](#)

¹³⁶ GOV.UK (2023) Employment. Available at: [Employment - GOV.UK Ethnicity facts and figures](#)

¹³⁷ CIPD (2017) Addressing the barriers to BAME employee career progression to the top. Available at: [addressing-the-barriers-to-BAME-employee-career-progression-to-the-top_tcm18-33336.pdf](#)

Involuntary redundancy may also indirectly have a disproportionate impact on **children**. There is a clearly evidenced link between parental unemployment and child wellbeing as redundancy increases the risk of tension and disruption within the family. Consequently, job loss can have detrimental effects on children, including lowered self-esteem and socio-psychological well-being.¹³⁸

C.2.3 Impact on customer bases

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.

For **older people and disabled people**, especially those who have mobility impairments, the relocation or closure of businesses can reduce accessibility to services and amenities which they rely on, potentially increasing social isolation and negative mental health outcomes.¹³⁹

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.¹⁴⁰ 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.¹⁴¹ Any relocation might disrupt local customer base, increasing the overhead costs to obtain new customers and to achieve business continuity.

C.2.4 Financial implications associated with business relocation

London has a shortage of industrial estate land due to a continued decline in industrial and manufacturing activity, with the services sector and associated activity dominating the demand for land and office space.¹⁴² Despite the overall decrease in industrial activity, different areas in London show different trends, with **older people, ethnic minority groups and disabled people** more likely to be impacted by financial implications associated with business relocation.

Research by the Enterprise Research Centre shows that businesses owned by **ethnic minority groups** are more likely to be denied a loan outright when compared to white owned business. 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.¹⁴³ This highlights the difficulties that ethnic minority owned businesses have in securing finance to relocate, potentially forcing business closure.

Research suggests that **older people**, who own a small business,¹⁴⁴ may be disproportionately impacted by relocating to premises of their businesses. Research from the Joseph Rowntree Foundation found that **older people** often lack the same financial means and income flexibility

¹³⁸ Brand, J. E. (2015). 'The far-reaching impact of job loss and unemployment'. Annual review of sociology, 41, 359-375. Available at: <https://www.ncbi.nlm.nih.gov/pmc/articles/PMC4553243/>

¹³⁹ House of Commons (2024) Accessibility of shops and businesses for disabled people. Available at: [Accessibility of shops and businesses for disabled people](#)

¹⁴⁰ Landis, T. (2022). 'Customer Retention Marketing vs. Customer Acquisition Marketing'. Available at: <https://www.outboundengine.com/blog/customer-retention-marketing-vs-customer-acquisition-marketing/>

¹⁴¹ Enterprise Research Centre (2013): 'Diversity and SMEs'.

¹⁴² CAG Consultants (2017): 'London Industrial Land Demand: Final report' Available at: [Introduction \(london.gov.uk\)](#)

¹⁴³ Enterprise Research Centre (2013): 'Diversity and SMEs'.

¹⁴⁴ Institute of Directors (2017) 'The Age of the Older Entrepreneur'.

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.¹⁴⁵

The relocation of businesses may mean that disabled people struggle with commuting to work or, in the case of having to find a different job, seek employment elsewhere. **Disabled people** face more barriers when searching for employment when compared to those who are not disabled. Disabled people can be constrained by the type of employment that they are able to do, with 36% of disabled people in employment agreeing that this is the case. This figure increases to 66% for disabled people who are looking for work when unemployed. This means that disabled people could be disproportionately impacted by loss of employment, particularly if their current working conditions may be difficult to find or replicate elsewhere.¹⁴⁶

C.3 Wider regeneration impacts

C.3.1 Improved housing provision

Relocation may also result in better quality homes for residents, some of which may be more energy efficient. **Children** are particularly vulnerable to the effects of fuel poverty as it can impact both their physical and mental health. Compared to children living in appropriately heated homes, those living in cold homes are twice as likely to have respiratory illnesses.¹⁴⁷ Further, children living in cold houses are more likely to experience reduced emotional resilience and educational attainment.¹⁴⁸ In such instances, relocation may improve the mental and physical wellbeing of children.

Older people are particularly vulnerable to the effects of cold housing as they spend 80% of their time in their home,¹⁴⁹ significantly more when compared to the general population. Cold living conditions can impact and exacerbate conditions such as arthritis and rheumatism, conditions which disproportionate effect older people.¹⁵⁰ In winter, cold damp conditions can contribute to illnesses such as flu and cold, potentially impacting health outcomes.¹⁵¹ Consequently, cold housing can increase the likelihood of illness, negative mental health outcomes and ultimately an increased mortality rate.¹⁵² Relocation may therefore improve quality of housing for older people, should this currently be an issue.

In 2021, 19.1% of **ethnic minority** households in England were living in fuel poverty compared to 12.6% of White households (including White ethnic minorities).¹⁵³ According to the Race Equality Foundation, fuel poverty is said to be worse in London where basic housing costs are expensive even before the cost of heating a home is taken into consideration.¹⁵⁴ Relocation may therefore benefit this group.

¹⁴⁵ Age UK (2018): 'Financial resilience during retirement: who is well placed to cope with life events?'

¹⁴⁶ Equality and Human Rights Commission (2013). Barriers to unemployment and unfair treatment at work: a quantitative analysis of disabled people's experiences. Available at: <https://www.equalityhumanrights.com/sites/default/files/research-report-88-barriers-to-employment-and-unfair-treatment-at-work-disabled-peoples-experiences.pdf>

¹⁴⁷ Marmot Review Team. (2011). 'The Health Impacts of Cold Homes and Fuel Poverty'

¹⁴⁸ Poverty and Social Exclusion. (2014). 'Impact of fuel poverty on children'

¹⁴⁹ The Housing and Ageing Alliance. (2013). 'Policy Paper: Health, Housing and Ageing'

¹⁵⁰ The Housing and Ageing Alliance. (2013). 'Policy Paper: Health, Housing and Ageing'

¹⁵¹ Age UK. (2014). 'Housing in later life'

¹⁵² Marmot Review Team. (2011). 'The Health Impacts of Cold Homes and Fuel Poverty'

¹⁵³ Department for Business, Energy and Industrial Strategy (2022): 'Fuel Poverty'. Available at: <https://www.ethnicity-facts-figures.service.gov.uk/housing/housing-conditions/fuel-poverty/latest>

¹⁵⁴ Race Equality Foundation (2014): 'The Housing Conditions of Minority Ethnic Households in England'. Available at: https://raceequalityfoundation.org.uk/wp-content/uploads/2018/02/housing_briefing_24-final.pdf

Disability charity Scope have highlighted that those with a long-term impairment or condition often consume more energy when compared to others. The charity's research shows that over a third of **disabled people** think that their impairment or condition has an impact on the amount of energy they consume and pay for. For example, those with reduced mobility may be required to use the heating more to stay warm. Overall, households with a disabled person make up 38% of all households in England that are fuel poor.¹⁵⁵ According to the Office for National Statistics (ONS) almost 55% of disabled adults struggled to afford their energy bills.¹³⁵ This group may therefore benefit this group with regards to energy efficiency.

C.3.2 Provision of community and religious resources

The provision of community facilities allows for an improved chance of social connection for **children, older people, disabled people, people from an ethnic minority background and pregnant women**. Regeneration of areas can include both continued access to and the creation of 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 **LGBTQ+**.¹⁵⁶

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 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.¹⁵⁷

Literature exploring the importance of religious places of worship amongst faith communities' points to the importance of religious institutions in providing solidarity, enabling resilience and providing a psychological support network.¹⁵⁸ Faith networks are also beneficial as faith leaders hold great value amongst communities and can help educate communities and reduce inequalities such as health and social inequalities.¹⁵⁹

C.3.3 Safety and security

In the lead up to the regeneration process and during the decanting and demolition of buildings in the area, buildings will be vacated and can fall into disrepair. This can attract unwanted activity, including anti-social behaviour and crime, such as increased vandalism, arson and break-ins.¹⁶⁰

The potential increase in crime can impact a number of groups in the community who are more likely to be a victim or witness of crime. Disabled people, LGBTQ+ people, mixed or multiple ethnic groups, and young people are more likely to be victims of crime.¹⁶¹

¹⁵⁵ Scope (2018): 'Out in the cold'. Available at: <https://www.barrowcadbury.org.uk/wp-content/uploads/2018/03/Out-in-the-cold-Scope-report.pdf>

¹⁵⁶ Assembly, N. I. (2010). 'Barriers to Sports and Physical Activity Participation'.

¹⁵⁷ 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>

¹⁵⁸ Refugee Studies Centre, 2013. Local faith communities and the promotion of resilience in humanitarian situations: a scoping survey (ox.ac.uk)

¹⁵⁹ Working with faith groups to promote health and wellbeing (local.gov.uk)

¹⁶⁰ Power, A. (2010) Housing and sustainability: demolition or refurbishment? Available at: Housing and sustainability: demolition or refurbishment? | Proceedings of the Institution of Civil Engineers - Urban Design and Planning

¹⁶¹ Census 2021 (2021) Crime in England and Wales, victim characteristics: year ending March 2023. Available at: Crime in England and Wales, victim characteristics - Office for National Statistics

In addition, fear of crime can affect mental health and wellbeing for older people, women, ethnic minority groups and LGBTQ+ people. Research has found that although older people tend to have minimal exposure to crime, they have a high fear of crime.¹⁶² Gender has also been found to impact fear of crime, with data showing that women are more fearful of crime than men.¹⁶³ According to GOV.UK, a smaller proportion of white people report a fear of crime compared with ethnic minority groups.¹⁶⁴ Research also demonstrates that LGBTQ+ people often fear crime due to threats to their safety and well-being.¹⁶⁵

Levels of crime have in part be attributed to the design and condition of the urban environment. Using theoretical approaches such as Rational Choice Theory¹⁶⁶ and Broken Windows Theory,¹⁶⁷ a strong argument has developed which links the design of neighbourhoods and towns to levels of crime and disorder.¹⁶⁸ 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)¹⁶⁹ 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%.¹⁷⁰

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; and those who are likely to be adversely impacted by fear of crime.

C.3.4 Employment opportunities and business opportunities

Redevelopment and regeneration can act as a means of promoting economic growth and supporting job creation, providing new business, employment and training opportunities.¹⁷¹ Development can contribute to urban economic regeneration 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 help address issues of inequality and improve social mobility. This may particularly benefit the protected characteristic

¹⁶² Monash University (2021) Un-neighbourly? Fear of crime among older people points to social isolation. Available at: [Fear of crime among older people points to social isolation – Monash Lens](#)

¹⁶³ Johansson, S. and Haandrikman, K. (2021) 'Gendered fear of crime in the urban context: A comparative multilevel study of women's and men's fear of crime', *Journal of Urban Affairs*, 45 (7), pp. 1238 – 1264. Available at: [Full article: Gendered fear of crime in the urban context: A comparative multilevel study of women's and men's fear of crime](#)

¹⁶⁴ GOV.UK (2016) Fear of crime. Available at: [Fear of crime - GOV.UK Ethnicity facts and figures](#)

¹⁶⁵ Ilse, P.B. and Hagerlid, M. (2024) "My trust in strangers has disappeared completely": How hate crime, perceived risk, and the concealment of sexual orientation affect fear of crime among Swedish LGBTQ+ students', *International Review of Victimology*, 31 (1). Available at: ['My trust in strangers has disappeared completely': How hate crime, perceived risk, and the concealment of sexual orientation affect fear of crime among Swedish LGBTQ students - Paul Baschar Ilse, Mika Hagerlid, 2025](#)

¹⁶⁶ Felson and Clarke (1998) 'Opportunity Makes the Thief, Practical Theory of Crime Prevention'. Available at: <https://pdfs.semanticscholar.org/09db/dbce90b22357d58671c41a50c8c2f5dc1cf0.pdf>

¹⁶⁷ Wilson and Kelling (1982) 'Broken Windows: The police and neighbourhood safety'. Available at: <https://www.theatlantic.com/magazine/archive/1982/03/broken-windows/304465/>

¹⁶⁸ 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>

¹⁶⁹ Jeffery (1971) 'Crime Prevention Through Environmental Design'. Sage publications

¹⁷⁰ 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>

¹⁷¹ Gibbons, S., Overman, H. and Sarvimaki, M. (2021) 'The local economic impacts of regeneration projects: Evidence from UK's single regeneration budget', *Journal of Urban Economics*, 122. Available at: [The local economic impacts of regeneration projects: Evidence from UK's single regeneration budget](#)

groups who are more likely to face barriers to employment. High youth unemployment rates in London, which in 2022 stood at 14.2%, highlight the disproportionate benefit that employment opportunities provided by the redevelopment could have on young people.¹⁷² Young men are more likely to be unemployed than young women, with recent statistics highlighting that the Spring 2025 unemployment rate for men aged 16-24 was 15.3% compared with 12.9% of young women.¹⁷³

Similarly, those who are disabled are twice as likely to be unemployed than those who are not. In London, disabled people make up 16% of the working age population, yet 29% of the unemployed population.¹⁷⁴ Analysis of national unemployment trends highlights that the rate of national unemployment is disproportionately high for ethnic minority groups when compared with white British people.¹⁷⁵

Certain groups are more likely to face disadvantages in starting businesses and could benefit from increased opportunities. The British Business Bank has found that women and people who come from ethnic minority backgrounds face systemic disadvantages, even when controlling for a number of factors.¹⁷⁶ However, the proportion of women who run SMEs in the UK has risen to 15%, and nearly half of all early-stage entrepreneurs in the UK were women in 2023.¹⁷⁷ Certain groups are also more likely to be self-employed, and could also benefit from improved business opportunities. In 2021, 16.2% of workers in Pakistani and Bangladeshi ethnic groups were self-employed, compared to 13.3% of all workers aged 16 and over.¹⁷⁸ Research also demonstrates that older workers are more likely to be self-employed than younger age groups, with workers aged 60 and over accounting for one in six of all self-employed workers in 2022.¹⁷⁹

There is an established link between child wellbeing and parental job status. **Children** that are dependent on adults who gain employment as a result of the scheme may benefit from reduced levels of stress and anxiety and educational attainment.¹⁸⁰

C.3.5 Improved public realm and provision of urban green space

The ability to access and use the public realm is important to ensuring people feel that they are active members of their community. This includes activities such as using local shops or meeting up with people in a shared space outside close to home.¹⁸¹

However, it has been recognised that older people and disabled people are less likely to take part in public life than other sections of the population. Public spaces can be inaccessible, with narrow and uneven pavements, a lack of accessible transport facilities, improperly built ramps, narrow doorways and manual doors.¹⁸² These factors act as barriers to using outdoor, shared

¹⁷²ONS. (2022) Labour Force Survey (July to September 2022)

¹⁷³ House of Commons Library (2025). Youth Unemployment Statistics. Available at: [SN05871.pdf](#)

¹⁷⁴ONS. (2022) Labour Force Survey (July to September 2022)

¹⁷⁵ Runnymede Trust. (2016): 'Ethnic Inequalities in London: Capital for All'.

¹⁷⁶ British Business Bank (2020). Alone Together: entrepreneurship and diversity in the UK

¹⁷⁷ House of Commons Library (2024). Business Statistics Research Briefing. Available at: [SN06152.pdf](#)

¹⁷⁸ GOV.UK (2022) Self-employment. Available at: [Self-employment - GOV.UK Ethnicity facts and figures](#)

¹⁷⁹ Centre for Ageing Better (2023) Almost one million more workers aged 65 and above since the new millennium, new analysis reveals. Available at: [Almost one million more workers aged 65 and above since the millennium, new analysis reveals | Centre for Ageing Better](#)

¹⁸⁰ Stevens and Schaller. (2011): 'Short-run effects of parental job loss on children's academic achievement' Economics of Education Review 30(2): 289-299

¹⁸¹ House of Commons Women and Equalities Committee (2017) Building for Equality: Disability and the Built Environment. Available at: [Building for Equality: Disability and the Built Environment](#)

¹⁸² Kapsalis, E., Jaeger, N. and Hale, J. (2022) 'Disabled-by-design: effects of inaccessible urban public spaces on users of mobility assistive devices – a systematic review', *Disability and Rehabilitation: Assistive Technology*, 19 (3). Available at: [Full article: Disabled-by-design: effects of inaccessible urban public spaces on users of mobility assistive devices – a systematic review](#)

public spaces. This is particularly harmful for groups who have decreased social activity and social networks.¹⁸³ Therefore, access to community facilities is important for groups who are in greater need of social interaction than the general population. When regeneration efforts enhance the accessibility of public spaces, they can foster greater inclusion by enabling more active participation in the public realm.

Redevelopment can include the provision of community gardens and other public green spaces, benefitting older people, children, ethnic minority groups and disabled people. Research reports that urban green space has benefits for physical and mental health.¹⁸⁴ Specifically, green space is important for children's access to play, creativity, socialising and learning opportunities, thus improving their physical, mental, social and emotional development and wellbeing.¹⁸⁵

Research has also found that in urban areas, ethnic minority groups are more than twice as likely to live within England's most green-space deprived neighbourhoods. It has also been found that children from ethnic minority groups are less likely to spend time outside compared to white children, with 19% of ethnic minority respondents reporting local green space to be accessible, compared to 33% of white respondents.¹⁸⁶ Therefore, the provision of green space following regeneration is likely to benefit this group.

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.¹⁸⁷

Green spaces must also be well-designed and maintained for older people to use. Overgrown vegetation and uneven paving can be particularly hazardous for this group, with higher risks of serious injuries from falls.¹⁸⁸ Such experiences can result in this group feeling fearful of urban green space.

Overall, the provision and maintenance of green spaces in urban areas can benefit the health and wellbeing of several groups. However, such spaces must be appropriately managed and maintained to ensure positive outcomes.

C.3.6 Provision of community facilities

The provision of community facilities allows for an improved chance of social connection for **children, older people, disabled people, people from an ethnic minority background and pregnant women**. Regeneration of areas can include both continued access to and the creation of 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 **LGBTQ+**.¹⁸⁹

Literature exploring the importance of religious places of worship amongst faith communities' points to the importance of religious institutions in providing solidarity, enabling resilience and

¹⁸³ Park, J-H. and Kang, S-W. (2023) 'Social Interaction and Life Satisfaction among Older Adults by Age Group', *Healthcare*, 11(22). Available at: [Social Interaction and Life Satisfaction among Older Adults by Age Group - PMC](#)

¹⁸⁴ World Health Organisation (2016) Urban green spaces and health. Available at: [Urban green spaces and health](#)

¹⁸⁵ UNICEF (2025) The Necessity of Urban Green Space for Children's Optimal Development. Available at: [Necessity of Urban Green Space for Children's Optimal Development.pdf](#)

¹⁸⁶ Friends of the Earth (2020) England's green space gap – how to end green space deprivation in England. Available at: [Green space gap full report 1.pdf](#)

¹⁸⁷ Age UK (2022) Social connections and the brain. Available at: [The benefits of social connections | Age UK](#)

¹⁸⁸ Department for Transport (2021) Inclusive Mobility: A Guide to Best Practice on Access to Pedestrian and Transport Infrastructure. Available at: [Inclusive Mobility. A Guide to Best Practice on Access to Pedestrian and Transport Infrastructure](#)

¹⁸⁹ Assembly, N. I. (2010). 'Barriers to Sports and Physical Activity Participation'.

providing a psychological support network.¹⁹⁰ Faith networks are also beneficial as faith leaders hold great value amongst communities and can help educate communities and reduce inequalities such as health and social inequalities.¹⁹¹

¹⁹⁰ [Local faith communities and the promotion of resilience in humanitarian situations: a scoping survey \(ox.ac.uk\)](#)

¹⁹¹ [Working with faith groups to promote health and wellbeing \(local.gov.uk\)](#)

D. Key support documents reviewed

D.1 Support for affected residential, commercial, and community properties

D.1.1 Business Relocation Strategy 2023

As part of the Business Plan for Bridge Close Regeneration LLP (the “DV”), the Business Relocation Strategy (the “BRS”) sets out the ways which the DV will engage with the commercial occupiers that wish to relocate from the Site to an alternate location. The BRS outlines the offers from the DV and London Borough of Havering (the “Council”) to the businesses, providing advice and assistance on relocation options. Suitable locations which minimise the impact and disruption arising from the need to relocate are provided as options for the commercial occupiers.

A comprehensive assessment of current business occupiers on the Site will be undertaken to address the requirements of existing occupiers. The assessment shall include:

- Identification of demand – reflecting occupiers overall requirements for alternative premises, both within and outside the borough
- Identification of supply – capturing the available options for premises within the Borough and neighbouring boroughs

Analysis and overview – an initial assessment of supply against demand, with identification of any significant issues and/or risks. Information from preliminary meetings with businesses and stakeholders, commercial databases and The Valuation Office Agency Rating List has been used by the Council to produce an initial baseline review to ascertain the likely scale of demand for business relation support. The review identified the size and scale of existing occupied sites, business sector insights and market knowledge of current supply of sites and premises required. From their review, the DV has set out the following commitments as support for commercial occupiers:

- The DV has appointed a Commercial Agent to help identify suitable properties for businesses currently on site to relocate.
- Owners and occupiers are being engaged to review their requirements and accommodation parameters.
- Regular scanning of the market for rental, leasehold and freehold properties has taken place since the establishment of the DV.
- Relocation opportunities have been forwarded for consideration by individual owners and occupiers where appropriate and in accordance with individual business requirements.
- While three businesses have been relocated off-site, it is recognized that the availability of property is constrained, primarily due to buoyant demand for industrial property in the wake of changing consumer preferences in favour of online retail with increased demand for warehousing and industrial property as a consequence.
- The Development Manager, the Council, and the Managing Agent continue to use all available market intelligence to review relocation opportunities as they crystalize. This includes assessing Council-owned land and premises that may be identified as surplus to requirements.
- Relocation premises outside of the London Borough of Havering are also being identified.

D.1.2 Land Acquisition Strategy 2022

Commercial Land

The Business Plan for Bridge Close Regeneration LLP (the “DV”) conducted a review of commercial land occupiers which included landowners, occupiers and businesses within the Site. The commercial land interests have been allocated into one of the following four tenure categories:

1. Freehold Owner Occupiers
2. Freehold Investment Owners
3. Leaseholders
4. Occupier/minor interests

Both the occupants and owners of the commercial properties are to be managed by the Development Manager with the support of the Council. This collaboration will focus on providing suitable relocation options for the businesses currently operating on the Site. The strategy for providing support to all business owners/occupiers is set out in the Business Relocation Strategy 2023.

Table D-1 The strategy for each occupier identified in the land tenure

Sub-Category	Approach	Process	Structure
Freehold Owner Occupier	1) To attempt to purchase by agreement on the basis of compulsory purchase compensation 2) Use compulsory purchase powers as a last resort	If terms can be agreed, the DV will follow the process below: 1) Survey 2) Written confirmation of offer from the DV 3) Enter into Heads of Terms	The following purchase structures will be considered: 1) Option to Purchase 2) Subject to planning 3) Deferred consideration purchase 4) Unconditional purchase
Freehold Investment Owners	1) To attempt to purchase by agreement on the basis of compulsory purchase compensation 2) Use compulsory purchase powers as a last resort	If terms can be agreed, the DV will follow the process below: 1) Survey 2) Written confirmation of offer from the DV 3) Enter into Heads of Terms	The following purchase structures will be considered: 1) Option to Purchase 2) Subject to planning 3) Deferred consideration purchase 4) Unconditional purchase
Leaseholders	1) To attempt to acquire by agreement. Unless specific priorities are identified, leasehold interests will be acquired through an option agreement exercisable once the freehold interest has been secured or compulsory purchase powers, have been granted. Payment for the	1) Written confirmation of offer from the DV 2) Enter into Heads of Terms	1) Option to purchase. 2) Unconditional purchase if specific priorities are identified

Sub-Category	Approach	Process	Structure
	interest will be equivalent to the Leaseholders entitlement to compulsory purchase compensation. 2) Use of compulsory purchase powers as a last resort,		
Occupier/ minor interests	1) Secure VP via L&T powers	1) Identify priority occupiers	1) Secure VP via L&T powers
- Licensees - Tenancies at will - Illegal occupiers	2) Attempt to secure VP through an agreement exercisable once the freehold interest has been secured or compulsory purchase powers, have been granted. Consideration to be given to any entitlement the occupiers may have to compulsory purchase compensation. 3) Use of compulsory purchase powers as a last resort.	2) Consultation and negotiation 3) Assistance with relocation if required 4) Offers to acquire after superior interests secured, or compulsory purchase powers granted	2) Secure VP through commercial negotiation

Source: Bridge Close Regeneration LLP Acquisition Strategy, 2023

D.1.3 Private Residential Land

The DV review of residential land occupiers which within the Site, principally located at 95-147 Waterloo Road and 20-40 Oldchurch Road, and has summarised the residential land interests into the following categories:

1. Freehold Owner Occupiers
2. Freehold Investment Owners
3. Tenants

Stakeholder engagement will also be held with individuals in all three categories to ascertain their specific circumstances and relocation requirements. The management of occupants of the residential properties, including those identified as vulnerable residents, will be done by the Council, with the support of a suitably qualified Resident Liaison Officer.

Table D.2: The strategy for each occupier identified in the land tenure

Sub-Category	Approach	Process	Structure
Freehold Owner Occupier	1) To attempt to purchase by agreement on the basis of compulsory purchase compensation 2) Use compulsory purchase powers as a last resort	If terms can be agreed, the DV will follow the process below: 1) Survey 2) Written confirmation of offer from the DV 3) Enter into Heads of Terms	The following purchase structures will be considered: 1) Option to Purchase 2) Subject to planning 3) Deferred consideration purchase 4) Unconditional purchase
Freehold Investment Owners	1) To attempt to purchase by agreement on the basis	If terms can be agreed, the DV will follow the process below:	The following purchase structures will be considered:

Sub-Category	Approach	Process	Structure
	of compulsory purchase compensation 2) Use compulsory purchase powers as a last resort	1) Survey 2) Written confirmation of offer from the DV 3) Enter into Heads of Terms	1) Option to Purchase 2) Subject to planning 3) Deferred consideration purchase 4) Unconditional purchase
Tenants	1) Secure VP via L&T powers	1) Identify priority occupiers	1) Secure VP via L&T powers
- ASTs	2) Attempt to secure VP through an agreement exercisable once the freehold interest has been secured or compulsory purchase powers, have been granted. Consideration to be given to any entitlement the occupiers may have to compulsory purchase compensation.	2) Consultation and negotiation 3) Assistance with relocation if required 4) Offers to acquire after superior interests secured, or compulsory purchase powers granted	2) Secure VP through commercial negotiation
- Other occupiers	3) Use of compulsory purchase powers as a last resort.		

Source: Bridge Close Regeneration LLP Acquisition Strategy, 2023

D.1.4 Housing Regeneration Pack, 2018

The Council has produced a Housing Regeneration Pack¹⁹² that sets out its commitments to support residents of Havering throughout its Housing Regeneration Programme, including the redevelopment of the Bridge Close Site. The Regeneration Pack contains several key documents, all of which are based around the following three key themes:

Choice: to ensure regeneration programmes across the borough provide better housing choice for residents. The Council will ensure that residents effected by regeneration will have a range of re-housing options to choose from, including moving back into a property in the regeneration estate once the new homes are built.

Fairness: the Council will be open, transparent and fair when developing and delivering regeneration proposals.

Better housing: to ensure that residents live in better quality housing which reflects their needs.

The Council's commitments

As part of the Housing Regeneration Pack 'Details of Housing Regeneration Scheme'¹⁹³ document, the Council have made the following key commitments to Council tenants, freeholders and private tenants currently living on the Site affected by the proposed regeneration programme:

Regular, honest communication: Provide communication about the regeneration proposals throughout the regeneration period through one-on-one meetings, direct letter correspondence,

¹⁹² London Borough of Havering (2018): 'Havering Council's Housing Regeneration Programme: Housing Regeneration Pack'. Available at:

https://www.havering.gov.uk/download/downloads/id/1875/details_of_the_housing_regeneration_scheme.pdf

¹⁹³ London Borough of Havering (2018): 'Havering Council's Housing Regeneration Programme: Housing Regeneration Pack – Details of Housing Regeneration Scheme;'. Available at:

https://www.havering.gov.uk/download/downloads/id/1875/details_of_the_housing_regeneration_scheme.pdf

newsletters, briefings, events, website and email updates, in addition to dedicated points of contact in the Council or representatives.

Dedicated officers: Ensure each household has a dedicated Council Officer to help with each step of the re-housing process and keep residents fully informed about the process and their options.

The Council Officer is able to identify any additional support that may be needed, such as packing and unpacking services, home loss and disturbance compensation claims and payments and answer general queries.

Suitable re-housing offers, tailored advice and an emphasis on 'choice': Ensure that suitable and affordable housing options are available for residents and that the process is as stress-free as possible.

Council tenants will be matched with suitable re-housing options that become available and best meet their housing needs. The Council will offer tailored advice on the suitability of each re-housing option.

No more than two moves for Council tenants during the re-housing process: Seek, as far as is reasonably practicable, to ensure that no tenant should have to move more than twice.

Quality housing advice and support service: Provide a comprehensive housing support and advice package throughout the re-housing process, including organising events and activities to visit regeneration schemes, arranging support groups for residents, helping with claiming benefits, organising skills and training opportunities and liaising with other services (such as schools, social services and health services) to support households at the new address.

Independent advice: Assist residents with additional advice and support on the re-housing process, outside of that offered by the Council, and details on how to access these when requested.

Council Tenants will not be financially worse off: The Council has set out details on entitlements and level of home loss payments, disturbance compensation and reimbursement of reasonably incurred costs.

Developing a range of affordable housing products: Develop a range of products for rent and sale within the schemes to provide a wide range of opportunities for residents.

Keeping the community together: Aim to move groups of vulnerable residents together where possible, to maintain support networks and communities.

Safe and secure environment: Commit to the continued maintenance of each Council residential housing estate to a high standard throughout the period of the regeneration scheme, keeping noise and disruption of building work at a minimum and maintaining site security for the safety of residents.

Temporary use of empty properties on the regeneration Site: Aim to let the empty units on a temporary, non-secure basis to assist with meeting ongoing Council housing demand.

Overall approach to residential relocation

Throughout the re-housing process, the Council will provide the following practical support and general advice for affected Council tenants, freeholders and private tenants¹⁹⁴:

¹⁹⁴ London Borough of Havering (2018): 'Havering Council's Housing Regeneration Programme: Housing Regeneration Pack – Local Lettings Plan'. Available at:
https://www.havering.gov.uk/download/downloads/id/1875/details_of_the_housing_regeneration_scheme.pdf

- Explain housing options and assess the suitability and affordability of the options based on individual circumstances; Advice on alternative housing providers and letting agencies;
- Advice on accessing solicitors and legal services and getting information on legal rights;
- Advice on legal possession processes and compulsory purchase;
- Help to process Home Loss Payment and Disturbance Compensation claims;
- Help to complete forms and other paperwork;
- Advice on local amenities to support households in moving to their new home, including assisting with setting up links to local support services and schools;
- Viewing support to accompany residents to view alternative council-owned properties and arrange visits to each new development once show home properties become available;
- Assist tenants who are eligible for Housing Benefit Claims when filling out forms and liaising with the housing benefit team;
- Work with the removal contractor to move residents into their new home;
- Work with the relevant providers to ensure that the agreed care package remains in place after a move, in addition to ensuring that residents with support needs have access to services in their new home;
- Work with occupational therapists to arrange for property adaptations at the new address if required; and
- Visit or contact the tenant after re-housing to ensure that the move has gone well and provide additional assistance if required.

Council tenant relocation approach

As part of the Housing Regeneration Pack 'Local Lettings Plan'¹⁹⁵ document, the Council outlines the relocation policy of all Council tenants who will lose their home as a result of the regeneration programme. There are six options available to Council tenants:

- Move to an existing Council property elsewhere within the borough
- Move to an existing Housing Association property elsewhere within the borough
- Move to a sheltered housing or extra-care scheme property elsewhere within the borough (subject to eligibility for the particular scheme)
- Purchase an affordable home elsewhere through a low-cost home ownership scheme
- Rent a property elsewhere with a private landlord
- Move to a new property in the development once complete

Council officers carry out one-to-one meetings with Council tenants to assist with completing the correct forms and to establish the needs of residents. As part of this process, the Council considers the tenant's rehousing preferences with regards to location, bed size requirement, desire to be close to friends and family, health needs (mobility or social risk factors), children's school location and place of employment.

Once this has been considered, the Council tenant is entitled to a maximum of two direct offers of accommodation for relocation.

¹⁹⁵ London Borough of Havering (2018): 'Havering Council's Housing Regeneration Programme: Housing Regeneration Pack – Regeneration Decant Policy and Procedure'. Available at:
https://www.havering.gov.uk/download/downloads/id/1875/details_of_the_housing_regeneration_scheme.pdf

Private tenant relocation approach

According to the Housing Regeneration Pack 'Information for Private Tenants'¹⁹⁶ document, the Council has no formal statutory obligation to rehouse private tenants of leaseholders or freeholders who are currently living in a property affected by the regeneration programme. However, the Council states that it is committed to offering relevant support to enable affected tenants to find a replacement home.

The document highlights that the Council aims to ensure private tenants and their landlords receive regular, open communication about the redevelopment and estimated timescales. The Council strive to assist private tenants to find alternative suitable private rented accommodation through Housing Options and Advice Service. Referrals to local letting agencies and private landlords can be provided by the Council.

Property owners relocation approach

The Housing Regeneration Pack 'Information for Property Owners'¹⁹⁷ document highlights the options available to resident and non-resident leaseholders and freeholders affected by the regeneration programme. :

Resident leaseholders and freeholders

1. The options that are made available to resident leaseholders and freeholders are as follows:
 - Sell the property to the Council and purchase a property elsewhere within or outside the borough through a low-cost home ownership scheme.
 - Sell the property to the Council and purchase a property outright elsewhere within or outside the borough (Open Market Purchase).
 - Sell the property to the Council and move to private rented accommodation with a private landlord within or outside the borough.
 - Purchase a new affordable replacement home in the regeneration area once the development is completed and ready for occupation.

Non-resident leaseholders and freeholders

2. The options that are made available to non-resident leaseholders and freeholders are as follows:
 - Sell the property to the Council and purchase a property elsewhere within or outside the borough through a low-cost home ownership scheme.
 - Sell the property to the Council and purchase a property outright elsewhere within or outside the borough (Open Market Purchase).
 - Sell the property to the Council and move to private rented accommodation with a private landlord within or outside the borough.
 - Purchase a new affordable replacement home in the regeneration area once the development is completed and ready for occupation.
 - Both resident and non-resident leaseholders and freeholders have a dedicated Housing Officer to help throughout the move process. The Officer meets with leaseholders and

¹⁹⁶ London Borough of Havering (2018): 'Havering Council's Housing Regeneration Programme: Housing Regeneration Pack – Information for private tenants;'. Available at:
https://www.havering.gov.uk/download/downloads/id/1875/details_of_the_housing_regeneration_scheme.pdf

¹⁹⁷ London Borough of Havering (2018): 'Havering Council's Housing Regeneration Programme: Housing Regeneration Pack – Information for property owners;'. Available at:
https://www.havering.gov.uk/download/downloads/id/1875/details_of_the_housing_regeneration_scheme.pdf

freeholders on a one-to-one basis to explain their options, understand their requirements and answer any questions.

Financial assistance and compensation

Home loss and disturbance payments would be available to qualifying occupants, even where the offers are subject to vacant possession. The following provides an overview of financial assistance available to residents as per the Home Loss Payments and Disturbance Compensation document in the Housing Regeneration Pack.¹⁹⁸

Home loss payments

A home loss payment is a sum in recognition of the inconvenience of having to move out of an existing home and is a statutory compensation measure for qualifying residents. Home loss payments made to those whose homes are not acquired through CPO are made at the discretion of the Council, as they have no statutory duty to make the compensation in cases of private treaty. However, in order to provide support to those whose homes are acquired under agreement, the Council will offer a home loss payment in these cases as well.

Housing Needs Assessment is available for those who require support with sourcing and paying for suitable and affordable rented accommodation. A qualifying resident is entitled to receive the minimum home loss payment.

Disturbance payments

Disturbance compensation is paid where qualifying residents are required to leave their home, to compensate for reasonable financial costs associated with moving and acquiring a new home. The aim of the compensation is to prevent a resident from encountering a situation where they are in a worse financial position as a result of having to move because of the regeneration programme.

Disturbance compensation may be paid for:

- Expenses related to arranging furniture removal, (alternatively the Council would arrange removals and pay for these directly);
- Re-direction of mail for each authorised surname living at the address (for one year);
- Alterations to furnishings, e.g. uplifting, refitting and alteration of carpets and curtains;
- Disconnection and re-connection of services e.g. broadband, phone line and domestic appliances;
- Moveable fixtures and fittings, e.g. light fittings;
- Special adaptations previously assessed as required in the new property;
- Refitting of special locks and alarms;
- Costs of new school uniforms (where a household is rehoused in a new area where children need to change schools);
- Contributions will be made to replacement carpets, curtains, white goods or furniture (reasonable costs allowed if residents can demonstrate existing furnishings, white goods or furniture will not fit in their new home and cannot be modified); and
- Agents and legal fees arising from the grant of a tenancy for a replacement property

¹⁹⁸ London Borough of Havering (2018): 'Havering Council's Housing Regeneration Programme: Housing Regeneration Pack. (7) Home Loss Payments & Disturbance Compensation'. Available at: https://www.havering.gov.uk/download/downloads/id/1874/home_loss_payments_and_disturbance_compensation.pdf

- The above list is not exhaustive and additional reasonable costs incurred by residents may be compensated.

The table below summarises the information on payments and compensation, as per the tenure of the property:

Table D-3: Payments and Compensation Summary

Tenure	Market value of the home	Home Loss Payment	Disturbance Compensation
Council tenant	Not applicable	£8,100 Home Loss Payment	Yes, entitled to claim
Resident Leaseholder	10% above full market value	10% home loss payment at a minimum of £8,100 and maximum of £81,000	Yes, entitled to claim
Freeholder	Full market value	10% home loss payment at a minimum of £8,100 and maximum of £81,000	Yes, entitled to claim
Non-resident Freeholder	Full market value	7.5% basic loss payment at a minimum of £7,500 and maximum of £75,000	Yes, eligible to claim for the legal costs of selling the affected property and acquiring a new home
Non-resident Leaseholder	Full market value	7.5% basic loss payment at a minimum of £7,500 and maximum of £75,000	Yes, eligible to claim for the legal costs of selling the affected property and acquiring a new home
Private tenant	Not applicable	Yes, entitled to claim provided that he/she has occupied the dwelling for a period longer than a year ending on the date of displacement under a qualifying tenancy agreement	Yes, entitled to claim for the costs of moving out of the affected property providing the tenant meets specified criteria
Tenants in the Council's private sector leased (PSL) and Houses in Multiple Occupation (HMO)	Not applicable	Not applicable	Not applicable

Source: Bridge Close Regeneration LLP, Housing Regeneration Pack, 2018. Home Loss payment figures updated in line with UK Government Compulsory Purchase Guidance. Updated 2023; accessed October 2025 via [Compulsory purchase and compensation: guide 4 - compensation to residential owners and occupiers - GOV.UK](#)

Support available to commercial properties

The approach to relocation intends to support businesses throughout the process, and includes the following measures:

Review of businesses:

A comprehensive assessment of the current business occupiers on the Site is undertaken in order to address individual requirements. The assessment considers:

- Identification of demand: looking at the overall requirements for alternative premises both within and outside the borough;
- Identification of supply: highlighting the available options for premises within and outside the borough; and
- Analysis and overview: an initial assessment of supply against demand, identifying any significant issues or risks.

Assessment of current supply:

As part of the BRS, the Council considered the currently available alternative commercial premises and sites both within and outside the borough. The initial assessment showed that although some opportunities exist, there is a shortage of immediately available alternative sites. Further interaction between neighbouring boroughs and districts is therefore required to identify suitable alternative sites within a reasonable distance. To minimise impact and disruption to business as much as possible, the following factors will be considered by the Council when assessing potential relocation sites:

- Customer base and location;
- Current and proposed tenure type;
- Employment contribution to the local economy;
- Transportation requirements;
- Current site use and intensification; and

Individual business and investment plans.

Acquisition, compensation and responsibilities of the Development Manager:

In order to complete the acquisition of land interests, the Council will make offers to landowners and occupiers which reflect their entitlement to compulsory purchase compensation and the 'value for money' the acquisition may provide. All businesses will be entitled to compensation, as set out in the statutory compensation code. Where disputes over compensation offered may arise, consideration will be given to settling such disputes through use of Alternative Dispute Resolution.

The BRS states that the Development Manager will act as a liaison between the and the Council and businesses. The Development Manager will engage with occupiers over relocation issues and will:

- Produce a comprehensive and ongoing assessment of the current occupiers needs and requirements, and potential alternative sites;
- Accurately record all correspondence with businesses;
- Manage third party consultants, including those appointed to offer compensation advice;
- Ensure disturbance to the businesses is minimised, offering support measures where available; and

Work effectively with relevant organisations to ensure that businesses receive up-to-date and reliable information about the relocation process.

Other assistance and support:

The level of support available to businesses will differ on a case-by-case basis, although the following may be included:

- Assistance in identifying appropriate alternative sites within the borough or in neighbouring boroughs;
- Business analysis support to highlight potential future growth potential and business direction; and
- Additional financial support may be offered in advance of taking possession of the business to help facilitate the relocation. This may include:
 - Payment of reasonable interim professional fees;
 - Early acquisition and leaseback of a business' existing site to allow for a new premises to be acquired and prepared while the business continues to operate at its current location; and

- An option to provide the certainty of an agreed purchase price for an existing property once alternative premises have been identified

E. Engagement

E.1 Engagement

Surveys

A demographic survey of businesses and residents within the Site was undertaken by Mott MacDonald and JTL Research Ltd on behalf of the Council in June 2024.

The objective of the demographic survey was to build better understanding of the businesses and residents that may be affected by the scheme and the ways in which they might be affected. Questions were also asked in order to gauge respondents' awareness of the redevelopment process and how it might affect them, and to gain a better understanding of the potential needs in the area, in order to provide the appropriate support.

The fieldwork surveys were carried out with up to five visits made to each property understood to be occupied on the Site, including both residential properties and business properties. The survey included:

- a notification letter distributed to properties to make participants aware of the upcoming survey, including details for translation support;
- a letter distributed to properties with a unique link to the survey, so they could complete the survey in their own time; and
- in-person visits during day and evening hours, to encourage businesses to complete the survey on a tablet, with the option to complete this in another language.

Residential findings

Table E-1 Residential survey findings

Feedback from residents	Summary of findings
Connection to the property	<p>Tenants were asked to confirm their occupancy type. Out of the 12 households that responded:</p> <ul style="list-style-type: none">• 92% were council tenants (11 households) with the remaining 8% (1 household) an owner occupier with mortgage. <p>Residents were further asked to confirm how long they had been living in their home. Out of the 12 households that responded:</p> <ul style="list-style-type: none">• 1 household (8%) had lived their less than a year, 7 households (58%) had lived in their household for 1-5 years, 3 households (25%) had lived there for 20 + years and 1 household (8%) 11-20 years. <p>Residents were further asked how they would describe their household. Out of the 12 households that responded:</p> <ul style="list-style-type: none">• 3 households (25%) were single person households• 4 households (33%) were lone parent households• 4 households (33%) were a couple with dependent children• 1 household (8%) was another household with non-dependent children <p>Residents were further asked how many people usually live at their household. Out of the 12 households that responded:</p> <ul style="list-style-type: none">• 2 households were single person households (16%)• 1 household was a double person household (8%)• 2 households were three person households (16%)• 3 households were four person households (25%)• 2 households were five person households (16%)

Feedback from residents	Summary of findings
	<ul style="list-style-type: none"> 2 households were seven person households (16%)
Age	<p>The survey identified that there were 46 individuals living across 12 households. The breakdown of the demographic of these households was as follows:</p> <ul style="list-style-type: none"> 18 individuals (39%) were under 16 years of age 7 individuals (15%) were aged 16-24 years 3 individuals (7%) were 25-34 years 6 individuals (13%) were 35 to 44 years 8 individuals (17%) were 45 to 54 years 1 individual (2%) was between 55 to 64 years 0 individuals were 65 to 74 years 2 individuals (4%) were between 75 and 84 years 1 individual (2%) was 85 years or over <p>Individuals were further asked what the educational status was of their children if they had under 18 year olds living in their households. Across all 46 residents:</p> <ul style="list-style-type: none"> 3 (7%) were under school age however were intending on being enrolled into a state school in Havering 13 (28%) were enrolled within a school or nursery within Havering 4 (9%) were enrolled within a private school or nursery within Havering
Disability	<p>The survey identified the proportion of individuals across households with a disability:</p> <ul style="list-style-type: none"> 2 households (17%) contained an individual whose day to day activities were limited by their disability a lot 1 household (8%) contained an individual whose day to day activities were limited by their disability a little 2 households (17%) contained individuals who had a physical impairment 1 household (8%) contained an individual who had learning difficulties 3 households (25%) contained an individual with a mental health condition 1 household (8%) contained an individual with a long standing illness or condition 1 household (8%) contained individuals with other disabilities (arthritis)
Gender reassignment	<p>When asked whether the gender identities of people living in the household were the same as their sex registered at birth:</p> <ul style="list-style-type: none"> 46 (100%) individuals stated yes
Marital status	<p>When asked about the marital status of individuals within their household:</p> <ul style="list-style-type: none"> 9 (20%) individuals never married 9 (20%) individuals were single 6 (13%) individuals were married 1 (2%) individual was separated 3 (7%) individuals were divorced 2 (4%) individuals were co-habiting 2 (4%) individuals were widowed 14 (30%) individuals were unanswered for
Pregnancy and maternity	<p>When asked whether any members of the household are pregnant or have been pregnant within the last 12 months of the 11 households that responded:</p> <ul style="list-style-type: none"> 1 household (9%) had an individual that had been pregnant within the last 12 months or was pregnant at the time of response 10 households (91%) did not report any members of their household to be pregnant or have been pregnant within the last 12 months.
Race	<p>When asked which ethnic group:</p> <ul style="list-style-type: none"> 18 (40%) individuals were English/Welsh/Scottish/Northern Irish/British 4 (9%) individuals were Pakistani 5 (11%) individuals were Indian

Feedback from residents	Summary of findings
	<ul style="list-style-type: none"> • 3 (7%) individuals were Bangladeshi • 4 (9%) individuals were Chinese • 5 (11%) individuals were African • 7 (15%) individuals were an 'Other' ethnic group
Religion	<p>When asked about their religious identification:</p> <ul style="list-style-type: none"> • 4 (9%) individuals were Christian • 26 (57%) individuals were Muslim • 16 (35%) individuals stated they had no religious beliefs
Sex	<p>When asked about their sex:</p> <ul style="list-style-type: none"> • 18 (39%) were male • 29 (62%) were female
Sexual orientation	<p>When asked how the people within each household identified their sexual orientation, of 46 individuals across 12 households:</p> <ul style="list-style-type: none"> • 46 (100%) identified as heterosexual or straight
Socioeconomic status	<p>When asked whether any members of each household received any benefits, out of the 12 households that responded:</p> <ul style="list-style-type: none"> • 4 (33%) households stated that member(s) of their household were in receipt of Universal Credit • 4 (33%) households stated that member(s) of their household were in receipt of Child Tax Credit • 3 (25%) households stated that they were in receipt of a Housing Benefit • 1 (8%) household stated that member (s) of their household were in receipt of income support • 1 (8%) household stated that member(s) of their household were in receipt of Pension Credit • 3 (25%) households stated that member(s) of their household were in receipt of Council Tax Reduction support.
Language(s) spoken	<p>When asked about the preferred languages of members of each household:</p> <ul style="list-style-type: none"> • 1 (8%) household stated Arabic • 1 (8%) household stated Chinese • 9 (75%) households stated English • 1 (8%) household stated Italian
Questions related to residents tenancy	<p>When asked about the number of bedrooms within their property:</p> <ul style="list-style-type: none"> • 12 (100%) of household stated they had 3 bedrooms <p>When asked if, at that point in time, the amount of bedrooms was considered to be sufficient:</p> <ul style="list-style-type: none"> • 5 (42%) of households stated 'yes' • 7 (58%) of households stated 'no, overcrowded' <p>When asked if they had had any adaptations made to their home:</p> <ul style="list-style-type: none"> • 1 (8%) household stated yes with the adaptation(s) being a banister on the outside garden and handrail installed within the bathroom • 11 (92%) of households stated 'no'
Attitudes towards redevelopment	<p>When asked how the redevelopment of the site would impact upon the health and wellbeing needs of each household:</p> <ul style="list-style-type: none"> • 8 (67%) households stated that it would have a negative impact • 1 (8%) household stated it would have a positive impact • 1 (8%) household stated they would need further information • 1 (8%) household stated that it wouldn't have an impact <p>When asked how the redevelopment of the site impact on the childcare and school provision of young people in each household:</p> <ul style="list-style-type: none"> • 5 (42%) households stated it would have no impact • 5 (42%) households stated it would have a negative impact • 1 (8%) household stated they would need further information • 1 (8%) household stated it would have a positive impact

Feedback from residents	Summary of findings
	<p>When asked how the redevelopment of the site will impact on the employment and skills needs of those in each household?</p> <ul style="list-style-type: none"> • 8 (67%) households stated it would have no impact • 3 (25%) households stated it would have a negative impact • 1 (8%) household stated it would have a positive impact <p>When asked how the redevelopment of the site impact will on the care and support required by members of each household:</p> <ul style="list-style-type: none"> • 7 (58%) households stated it would have no impact • 3 (25%) households stated it would have a negative impact • 1 (8%) household stated it would need further information • 1 (8%) household stated it would have a positive impact

Source: Mott MacDonald, 2024

Commercial findings

Table E-2 Business survey findings

Feedback from businesses	Summary of findings
General	<p>A total of 10 businesses responded to the survey.</p> <p>When asked 'To what extent are you aware or not about the proposals for Bridge Close and how they affect you?':</p> <ul style="list-style-type: none"> • 6 (60%) businesses stated they were fully aware • 4 (40%) businesses stated they were somewhat aware <p>When asked 'To what extent, if at all, would you say you are concerned about the Bridge Close proposals and their impact on you?'</p> <ul style="list-style-type: none"> • 7 (70%) businesses stated they were very concerned • 1 (10%) business stated they were fairly concerned • 1 (10%) business stated they were not concerned • 1 (10%) business stated they would prefer not to say <p>When asked 'To what extent are you satisfied or dissatisfied with the level of communication you have received from the London Borough of Havering Council about the redevelopment process and what it means for you?'</p> <ul style="list-style-type: none"> • 2 (20%) businesses stated they were fairly satisfied • 1 (10%) business stated they would prefer not to say • 2 (20%) businesses stated they were very satisfied • 3 (30%) businesses stated they were very dissatisfied • 1 (10%) business stated they were neither satisfied nor dissatisfied
Business/services provided	<p>When asked 'How long has your business been operating on the estate':</p> <ul style="list-style-type: none"> • 3 (30%) businesses stated 20+ years • 4 (40%) businesses stated 11-20years • 1 (10%) business stated 1-5 years • 1 (10%) business stated 6-10 years • 1 (10%) business preferred not to state <p>When asked does your business provide goods or services specifically tailored to any of protected characteristic groups:</p> <ul style="list-style-type: none"> • 5 (50%) businesses stated they would prefer not to say • 3 (30%) businesses stated they did not know • 2 (20%) businesses stated there services were tailored to older people <p>When asked where their customer base is generally located:</p> <ul style="list-style-type: none"> • 5 (50%) businesses stated within Havering/neighbouring boroughs • 4 (40%) businesses stated London

Feedback from businesses	Summary of findings
	<ul style="list-style-type: none"> 1 (10%) businesses preferred not to say
Demographic of business owners	<p>When asked within the demographic survey about their age, 9 businesses responded:</p> <ul style="list-style-type: none"> 2 (22%) representatives were aged 25 to 44 years 1 (11%) representative was aged 45 to 54 years 3 (33%) representatives were aged 55 to 64 years 1 (11%) representative was aged 65 to 74 years 1 (11%) representative was aged 75 to 84 years <p>When asked within the demographic survey about the gender identification of business owners:</p> <ul style="list-style-type: none"> 5 (50%) businesses stated male 1 (10%) business stated female 4 (40%) stated they didn't know or preferred not to say <p>When asked how many owners are limited in their day-to-day activities because of a health problem or disability, which has lasted, or is expected to last, at least 12 months:</p> <ul style="list-style-type: none"> 6 (60%) businesses stated that owners had no long term health problems or disabilities 4 (40%) preferred not to say <p>When asked how many owners are from each ethnic group:</p> <ul style="list-style-type: none"> 3 (30%) businesses stated White 1 (10%) businesses stated Indian 2 (20%) businesses stated African 1 (10%) business stated Chinese 3 (30%) businesses preferred not to say <p>When asked of the religious affiliation of business owners:</p> <ul style="list-style-type: none"> 1 (10%) business stated no religion 4 (40%) businesses stated Christian 1 (10%) business stated Jewish 1 (10%) business stated Sikh 3 (30%) businesses preferred not to say <p>When asked about the sexual orientation of business owners:</p> <ul style="list-style-type: none"> 7 (70%) businesses stated that owners identified as heterosexual/straight 3 (30%) businesses preferred not to say <p>When asked about the marital status of business owners:</p> <ul style="list-style-type: none"> 5 (50%) businesses stated owners were married 1 (10%) businesses stated their owner was divorced 1 (10%) businesses stated their owner was formerly in a civil partnership 3 (30%) businesses didn't know/preferred not to say <p>When asked about the preferred language of business owners, of 8 responses:</p> <ul style="list-style-type: none"> 6 (75%) businesses stated English 1 (12%) business stated Chinese 1 (12%) business stated BSL
Demographic of employees	<p>When asked how many employees were currently working at the property, businesses responses outlined that:</p> <ul style="list-style-type: none"> 4 (40%) stated more than 10 2 (20%) stated 1-2 people 1 (10%) preferred not to say 2 (20%) stated 5-6 1 (10%) stated 7-8 <p>When asked about how many employees were of each age, businesses accounted for the ages of 14 employees across the 4 businesses that provided a response:</p> <ul style="list-style-type: none"> 1 (7%) employee was 16-24 years

Feedback from businesses	Summary of findings
	<ul style="list-style-type: none"> • 10 (71%) employees were 25 to 34 years • 2 (14%) employees were 35 to 44 years • 1 (7%) employee was 55 to 64 years <p>When asked about the gender of their employees, 7 businesses accounted for the gender of 54 employees:</p> <ul style="list-style-type: none"> • 28 (52%) employees were male • 26 (48%) employees were female <p>When asked about whether their employees had a disability, 10 businesses responded whereby 70% of businesses stated no employees had a disability and 30% preferred not to say.</p> <p>When asked about how many of their employees were from each ethnic group, 10 businesses responded on behalf of 46 employees:</p> <ul style="list-style-type: none"> • 35 (76%) employees were White (English/Welsh/Scottish/Northern Irish) • 1 (2%) employee was 'Other White' • 6 (13%) employees were of mixed/multiple ethnic background • 2 (4%) employees were Indian • 1 (2%) employee was African • 1 (2%) employee was from another ethnic group <p>When asked whether any of their employees were pregnant or had been pregnant within the last 12 months, 7 (70%) businesses stated that none of their employees had been and 3 (30%) preferred not to say.</p> <p>When asked about the languages spoken amongst employees, most businesses stated their employees spoke English, however:</p> <ul style="list-style-type: none"> • The survey found that, of employees accounted for (9 businesses accounted for 55 employees) the largest proportion of employees spoke English (89%), however 7% spoke Chinese and one employee's preferred language was Lithuanian whilst another was a BSL user. <p>When asked what proportion of employees lived in Havering, or adjacent boroughs:</p> <ul style="list-style-type: none"> • 6 (60%) businesses stated 75-100% • 2 (20%) businesses preferred not to say • 1 (10%) business didn't know • 1 (10%) business stated less than 50-75% <p>When asked what proportion of employees are employed part time:</p> <ul style="list-style-type: none"> • 3 (30%) businesses stated 50-75% • 3 (30%) businesses stated less than 25% • 2 (20%) business stated 75-100% • 2 (20%) businesses stated they didn't know/would prefer not to say

Source: Mott MacDonald, 2024

