

Tustin Estate Improvement Programme

Equality and Health Impact Assessment

14 December 2020



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Contents

Executive summary	1
Overview of the commission	1
Summary of the EHIA	1
Findings	1
1 Introduction	2
1.1 Purpose of the EHIA	2
1.2 The Equality and Health Impact Assessment	2
1.3 Overall approach to the EHIA	4
1.4 Tasks Undertaken	4
1.5 Methodology for identifying and assessing equality and health effects	5
2 Tustin Estate Improvement Programme	7
2.1 Overview: Tustin Estate	7
2.2 Renewal of the Estate	8
3 Equality risks and opportunities	10
3.1 Summary	10
4 Area profile and proportionality	14
2.3 Overview of the socio-demographic profile of the area	14
2.4 Overview of community resources within the Estate	15
2.5 Overview of businesses within the Estate	15
5 Impact assessment	16
5.1 Impact on residents and community resources during renewal	16
5.2 Impact on businesses during renewal	19
5.3 Impact on community following renewal process	20
6 Overall equality and health effects	23
6.1 Overview: assessing equality risks and opportunities	23
6.2 Risks and opportunities during renewal	23
6.3 Risks and opportunities following renewal	28
7 Conclusion and action plan	30
7.1 Conclusion	30
7.2 Action plan	30

Appendices 32

A. Analysis of existing evidence	33
A.1 Impact on resident and community resources during renewal	33
A.2 Impacts on businesses during renewal	38
A.3 Impact on community following renewal process	40
B. Area profile and proportionality	43
B.1 Socio-demographic profile of the area	43
B.2 Community resources	10
B.3 Businesses	11
B.4 Health profile	11
Socio-demographic monitoring	13

Tables

Table 2.1: Tenure mix per block	7
Table 2.2: Details of renewal options	9
Table 3.1: Evidence summary	10
Table 4.1: Socio- demographic baseline	14
Table 4.2: List of community facilities within the Estate	15
Table 5.1: Impact on residents and community resources during renewal	16
Table 5.2: Impact on businesses during renewal	19
Table 5.3: Impact on community following renewal process	20
Table 6.1: Impact on residents and community resources during renewal (from the ballot up to delivery)	24
Table 6.2: Impact on businesses during renewal (from the ballot up to delivery)	27
Table 6.3: Impact on the Tustin Estate community following the renewal process	28
Table 7.1: Tustin Estate recommended action plan	30
Table A.14: Employment and unemployment	11
Table A.25: Median annual pay	11

Figures

Figure 1.1: Article 149 of the Equality Act: The Public Sector Equality Duty	2
Figure 1.2: Determinants of Health	4

Photos

Photo 2.1: Heversham House, Tustin Estate 7

Maps

Map 4.1: Community facilities within and surrounding the Estate 15

Map 4.2: Businesses within the Estate 15

Executive summary

Overview of the commission

Mott MacDonald has been commissioned by Southwark Council to undertake an Equality and Health Impact Assessment (EHIA) of the improvement programme (“the Programme”) for Tustin Estate, in the London Borough of Southwark.

Summary of the EHIA

The EHIA process is focussed on the potential effects, including health effects, likely to be experienced by those living and working in the community in light of their ‘protected characteristics’ under the Equality Act 2010. It identifies any differential or disproportionate effects (both positive and negative) on those with protected characteristics that may arise from the Programme and sets out potential mitigation or enhancement measures that the Council can put in place to address them.

This EHIA presents summary equality and health findings for the result of either a majority ‘yes’ vote or a ‘no’ vote from the upcoming resident ballot on the future of the Estate. The two scenarios assessed are:

1. **Final Option for Tustin Estate** (‘Yes’ vote – formerly referred to as Option 5). This was chosen as the favoured option through a ‘whittling down’ resident ballot and includes the full redevelopment of Tustin Estate, except for Manor Grove, which would be refurbished. This includes the replacement of all homes and retail units with new, larger and better quality housing and commercial space, a number of additional homes at a range of tenures including Council housing, a new school, new play spaces and green spaces and public realm improvements across the Estate.
2. **Maintenance of the Estate** (‘No’ vote – formerly referred to as Option 1). This involves maintaining the Estate over the next 30 years to Decent Homes and Southwark Standard (new kitchens and bathrooms) and involves Estate Repairs

These options are set out in more detail in Table 2.2 in Chapter 2.

Findings

The process of research and analysis for this Final Option EHIA has identified a number of risks and several opportunities that could arise from the renewal options, split into three broad categories: potential impact on residents and community resources during renewal; potential impact on businesses during renewal; and potential impact on the community following the renewal process.

The assessment considers the impacts of the renewal process—particularly the impact on residents and businesses. The assessment also explores the impact of the delivery of the renewed Estate on the current and future Estate community. The table below sets out findings from the assessment. Potential risks and opportunities in the first column have been identified through a review of published literature, the scope of which is based on an understanding of the context and proposed activities associated with the Estate redevelopment.

Assessment of equality effects has been undertaken in light of the characterisation of the effects –including sensitivity of the affected parties to the renewal, distribution of those groups on the Estate, nature of the effect and mitigation measures in place to address the effect. This includes reference to COVID-19 where relevant. Recommendations have been made for addressing any potential residual effects on these groups. These findings are summarised below from Chapter 5.

Potential impact	Mitigation	Recommendation	Overall equality and health effect
Impact on residents and community resources during renewal (from the ballot up to delivery)			
<p>Loss of social cohesion and access to community resources</p> <p>The renewal process can involve temporary or permanent resettlement of residents and demolition of housing and community resources. This could lead to the risk of loss of social infrastructure and temporary or permanent access to this amenity provision. In particular, it can increase residents’ distances from facilities or places of social connection located on or in close proximity to their neighbourhood. For example, relocation accompanied by a school move has the potential to</p>	<p>Final Option</p> <ul style="list-style-type: none"> • Community led gardening project developed prior to renewal process and continued throughout, promoting social cohesion, and minimising social isolation, which has been exacerbated by COVID 19 restrictions. • If demolition takes place, residents will have the option to remain on the Estate during construction and continue to access their social networks and 	<ul style="list-style-type: none"> • Work proactively and constructively with residents, including though existing residents groups, including the Resident Project Group (RPG) and Tustin Residents Association (TRA), through a range of channels, including face to face engagement where possible, keeping up-to-date records of changing needs and circumstances. This is particularly important for residents who will be most affected by any social cohesion effects of the process. 	<p>There are likely to be no adverse effects on equality groups due to a loss of social cohesion.</p> <p>There may be limited effects on equality groups due to temporarily reduced access to some community resources during the renewal period under the Final Option.</p>

Potential impact	Mitigation	Recommendation	Overall equality and health effect
<p>be particularly stressful and disruptive to children. In addition, older people can experience feelings of isolation from relocation if long-standing community links are broken and older people are already more likely to experience feelings of isolation compared to other groups within society.</p>	<p>community resources, such as the TRA hall (subject to COVID-19 restrictions).</p> <ul style="list-style-type: none"> • Pilgrim's Way school will remain open during the renewal process, so there will be no requirement for pupils to change schools while the new school is being built. • Phasing plan has been developed to limit number of temporary moves to a maximum of two, with residents only making one move in most circumstances. <p>Housing solutions to enable residents to remain on Estate if they need to move temporarily, where possible.</p> <p>Final Option and Maintenance Option</p> <ul style="list-style-type: none"> • Dedicated resident support available online and in person, should social distancing guidelines allow. 	<ul style="list-style-type: none"> • Maintain continuity in access to community resources (e.g. churches and play areas) where possible. If this is not possible, consider pop-up spaces for these uses. 	<p>Overall, this risk is considered to be managed through a range of proportionate measures.</p>
<p>Difficulty accessing finance (e.g. costs associated with moving home)</p> <p>Although the renewal process can often increase the value of properties it can also reduce the affordability of housing in the area and contribute to financial exclusion. This means that some groups of people within society are not able to purchase a renewed home as they are unable to get the required mortgage or loan. In addition, where renewal requires residents to resettle, it can lead to an increase in their financial outgoings due to costs associated with moving and securing new housing. Relocation costs could include removal services, the need to adapt a new home or buy new furniture.</p>	<p>Final Option</p> <ul style="list-style-type: none"> • If the residents vote in favour of the Final Option and their home requires demolition, homeowners will be offered the market value of their home. • If the residents vote in favour of the Final Option and their home requires demolition, a Home Loss Payment (sum in recognition of home loss) and a Disturbance Payment would be made to Council tenants and homeowners. The Home Loss Payment would be a one-time payment, however the Disturbance Payment may be made more than once where necessary to facilitate multiple moves. This includes reimbursement of funds for removals, disconnection and reconnection of cooker/washing machine, redirection of mail, BT Telephone Installation, cable TV/TV installation and reasonable adjustments to carpets and curtains. • If the residents vote in favour of the Final Option, a number of options are available to leaseholders on the site, including shared ownership, an equity loan, and shared equity options. For leaseholders who cannot meet the equity requirements for these, council tenancies will be available, subject to financial appraisal. • New build rents in line with bedroom numbers and consistent with new homes across Southwark. • If the residents vote in favour of the Final Option, leaseholders and freeholders will have access to an independent chartered surveyor to carry out a market 	<ul style="list-style-type: none"> • Work proactively and constructively with residents through a range of channels, including face to face engagement where possible, keeping up-to-date records of changing needs and circumstances. This is particularly important for those who are most affected by financial exclusion. • Ensure that residents are signposted to the reallocation process (including financial advice) available online or via telephone, if necessary, to comply with COVID- 19 requirements. • Approximate changes to rent and service charges as a result of the vote should be communicated to residents as soon as possible. 	<p>There should be no significant adverse effects on the ability of equality groups to access finance, although there may be some effects linked to increases in rent, council tax, and service charges after renewal.</p> <p>Overall, this risk is considered to be managed through a range of proportionate measures.</p>

Potential impact	Mitigation	Recommendation	Overall equality and health effect
	<p>evaluation of the properties and discuss this with the council surveyors.</p> <ul style="list-style-type: none"> Southwark Council commitment to work with leaseholders and freeholders to ensure that no household is worse off as a result of renewal. <p>Maintenance Option</p> <ul style="list-style-type: none"> Council rents remain the same under maintenance. <p>Final Option and Maintenance Option</p> <ul style="list-style-type: none"> Additional costs for freeholders resulting from the works to the wider estate as well as costs related to services and utilities will be set out in detail as the earliest opportunity. 		
<p>Appropriate, accessible and affordable housing</p> <p>Where renewal schemes require the resettlement of many residents, issues can arise regarding sourcing suitable housing that meets the needs of families with children, people requiring adaptable and accessible housing, people seeking affordable housing and large intergenerational BAME households.</p>	<p>Final Option</p> <ul style="list-style-type: none"> 10% of new build housing to be wheelchair accessible, in line with national government requirements. Those with special housing needs to be prioritised through rehousing process under the Final Option. All new and refurbished social rented homes will be owned and managed by Southwark Council. They will all have Council rent levels. A mix of housing sizes and typologies will be available through the Final Option, to provide for different housing needs. All new homes under the Final Option will have access to a balcony, patio, or roof terrace. Under the Final Option, a variety of tenures will be available to allow homeowners to stay on the estate including shared equity and rehousing as a Council tenant. Tenants who are overcrowded in the low rise blocks will be offered new accommodation to meet their housing needs under the Final Option. New housing block built specifically for older people who are not living with children under the Final Option. <p>Final Option and Maintenance Option</p> <ul style="list-style-type: none"> All new and refurbished social rented homes will be owned and managed by Southwark Council. They will all have Council rent levels. 	<ul style="list-style-type: none"> Work proactively and constructively through a range of channels, including face to face engagement where possible, keeping up-to date records of changing needs and circumstances – particularly those who are most affected by a change to affordable and appropriate housing. Ensure that residents are signposted to the reallocation process (including financial advice) available online or via telephone, if necessary, to comply with COVID- 19 social distancing and self-isolation recommendations. 	<p>There is likely to be no adverse effect on equality groups with relation to access to appropriate, accessible, and affordable housing during the renewal period.</p> <p>Overall, this risk is considered to be managed through a range of proportionate measures.</p>

Potential impact	Mitigation	Recommendation	Overall equality and health effect
<p>Health effects</p> <p>Health effects may arise as a result of stress due to relocation, the environmental effects of demolition and construction processes and/or as a result from social isolation due to housing relocation.</p>	<p>Final Option</p> <ul style="list-style-type: none"> • Potential health impacts related to stress due to relocation under the Final Option would be mitigated through rehousing support outlined above. There will also be a dedicated team in place to help with questions or information throughout the process. • Housing solutions to enable residents to remain on Estate if they need to move temporarily, where possible. • New communal outdoor space to mitigate health impacts of social isolation, which may have been exacerbated as a result of the COVID- 19 pandemic. <p>Final Option and Maintenance Option</p> <ul style="list-style-type: none"> • Environmental effects to be mitigated through considerate construction practices and environmental management planning. 	<ul style="list-style-type: none"> • Demolition works should be monitored closely and disruption should be minimised through the creation of a Construction Environmental Management Plan (CEMP), which would be implemented by the contractor carrying out the works, in order to address health impacts related to noise and air quality. • Throughout the improvement works, identify and work with vulnerable people whose protected characteristics may make them more vulnerable to adverse health impacts. • Access to communal outdoor space should be maintained during the construction period to limit impacts on health caused by social isolation. 	<p>There may be minor adverse impacts on equality groups during the renewal period due to the noise and air quality impacts of construction during the renewal period; and the potential stress associated with moving home</p> <p>Overall, this risk is considered to be managed through a range of proportionate measures..</p>
<p>Safety and security</p> <p>In the lead up to renewal, and during the decanting and demolition of properties in the area, properties will be vacated. If these are not maintained properly there is a risk that they could fall into disrepair. This could attract unwanted activity including anti-social behaviour and crime, which can affect those who are more likely to be a victim or witness of crime or those who are more fearful of crime.</p>	<p>Final Option</p> <ul style="list-style-type: none"> • Properties to be secured through appropriate measures, including phasing of redevelopment so the Estate is not left vacant. 	<ul style="list-style-type: none"> • Ensure best practices for enhancing safety and preventing crime are considered throughout the planning and construction process. • Ensure a process is in place for reporting and addressing incidents of Anti-Social Behaviour (ASB) within the Estate. • Monitor the security of the Estate and consider additional security where concerns are flagged. However, any enhanced security measures should only be implemented as a last resort, if deemed necessary, and in conjunction with residents, as it risks adding to a sense of vulnerability, isolation, and loss of sense of community for residents. 	<p>The impact of safety and security is likely to cause no adverse impacts on equality groups on the estate due to the mitigations and recommendations.</p> <p>Overall, this risk is considered to be managed through a range of proportionate measures.</p>
<p>Accessibility and mobility in the surrounding area</p> <p>Evidence suggests that during construction the accessibility and mobility of the local area can be affected. In particular, construction can cause difficulties in relation to increased traffic on local roads, reducing parking (as construction vehicles may use existing parking facilities), the construction activities blocking access to homes, shops, bus stops and pavements and safe routes, as well as effects on wayfinding.</p>	<p>Final Option</p> <ul style="list-style-type: none"> • Southwark Council will work with residents and master planners on an integrated parking strategy that looks at current levels of parking, parking needs, the impact of phasing on parking and parking levels as well as environmental considerations in any redevelopment. • Resident car owners who currently have a parking permit will have a parking permit for the redeveloped estate. • Blue badge permits to remain. Wheelchair homes will have associated parking arrangements. • Accessibility of Estate to be considered through construction planning (e.g. ensuring hoarding does not sever the Estate). 	<ul style="list-style-type: none"> • As with health impacts, good access and mobility would be maintained through the creation of a CEMP, which would set out arrangements for any necessary diversions, which should provide well-signed routes that limit extra travelling distances. The CEMP should also ensure that access is maintained through measures such as such as limiting pavement obstructions and maintaining disabled parking. The CEMP should specifically consider the needs of protected characteristic groups who may have limited mobility. 	<p>There are potential minor impacts on accessibility and mobility which may affect equality groups during the renewal period.</p> <p>Overall, this risk is considered to be managed through a range of proportionate measures.</p>

Potential impact	Mitigation	Recommendation	Overall equality and health effect
<p>Information and communication</p> <p>Complex material and information on the regeneration may present a challenge to those who have different information and communication needs.</p>	<p>Final Option and Maintenance Option</p> <ul style="list-style-type: none"> Southwark Council will fund independent resident advice which will include training and support in design and construction stages to ensure that residents can meaningfully engage in decision making. Series of face to face and online meetings held with residents to discuss issues and concerns of residents. A dedicated Tustin team of housing officers will be established to liaise with residents throughout the development. Information is published online as it is made available for all to access. Language interpretation and face to face engagement available. 	<ul style="list-style-type: none"> Accessible format consultation materials, including but not limited to, easy read, different community languages, audio, and braille, should be available if requested. Access to information and communication should be available in a number of formats, including online, telephone and one to one meetings, to ensure that all residents have safe access to information and support services as COVID- 19 restrictions continue. Information should be provided in a clear and easy to understand way, and communicated in a timely manner. This includes keeping website information up to date. 	<p>There are likely to be no adverse impacts on equality groups due to information and communication during the renewal period.</p> <p>Overall, this risk is considered to be managed through a range of proportionate measures.</p>
<p>Impact on businesses during renewal (from the ballot up to delivery)</p> <p>Barriers to reemployment</p> <p>The renewal process may result in the closure and relocation of businesses. These changes may result in business owners becoming unemployed, redundancies or in current staff being unable to access ongoing employment at a different location.</p>	<p>Final Option</p> <ul style="list-style-type: none"> Relocation options on Tustin Estate or nearby on an interim basis. <p>Maintenance Option</p> <ul style="list-style-type: none"> Support for businesses to be made available if normal operation is affected through refurbishment. <p>Final Option and Maintenance Option</p> <ul style="list-style-type: none"> Signposting to employment through Southwark Works. Dedicated business support available. 	<ul style="list-style-type: none"> Offer business development support to existing businesses to ensure they are equipped to maximise the opportunity that the refurbishment and/or redevelopment may bring, such as information on how they might diversify their business. 	<p>There may be some minor adverse effects on equality groups due to barriers to reemployment during renewal.</p> <p>Overall, this risk is considered to be largely managed through a range of proportionate measures, however consideration should be given to adding the detail provided in the recommendations to the existing proposed measures.</p>
<p>Impact of redundancy on health and well-being</p> <p>Involuntary job loss due to redevelopment and renewal can have disproportionate health and well-being effects for families with children and older people.</p>	<p>Final Option</p> <ul style="list-style-type: none"> Relocation options on Tustin Estate or nearby on an interim basis. <p>Maintenance Option</p> <ul style="list-style-type: none"> Support for businesses to be made available if normal operation is affected through refurbishment. <p>Final Option and Maintenance Option</p> <ul style="list-style-type: none"> Signposting to employment through Southwark Works. Dedicated business support available. 	<ul style="list-style-type: none"> Work proactively and constructively through a range of channels, including face to face engagement where possible with vulnerable business owners and employees. 	<p>There may be some minor adverse effects on equality groups due to the impact of redundancy on health and wellbeing.</p> <p>Overall, this risk is considered to be largely managed through a range of proportionate measures, however consideration should be given to adding the detail provided in the recommendations to the existing proposed measures.</p>
<p>Access to commercial finance</p> <p>For businesses, redevelopment and renewal may result in effects on trade, relocation or closure. This may result in a need to access finance, which can be more difficult for particular groups.</p>	<p>Final Option</p> <ul style="list-style-type: none"> Relocation options on Tustin Estate or nearby on an interim basis. 	<ul style="list-style-type: none"> Ensure businesses are fully informed of the timescales that would affect them as soon as possible, including when they if and would need to vacate the premises and the period of time they would be inactive for before 	<p>There may be some minor adverse effects on equality groups due to difficulty accessing commercial finance during renewal.</p>

Potential impact	Mitigation	Recommendation	Overall equality and health effect
	<ul style="list-style-type: none"> Dedicated business support available. Relocation fund to be made available where appropriate. <p>Maintenance Option</p> <ul style="list-style-type: none"> Support for businesses to be made available if normal operation is affected through refurbishment. <p>Final Option and Maintenance Option</p> <ul style="list-style-type: none"> Signposting to employment through Southwark Works. Dedicated business support available. 	being able to reopen on the refurbished or redeveloped Estate.	Overall, this risk is considered to be largely managed through a range of proportionate measures, however consideration should be given to adding the detail provided in the recommendations to the existing proposed measures.

Impacts on the Tustin Estate community following renewal

<p>Tackling crime and disorder</p> <p>Levels of crime can be in part been attributed to the urban environment. It has been argued that the opportunity for some forms of crime can be reduced through well thought-out approaches to planning, and the design of neighbourhoods and towns. Reducing potential for crime can affect those more likely to fear crime or be a victim or witness of crime.</p>	<ul style="list-style-type: none"> Beneficial effects. No mitigation measures to be applied 	<ul style="list-style-type: none"> Follow Crime Prevention Through Environmental Design (CPTED) and Secure by Design principles in designing the built environment and public realm.¹ 	<p>There is likely to be a major positive impact on equality groups due to the impact on tackling crime and disorder after delivery of the Final Option.</p> <p>Overall, this risk is considered to be managed through a range of proportionate measures.</p>
<p>Improved access, mobility and navigation</p> <p>Renewal processes open up opportunities to create spaces and places that can be accessed and effectively used by all, regardless of age or disability, using principles of inclusive design. There are a number of equality groups who can experience difficulties with access, mobility and navigation who could benefit from improvements in this area.</p>	<ul style="list-style-type: none"> Beneficial effects. No mitigation measures to be applied 	<ul style="list-style-type: none"> Ensure the design of movement networks and public spaces specifically addresses the mobility needs of vulnerable groups. This can be achieved by applying principles of inclusive design. 	<p>There is likely to be a major positive impact on equality groups due to improved access, mobility, and navigation after delivery of the Final Option.</p> <p>Overall, this risk is considered to be managed through a range of proportionate measures.</p>
<p>Improved public realm and green space</p> <p>Renewal offers an opportunity to improve the public realm. The ability to access and use the public realm is vitally important to ensuring people feel that they are active members of their community. This includes basic activities such as using local shops or meeting up with people in a shared space outside close to home. In addition, the opening up of green space has been shown to impact positively on both physical and mental health.</p>	<ul style="list-style-type: none"> Beneficial effects. No mitigation measures to be applied 	<ul style="list-style-type: none"> Involve the local community in planning and designing improvements to the public realm and green spaces, specifically targeting protected characteristic groups that are likely to benefit from improvements e.g. children, older people and disabled people. Ensure the design of movement networks and public spaces specifically addresses the mobility needs of vulnerable groups. This can be achieved by applying principles of inclusive design. 	<p>There is likely to be a major positive impact on equality groups due to improved public realm and green space after delivery of the Final Option.</p> <p>Overall, this risk is considered to be managed through a range of proportionate measures.</p>
<p>Provision of community resources and improved social cohesion</p> <p>Community resources provide important places of social connection and promote wellbeing for many</p>	<ul style="list-style-type: none"> Beneficial effects. No mitigation measures to be applied 	<ul style="list-style-type: none"> Continue to involve the local community in decisions about which resources should be incorporated into the area, specifically targeting protected characteristic groups that are likely to benefit from improvements. 	<p>There is likely to be a major positive impact on equality groups due to the provision of community resources and improved social cohesion after delivery of the Final Option.</p>

¹ Jeffery (1971) 'Crime Prevention Through Environmental Design'. Sage publications

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>

Potential impact	Mitigation	Recommendation	Overall equality and health effect
<p>groups. For example, community hubs can provide an accessible centre point for local activities, services and facilities. They allow for a cross section of the community to be brought together in a safe place, allowing for better social cohesion and helping to address social isolation.</p>		<ul style="list-style-type: none"> Ensure analysis is undertaken to understand on any potential pressure on public services that could result from redevelopment (eg. extra pressure on schools and health care services). 	<p>Overall, this risk is considered to be managed through a range of proportionate measures.</p>
<p>New employment opportunities</p> <p>Renewal can act as a means of promoting economic growth and supporting job creation. For example, property development can contribute to urban economic regeneration by enabling local stores to grow and expand, and through attracting investment to the area and revitalising neighbourhoods. It can also facilitate improved connectivity between communities and places of employment and education. Improved opportunities to access employment and education can serve to help address issues of inequality and improve social mobility.</p>	<ul style="list-style-type: none"> Beneficial effects. No mitigation measures to be applied 	<ul style="list-style-type: none"> Work with owners of new businesses in the renewal area to employ local people, focussing on groups that are vulnerable to unemployment e.g. BAME groups, disabled people, young people. 	<p>There is likely to be a major positive impact on equality groups due to new employment opportunities after delivery of the Final Option.</p> <p>Overall, this risk is considered to be managed through a range of proportionate measures.</p>
<p>Improved housing provision</p> <p>Renewal can lead to improvements in housing provision within the regeneration area, thereby improving suitability, accessibility and affordability, as well as its quality and efficiency in energy consumption.</p>	<ul style="list-style-type: none"> Dedicated team in place to assist in welcoming and integrating new residents into the community to address any community cohesion effects as a result of a new population arriving on site. 	<ul style="list-style-type: none"> Ensure housing meets the needs of current and future residents. 	<p>There is likely to be a major positive impact on equality groups due to improved housing provision after delivery of the Final Option.</p> <p>Overall, this risk is considered to be managed through a range of proportionate measures.</p>

1 Introduction

This chapter sets out the purpose and scope of the Final Option Equality and Health Impact Assessment (EHIA) of the improvement programme ('the Programme') of Tustin Estate, in the London Borough of Southwark.

The chapter also sets out requirements of the Equality Act 2010 ('the Equality Act'), the approach to EHIA, and tasks undertaken throughout this process.

1.1 Purpose of the EHIA

The purpose of the Final Option EHIA is to help Southwark Council ('the Council') understand the potential risks and opportunities of the renewal option, with a particular focus on people with characteristics protected under the Equality Act and the health of the local population (including on health inequalities).

Protected characteristics include the following (as defined by the Equality Act):² age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion and belief, sex, and sexual orientation.

This Final Option EHIA outlines the findings of the impact assessment for the renewal option and provides recommendations for mitigation and further enhancement where appropriate.

1.2 The Equality and Health Impact Assessment

This Final Option EHIA sets out the key potential equality and health impacts of the renewal option for Tustin Estate. The approach to this report includes components of both Equality Impact Assessment (EqIA) and Health Impact Assessment (HIA).

1.2.1 Equality Impact Assessment

1.2.1.1 The Public Sector Equality Duty

This EHIA has been undertaken in a process towards fulfilling the Council's obligations under current UK equality legislation, and in particular the Equality Act. The Act sets out a Public Sector Equality Duty (PSED), at section 149 and is set out in Figure 1.1 below.

Figure 1.1: Article 149 of the Equality Act: 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

The PSED is intended to support good decision-making. It encourages public authorities such as the Council to understand how different people will be affected by their activities. This means services and policies 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 Programme. The process used to do this must take account of the protected characteristics which are identified below in section 1.1.1.1.

² Government Equalities Office/Home Office (2010): 'Equality Act 2010' Available at: www.legislation.gov.uk

1.2.1.2 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):³

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

An EqIA does this through the following approaches:

- Assessing whether one or more of these groups could experience disproportionate effects (over and above the effects likely to be experienced by the rest of the population) as a result of the proposed renewal option. An EqIA includes examining both potential positive and negative effects.
- Identifying opportunities to promote equality more effectively.
- Developing ways in which any disproportionate negative effects could be removed or mitigated to prevent any unlawful discrimination and minimise inequality of outcomes.

1.2.1.3 Assessing equality impacts

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

Undertaking an EHIA helps to demonstrate how a public authority is complying with the PSED by:

- providing a written record of the equality and health 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 opportunities, public bodies can be more efficient and effective. The EHIA process therefore helps public bodies to deliver the Government's overall objectives for public services.

³ Government Equalities Office/Home Office (2010): 'Equality Act 2010'. Available at: www.legislation.gov.uk

1.2.2 Health Impact Assessment

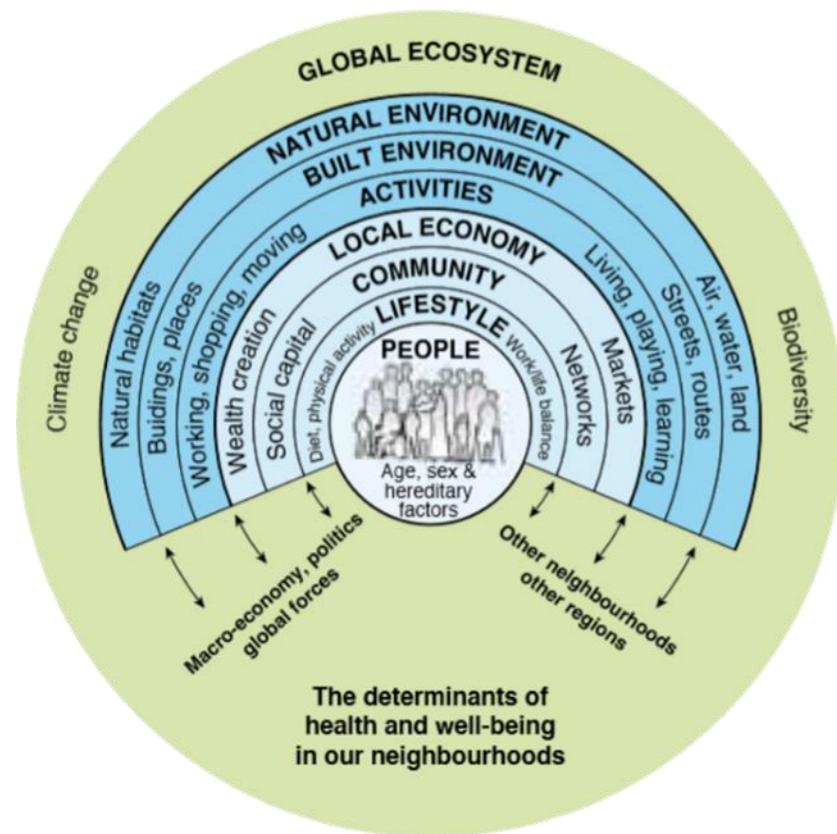
1.2.2.1 Assessing health impacts

Health as a component of the EHIA will focus on assessing whether certain sections of the population (based on the protected characteristic groups defined above) will experience health consequences disproportionately or differentially. The HIA component of this assessment identifies potential health risks and opportunities associated with the renewal option, focussing on key health aspects of the regeneration process (e.g. relocation, construction effects) and how this intersects with health inequalities. The mitigations Southwark has in place to prevent adverse effects on health for vulnerable sections of society are also outlined.

1.2.2.2 Determinants of health

The approach to the HIA aspect of this report uses the World Health Organization's (WHO) definition of health as a 'state of complete physical, mental and social well-being and not merely the absence of disease or infirmity'. Health inequity (avoidable differences in health) was considered, introducing a notion of fairness. The figure below highlights the determinants of health in a community context.

Figure 1.2: Determinants of Health



Source: Barton and Grant (2006) The health map, based on a public health concept by Whitehead and Dahlgren, The Lancet 1991. Department for Health (2010) Health impact assessment of government policy

1.3 Overall approach to the EHIA

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



1.4 Tasks Undertaken

The Final Option EHIA is the second EHIA produced, aligned with the decision making process on the Estate. The Initial EHIA comprised a series of tasks undertaken to understand the equality and health effects of the original five scenarios put forward for the renewal of the estate. Once potential effects were identified, they were assessed against the renewal scenario. The initial EHIA was used to inform the residents ahead of the initial ballot in September 2020.

This Final Option EHIA is intended to provide further detail and analysis on the Final Option that was selected by residents and is being taken forward by Southwark Council, pending the results of a second ballot by residents.

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

1.4.1 Understanding the project

Discussion with Southwark Council: Initial discussions were undertaken with the Council to gain a better understanding of the Estate and the approach to the Programme. A further discussion was undertaken prior to beginning the EHIA of the Final Option to receive an update on the Programme.

Estate walkover: A visit to the Estate was undertaken in December 2019. The visit included a viewing of the low-rise blocks on the Estate: Ullswater House, Hillbeck Close, Heversham House, Kentmere House, and Manor Grove; Pilgrims Way Primary School; and the Tustin Community Centre.

Review of renewal proposals: A review of documentation associated with the renewal, planned mitigation measures and impacts on residents was undertaken on an ongoing basis, as it was produced. This was repeated for the Final Option.

1.4.2 Evidence, distribution and proportionality

Initial desk-based evidence and literature review: In order to better understand the potential risks and opportunities arising from the redevelopment, and to help to identify possible mitigation measures and opportunities associated with the programme, relevant published literature from governmental, academic, third sector and other sources were reviewed and updated throughout all EqlA stages. This allowed for the characterisation of potential risks and opportunities typically associated with estate regeneration and relocation, to understand whether they applied in this instance.

This process was repeated for the Final Option EHIA, to update the literature and capture any potential new effects.

Demographic analysis of the Estate and surrounding area: A social and demographic profile of Tustin Estate was collated using publicly available data and compared to wider social and demographic data for Southwark, London and England. This work was undertaken in the baseline stage and updated in subsequent stages to reflect newly available data.

1.4.3 Engagement and analysis

Residents Project Group meetings: The EqlA team participated in three Residents Project Group (RPG) meetings between December 2019 and February 2020 to provide ongoing background, information and updates on the EHIA process and findings. Input to the EHIA from the RPG was provided through this process.

Drop-in events: Presented the EHIA process and findings at a design options drop-in event in February 2020 and a final options drop-in event in March 2020 to provide the wider Estate community with information about the EHIA, gather feedback on how they felt the proposals would affect them and help them understand the differences between the options from an equality and health perspective.

Youth session: Provided input to a youth session run by Common Grounds (the architects commissioned to design the options) and reviewed the engagement summary. It was important to engage youth in this process as, while typically affected by activities concerning regeneration and community planning, they are often under-engaged in mainstream consultation activities. This youth session forms part of a longer running youth engagement strategy which aims to set up a Young Persons Steering Group for the Estate with the potential for advising on future governance and engagement.

The session provided an overview of the current project and allowed young people to share local knowledge and insight. The intention of this was to understand shared experiences and think of possible design interventions to facilitate their vision for the local area they live in.

Analysis of Starting the Conversation Questionnaire: The autumn 2019 'Starting the Conversation' questionnaire conducted by Southwark Council aimed to understand the household needs of residents and picked up some common themes relating to particular equality groups around how the Estate could be improved. Feedback is incorporated in Chapter 3 Equality Risks and Opportunities. Analysis of demographic information with respect to who was engaged through the questionnaire is incorporated in the Appendix.

Final Option Engagement Session: An engagement session was held in November 2020 to take local residents through the final Final Option for the redevelopment, and present on the EHIA process. The session took attendees through the potential equality impacts of the development, as well as Southwark Councils plan to mitigate these. Feedback was also received on areas

important to the attendees in making their decisions; and their thoughts on the future of the estate.

1.4.4 Impact assessment

Assessment of potential risks and opportunities: Potential risks and opportunities were examined using the research undertaken in the stages above. Assessment of equality and health risks was undertaken in light of the sensitivity of the affected parties to regeneration and relocation, and distribution of people with protected characteristics amongst residents of the Estate. Both risks and opportunities were identified in the context of the mitigation measure implemented by the Council.

Action planning and making recommendations: An action plan has been developed which outlines the responsibilities to involved affected parties following submission of the Final Option EHIA. A series of further recommendations have been developed to help manage the renewal process in a way that minimised the potential for adverse effects where appropriate.

1.5 Methodology for identifying and assessing equality and health effects

1.5.1 Assessing equality and health effects

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

- residents living in low-rise and tower blocks on Tustin Estate;
- commercial properties on Tustin Estate, including employees and customer bases;
- community facilities on Tustin Estate and their service users;
- owners of residential and commercial property on Tustin Estate; and
- the local community.

The assessment considers:

- whether the proposed renewal option will have a positive or negative effect on the lives of those who live in the area;
- the relationship of the effect to the renewal option proposed within the Programme (e.g. direct relationship such as loss of property or indirect relationship such as loss of access to services);
- the severity of change; and
- the resilience of those who are affected.

1.5.2 Types of equality and health effects

1.5.2.1 Differential effects

Differential effects occur where people with protected characteristics are likely to be affected in a different way to other members of the general population. This may be because groups have specific needs or are more susceptible to the effect due to their protected characteristics. Differential effects are not dependent on the number of people affected.

1.5.2.2 Disproportionate effects

Disproportionate effects occur where there is likely to be a comparatively greater effect on an equality group than on other sections of the general population. Disproportionate effects may occur if the affected community includes a higher than average proportion of people with a particular protected characteristic, or because people from a particular protected characteristic group are the primary users of an affected resource.

2 Tustin Estate Improvement Programme

This chapter sets out the context of Tustin Estate and the renewal option proposed as part of the improvement programme. It provides background to the Estate including its history and current situation, before outlining the proposed renewal option relevant to this EHIA.

2.1 Overview: Tustin Estate

Tustin Estate is a five-hectare brick-built housing estate located in the London Borough of Southwark, on the Southwark and Lewisham border. Constructed in the 1960s and 1970s, the Estate is made up of 526 properties spread over six low rise blocks and three 20 storey towers; a one form entry Primary School, retail units, Tustin Community Centre, open space, resident parking and district heating system. Many of the blocks are in need of significant reinvestment; and there is currently major renovation works underway on the three tower blocks as part of a separate improvement programme. Consequently, this assessment focuses on the low rise blocks as they are the subject of focus for the proposed option for improvement.

The resident and tenure mix per low rise block as of December 2019 is listed in Table 2.1 below.

Table 2.1: Tenure mix per block

Block	Total no. of properties	Temporary Accommodation Tenants ⁴	Council Tenants	Leasehold	Freehold
Bowness House	34	0	19	15	0
Heversham House	98	0	71	27	0
Hillbeck Close	32	0	27	5	0
Kentmere House	38	0	36	2	0
Manor Grove	49	0	18	0	31
Ullswater House	47	47	0	0	0
Total	298	47	171	49	31

Source: Southwark Council

⁴ subsequent to the effects of Covid 19 this block has been decanted to allow for social distancing practices to be adhered to.

Photo 2.1: Heversham House, Tustin Estate



Source: Southwark Council

2.1.1 History of Tustin Estate regeneration

Southwark Council is the biggest social landlord in London and has committed to delivering a target of 11,000 new council homes for social rent by 2043. Tustin Estate is also subject to the Southwark Planning policy framework, including the Old Kent Road Area Action Plan which establishes a minimum target of 20,000 new homes and 10,000 new jobs in the area.

It has launched a 'Great Estates' programme, with the aim of guaranteeing that every estate is clean, safe, and cared for, and to give residents the opportunity to improve their estate. Tustin Estate is intended to be a leading example of this programme.

In 2016 Tustin Estate residents were engaged in discussions about the future of the estate, and as a result of these discussions it was determined that Southwark would undertake a major refurbishment programme of the three high rise towers. No decision was made with regard to the low rise blocks and consequently no major investment has been made.

The council has since reengaged with residents through the Tustin Community Association (TCA) and intend to work with local representatives. Following the completed of the masterplan of the Final Option it is currently intended that the masterplan will be put to a resident's ballot alongside a document detailing the council's commitment to residents.

2.2 Renewal of the Estate

2.2.1 Renewal scenarios

Initial options

Options for the Programme were developed by Common Grounds, taking account of feedback from Tustin Estate residents, the Council and other consultants involved in the process to date.

Five scenarios were initially considered for the redevelopment of the Estate. Of the five scenarios, Option 1 simply involved the maintenance of the Estate with no new builds, Option 2 and 3 required part refurbishment/part demolition of the Estate and new builds, Option 4 required the complete demolition and rebuild of the Estate, and Option 5 required almost complete demolition of the estate, with the exception of Manor Grove, which would be maintained and infilled with new homes.

Impact of COVID- 19

Due to the emergence of the COVID- 19 pandemic in March 2020, and subsequent national restrictions, Southwark Council temporarily postponed the consultation and engagement period designed to whittle down the five options. In July 2020, as restrictions began to lift, the consultation was re- started to refresh residents' memories on the options and continue conversations regarding the renewal options. Social distancing requirements meant that gatherings of groups was not permitted, and therefore additional efforts were made to ensure that residents continued to receive the information they required through online RPG meetings and public events, letter drops, telephone calls (including with those residents known to be vulnerable or requiring additional assistance in interpreting information), and socially distanced one to one meetings where required.

Residents Ballot

In September 2020, residents were asked to rank the options in order of preference in a ballot. Option 4, which would see the full redevelopment of the Estate, including Manor Grove, was the

favoured option of all blocks on the Estate with the exception of Manor Grove residents. Manor Grove is where all freeholders on the Estate are located.

Option 5 was the second most favoured option for Manor Grove residents, just following Option 1.

2.2.2 Final Option

Announcement of Final Option

The decision on which option to take forward was based on the results of the options survey, its alignment with council policies and aims, and supporting information in the Cost Benefit Analysis and the Equalities and Health Impact Assessment. It was determined that the Final Option for the Estate was Option Five - the complete demolition and re-provision of all blocks with the exception of Manor Grove. The Manor Grove homes would be retained and refurbished, with infill housing established. The decision to proceed with Option 5 was based on taking all of the above information into account, and because it allows for the benefits of both Option 4 and Option 5 to be realised.

As part of the plans for Option 5, all residents currently residing on the Estate will have the option to be re-housed within the Estate and will not be required to relocate to another area or estate. This should only require one move within the Estate, unless residents request two moves or residents want to move off the Estate.

The Final Option will be taken to a ballot of residents in February 2021, with the option to vote Yes or No on the Final Option. If the majority votes Yes, the redevelopment will be taken forward, but if the majority votes No, the low rise homes and wider estate will be repaired and maintained with no new homes built.

The following table presents a high level summary of the renewal choices.

Table 2.2: Details of renewal options

Option	Refurbishment	Decanting and demolition	New Homes	Retail offerings and community facilities	Public realm offerings
'No' vote – Maintain Maintain for the next 30 years to Decent Homes, Southwark Standard (new kitchens and bathrooms) and Estate Repairs	<ul style="list-style-type: none"> • Every council tenants' home will be refurbished to meet Decent Homes Standard, Southwark Standard. • New kitchens and bathrooms for council tenants when these are due for replacement. • Energy efficiency improvements. 			<ul style="list-style-type: none"> • Existing premises retained and essential maintenance work carried out. 	<ul style="list-style-type: none"> • Lighting and pavement repairs. • Parking controls. • Trees retained
'Yes' vote – Tustin Common and Manor Grove Refurbishment Demolition of all properties excluding Manor Grove to maximise the number of new Council Homes. Refurbishment of Manor Grove properties.	<ul style="list-style-type: none"> • Manor Grove refurbishment to the following standard: <ul style="list-style-type: none"> – Every council tenants' home will be refurbished to meet Decent Homes Standard, Southwark Standard – New kitchens and bathrooms for council tenants when these are due for replacement. – Energy efficiency improvements. – Improvements to bin stores. – Improvements to communal entrances. • Total number of 49 homes maintained 	<ul style="list-style-type: none"> • Decanting, demolition and re-provision of all blocks with the exception of Manor Grove. 	<ul style="list-style-type: none"> • Replacement of all existing homes subject to demolition including 200 Council homes and 49 leasehold • Additional 440 new homes to be built • 50% of new homes will be available for social rent. • All new homes will achieve zero net carbon. 	<ul style="list-style-type: none"> • Reprovision of retail units, with an assumed number of 10 businesses of 100sqm. • Additional commercial space of 142 sqm. • New building facility for church and foodbank. • Relocation options on Tustin Estate on an interim or permanent basis. • New school building at the heart of the estate. 	<ul style="list-style-type: none"> • A new green space at the heart of the estate. • Improvements to fencing. • Improved lighting. • Clearer routes for people passing through the estate. • Majority of trees retained, and new trees planted for a net gain in trees. • New play facilities.

Source: Southwark Council

3 Equality risks and opportunities

This chapter sets out a summary of the evidence of risks and opportunities. It includes existing evidence of risks and opportunities associated with the Tustin Estate Improvement Programme and associated protected characteristic groups who may be disproportionately affected, based on the initial desk-based review, as well as a summary of resident feedback.

3.1 Summary

The below table summarises the existing evidence of risks and opportunities and associated protected characteristic groups who may be disproportionately affected. This includes reference to COVID-19 where relevant as well as a summary of key stakeholder feedback. Risks are defined as potential adverse effects resulting from the Programme, and opportunities are defined as potential benefits. Protected characteristic groups include those defined in Chapter 1. For the purposes of this EHIA, sub-groups have been identified within certain protected characteristic group categories based on the desk-based evidence review to improve the assessment.

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

Table 3.1: Evidence summary

Effects on residents during the renewal process	Affected groups	Risk or opportunity	Key resident feedback
<p>Loss of social infrastructure and access to community resources: The renewal process can involve temporary or permanent resettlement of residents and demolition of housing and community resources. This can lead to the risk of loss of social infrastructure and access to these resources. In particular, it can increase residents' distances from facilities or places of social connection located on or in close proximity to their neighbourhood.</p> <p>The ongoing COVID-19 pandemic and regulations have had already had an impact on access to social infrastructure and resources, and as such any further impacts may have cumulative negative effects, especially on older people and disabled people.</p> <p>This can lead to increased stress and anxiety in children who may need to change school; and loneliness and isolation in older people which can turn to negative health outcomes such as poor mental health and obesity. Disabled people and pregnant women may also experience negative health impacts from this, including increased stress and anxiety.</p>	<ul style="list-style-type: none"> • Children • Older people • Disabled people • BAME people • Minority faith groups • Pregnancy and maternity 	Risk	A poll of residents in attendance at an online engagement event undertaken in November 2020, a majority of attendees selected social impact and community as one of the most important areas they would consider whilst making their decision about the future of the Estate.
<p>Access to finance: Where renewal schemes require residents to resettle, it can lead to an increase in their financial outgoings due to costs associated with moving and obtaining new housing. Relocation costs could include removal services, the need to adapt a new home or buy new furniture. Access to the required finance to obtain new housing may be most limited for those at risk of financial exclusion, who experience difficulty accessing appropriate and mainstream financial services, such as bank accounts, loans and mortgages.</p>	<ul style="list-style-type: none"> • Young people • Older people • Disabled people • BAME groups • Women 	Risk	At an online public event, residents raised concerns about the affordability of new homes, and the costs associated with moving.

<p>Appropriate, accessible and affordable housing</p> <p>Where renewal schemes require the resettlement of many residents, issues can arise regarding sourcing suitable housing that meets the needs of families with children, people requiring adaptable and accessible housing, and people seeking affordable housing.</p> <p>A lack of suitable housing can lead to families living in overcrowded properties. Overcrowding can lead to negative impacts on children's health, putting them at increased risk of developing respiratory conditions, infections, psychological problems, SIDS, and stress.</p> <p>Health effects caused by poor housing, such as respiratory disease, is more likely to impact upon older people.</p>	<ul style="list-style-type: none"> • Children • Disabled people • BAME groups 	Risk	<p>At a public event, residents wanted to hear about how the different options will address the current accessibility issues of the existing homes, as existing homes do not have appropriate space for those with mobility difficulties.</p> <p>A poll of residents in attendance at an online engagement event undertaken in November 2020, a majority of attendees noted that they felt the No vote option would not address the issue of overcrowding.</p>
<p>Health effects:</p> <p>Relocation can have a negative impact on an individual's mental health and well-being. Relocation can create a great deal of stress and anxiety amongst children, young people and older people due to the need to adapt to new routines, facilities and surroundings.</p> <p>Health effects may also arise as a result of the environmental effects of demolition and construction processes. Health effects may also result from social isolation due to housing relocation, and impacts of the COVID-19 pandemic, such as poorer mental health, obesity, alcoholism, and a greater risk of hospitalisation.</p> <p>Older people and disabled people are also likely to be disproportionately affected by changes in air quality that may arise during any construction period as increased air pollution can impact upon underlying respiratory conditions. Air pollution can also contribute to health impacts in young children, including long term cognitive issues and neurodevelopment. Additionally, antenatal exposure to air pollution may alter the lung development of a baby whilst in the womb. If a baby is exposed to significant levels of air pollution, this can increase the risk of premature birth and low birth weight</p> <p>Noise pollution can also have adverse health impacts including sleep disturbance and stress.</p>	<ul style="list-style-type: none"> • Older people • Disabled people • Pregnant women • Children 	Risk	<p>Some residents fed back concerns with how the construction elements of the refurbishment and infill options would work, particularly questioning if residents would be expected to remain living in their homes during construction.</p> <p>A poll of residents in attendance at an online engagement event undertaken in November 2020, a majority of attendees identified health and wellbeing as one of the most important areas they would consider whilst making their decision about the future of the Estate.</p>
<p>Safety and security:</p> <p>In the lead up to the renewal process and during the decanting and demolition of properties in the area, properties will be vacated and can fall into disrepair. This can attract unwanted activity including anti-social behaviour and crime, which can affect those who are more likely to be a victim or witness of crime or those who are more fearful of crime.</p> <p>It has been suggested that fear of crime can contribute to social isolation, particularly for vulnerable groups such as women, older people, children and BAME groups.</p>	<ul style="list-style-type: none"> • Young people • Disabled people • BAME groups • LGBT people • Men • Older people • Women • Children 	Risk	<p>Tustin Estate residents mentioned that the existing security, ASB issues on the Estate.</p> <p>A poll of residents in attendance at an online engagement event undertaken in November 2020, a majority of attendees identified safety as one of the most important areas they would consider whilst making their decision about the future of the Estate.</p>
<p>Accessibility and mobility in the area:</p> <p>Evidence has indicated that during construction the accessibility and mobility of the local area can be affected. In particular, construction can cause difficulties in relation to increased traffic in the local area, reducing parking (construction vehicles and subcontractors in parking), the construction activities blocking access to homes, shops, bus stops and pavements and safe routes, as well as effects on wayfinding.</p>	<ul style="list-style-type: none"> • Older people • Disabled people 	Risk	<p>Residents at a public event raised the importance of maintaining parking availability throughout construction.</p>
<p>Information and communication:</p> <p>The process of regeneration often requires two-way communication between residents and the council and or housing authorities in order for residents to understand the option available to them. The process of relocation itself also requires communication with a variety of organisations including the council, housing associations and removal companies. Such communication could be direct via the phone, face to face or over email, or could be indirect via websites, leaflets etc. Some groups of individuals may find communication more challenging than others and this is likely to depend upon the exact method and format of communication.</p>	<ul style="list-style-type: none"> • Older people • Disabled people • BAME groups 	Risk	<p>In a poll of residents in attendance at an online engagement event undertaken in November 2020, a majority of attendees agreed that the Cost Benefit Analysis and Initial Equality and Health Assessment were</p>

			useful in helping them to make a decision about the future of the Estate.
Effects on businesses during the renewal process			
<p>Barriers to reemployment: The renewal process may result in the closure and relocation of businesses. These changes may create redundancies or result in 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.</p>	<ul style="list-style-type: none"> • BAME groups • Older people • Disabled people 	Risk	No feedback received on this topic. There will be further engagement with businesses as the detailed design moves forward.
<p>Impact of redundancy on health and well-being: Involuntary job loss due to redevelopment and renewal can have disproportionate health and well-being effects for certain groups. Older workers are at an increased risk of cardiovascular disease due to increased stress resulting from contributing factors such as a lower likelihood of re-employment, a substantial loss of income and the severance of work-based social interactions. Redundancy can create an increased risk of family tension and disruption, and that job loss for a parent can have detrimental effects on children including lowered self-esteem and socio-psychological well-being.</p>	<ul style="list-style-type: none"> • Older people • Children 	Risk	No feedback received on this topic. There will be further engagement with businesses as the detailed design moves forward.
<p>Access to commercial finance: For businesses, redevelopment and renewal may result in relocation or closure. This may result in a need to access finance to secure new premises, which can be more difficult for particular groups.</p>	<ul style="list-style-type: none"> • BAME groups 	Risk	No feedback received on this topic. There will be further engagement with businesses as the detailed design moves forward.
Effects on community following renewal process			
<p>Tackling crime and disorder: Levels of crime have in part been attributed to the urban environment. It has been argued that the opportunity for some forms of crime can be reduced through thought-out approaches to planning and design of neighbourhoods and towns. Reducing potential for crime can affect those more likely to fear crime or be a victim or witness of crime.</p>	<ul style="list-style-type: none"> • Young people • Disabled people • BAME groups • LGBT people • Men • Older people • Women • Children 	Opportunity	Tustin Estate residents mentioned the need to improve security, safety on the Estate and address ASB.
<p>Improved access, mobility and navigation: Renewal processes open up opportunities to create spaces and places that can be accessed and effectively used by all, regardless of age, size, ability or disability, using principles of inclusive design. There are a number of equality groups who can experience difficulties with access, mobility and navigation who could benefit from improvements in this area. Children who cannot move about safely and independently on foot and bicycle often become less physically active, reducing opportunities for children to develop certain cognitive, motor and physical skills – as well as contributing towards childhood obesity risks.</p>	<ul style="list-style-type: none"> • Children • Older people • Disabled people 	Opportunity	Residents at a public event raised the importance of ensuring all parking would be replaced following redevelopment.
<p>Improved public realm and green space: Renewal offers an opportunity to improve the public realm. The ability to access and use the public realm is vitally important to ensuring people feel that they are active members of their society. This includes basic activities such as using local shops or meeting up with people in a shared space outside close to home. In addition, the opening up of green space has been shown to impact positively on both physical and mental health. Inner-city green space can promote social cohesion and instil a sense of community. Social contact is especially important for the health and wellbeing of older people. Green space can also have a positive role in a child's cognitive development, their wellbeing, and is linked to lower BMIs. Access to green space has also been shown to have positive health benefits for disabled people, and people with autism or learning difficulties in particular.</p>	<ul style="list-style-type: none"> • Older people • Children • BAME groups • Disabled people 	Opportunity	A poll of residents in attendance at an online engagement event undertaken in November 2020, a majority of attendees identified green space provision as an important area they would consider whilst making their decision about the future of the Estate.
<p>Provision of community resources and improved social cohesion: Community resources provide important places of social connection and promote wellbeing for many groups. For example, community hubs can provide an accessible centre point for local activities, services and facilities. They allow for a cross</p>	<ul style="list-style-type: none"> • Children • Older people 	Opportunity	Tustin Estate residents noted they would like to see improved amenities for children and young people.

section of the community to be brought together in a safe place, allowing for better social cohesion and helping to address social isolation.

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

- Disabled people
- BAME groups
- Pregnant women
- LGBT people

New employment opportunities:

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

- Older people
- Disabled people
- BAME groups
- Women
- Young people

Opportunity

Residents at a public event asked about employment opportunities that would come from the redevelopment process.

Improved housing provision:

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

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

- Children
- Older people
- Disabled people
- BAME groups

Opportunity

Tustin Estate residents felt that the rebuild option for the Estate was beneficial because they would provide larger homes with newer amenities
Residents wanted to hear about how the different options will address the current accessibility issues of the existing homes, as existing homes do not have appropriate space for those with mobility difficulties.

A poll of residents in attendance at an online engagement event undertaken in November 2020, some attendees identified that they believed the Yes option would lead to better living conditions on the Estate.

4 Area profile and proportionality

This chapter is split into three sections; section 4.1 provides an overview of the socio-demographic profile of the Estate (the study area outlined in Chapter 2). An overview of community resources is provided in section 4.2. Section 4.3 provides an overview of businesses on the Estate.

2.3 Overview of the socio-demographic profile of the area

The area profile summary below provides a demographic characterisation of the area in which Tustin Estate falls. The baseline compares the socio-demographic profile of the Estate with the London Borough of Southwark, the Greater London region, and England. 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 Estate deviates by more than 3%, the difference is considered to be significant 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 on the Estate, this is written in **bold text**.

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

Table 4.1: Socio-demographic baseline

Protected Characteristic	Estate comparison with Southwark, Greater London and England ⁵
Age	<ul style="list-style-type: none"> Population of children (under 16) is consistent with other areas.⁶ Population of young people (16-24) is consistent with other areas. Population of working age people (16-64) living on the Estate (71%) is broadly in line with that of Southwark (73%) but higher than Greater London and England (67% and 62% respectively). Population of older people (65+) is consistent with other areas.
Disability⁷:	<ul style="list-style-type: none"> The population of disabled people living on the Estate is higher (17%) than Southwark or Greater London (14%), but in line with England (17%).
Gender reassignment	<ul style="list-style-type: none"> No information is publicly available for the Estate
Marriage and civil partnerships	<ul style="list-style-type: none"> Population of those who are married or in a civil partnership is lower than or consistent with other areas.
Pregnancy and maternity	<ul style="list-style-type: none"> The general fertility rate (live births per 1000 women aged 16-44) and total fertility rate (avg. number of children born per woman) is lower than other areas; number of live births as a proportion of the total population is consistent with other areas.
Race	<ul style="list-style-type: none"> 76% of people who live on the Estate are from a BAME background. This is significantly higher than the proportion of people from a BAME background who live in Southwark (60%), Greater London (55%) and England (20%). <ul style="list-style-type: none"> The largest ethnic minority group on the Estate are those from a Black African background (28%). This is significantly higher than the proportion in Southwark (16%), Greater London (7%), and England (2%). All other ethnic minority groups on the Estate are consistent with other areas There are lower proportions of White British people when compared to other areas.
Religion	<ul style="list-style-type: none"> 59% of people who live on the Estate identify as Christian. This is higher than the Christian population in Southwark (53%) and Greater London (59%). Populations of people from other religious and faith groups are consistent with other areas.
Sex	<ul style="list-style-type: none"> The population of men and women is consistent with other areas.
Sexual orientation	<ul style="list-style-type: none"> No information is publicly available for the Estate

Source: Office for National Statistics data

⁵ To determine the population within the Estate code point data was used. Code point data is a point representing a postcode area (there are multiple within the Estate boundary). Each code point is assigned with Lower Super Output Area (LSOA) data from the LSOA that the point falls in. An LSOA is the smallest geographical area (an average of 1,500 residents and 650 households) for which most population data is published (beyond Census data).

⁶ When comparing populations between areas, where the Estate differs by more than 3%, the difference is considered to be significant and is reported this way – e.g. <3% is consistent with other areas and >3% is higher or lower than other areas.

⁷ Defined here as 'People whose day to day activities are limited in any way as a result of being disabled or because of a long-term health condition'

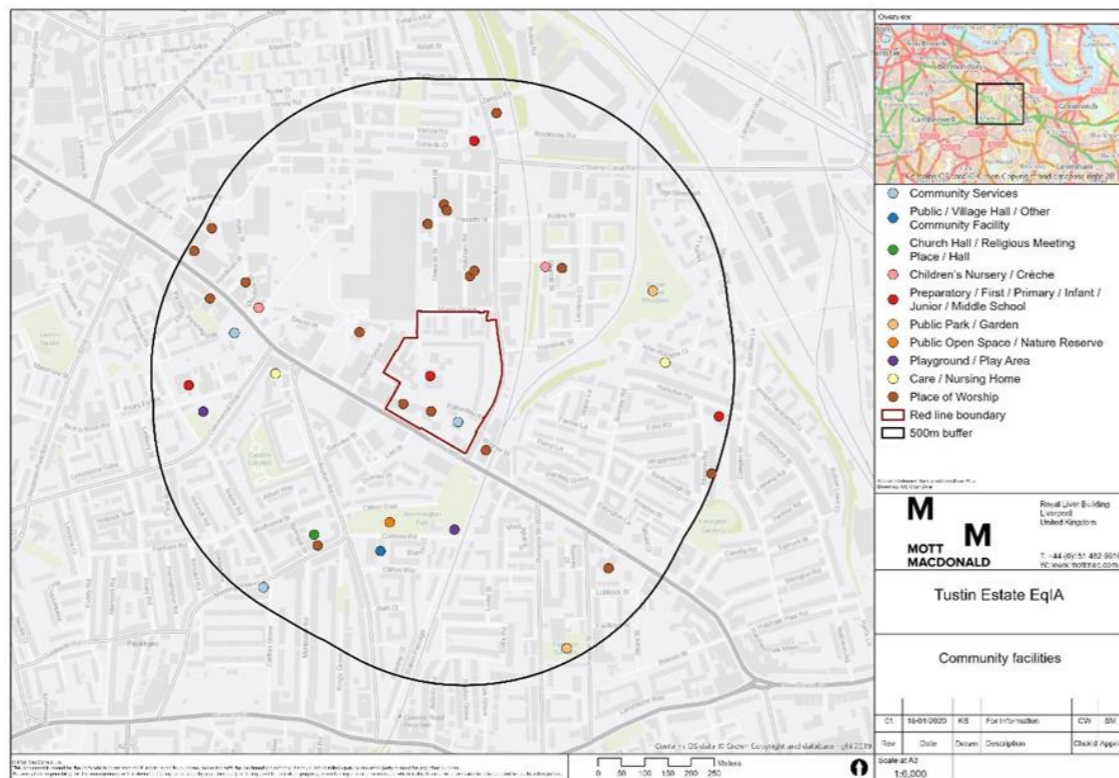
2.4 Overview of community resources within the Estate

There are a number of community facilities and resources located both within, and in close proximity to, Tustin Estate which are likely to be accessed by protected characteristic groups, or if they were to be lost, would potentially adversely affect protected characteristic groups. Within the Estate boundary, there are two Christian faith groups. Children are likely to be impacted by relocation of the Pilgrims Way Primary School and day care / learning centre. There is also the Tustin Estate Community Centre, which is available for use by all residents of the current Estate. Table 4.2 below lists the community facilities located within the Estate boundary.

Table 4.2: List of community facilities within the Estate

Name	Category	Address
Divine Prophetic Interdenominational Ministries	Faith group	801 Old Kent Road
Redeemed Assemblies	Faith group	821 Old Kent Road
Day care / learning centre	Education	803 Old Kent Road
Pilgrims Way Primary School	Infant School	Manor Grove
Tustin Community Centre	Community Services	Windermere Point

Map 4.1: Community facilities within and surrounding the Estate

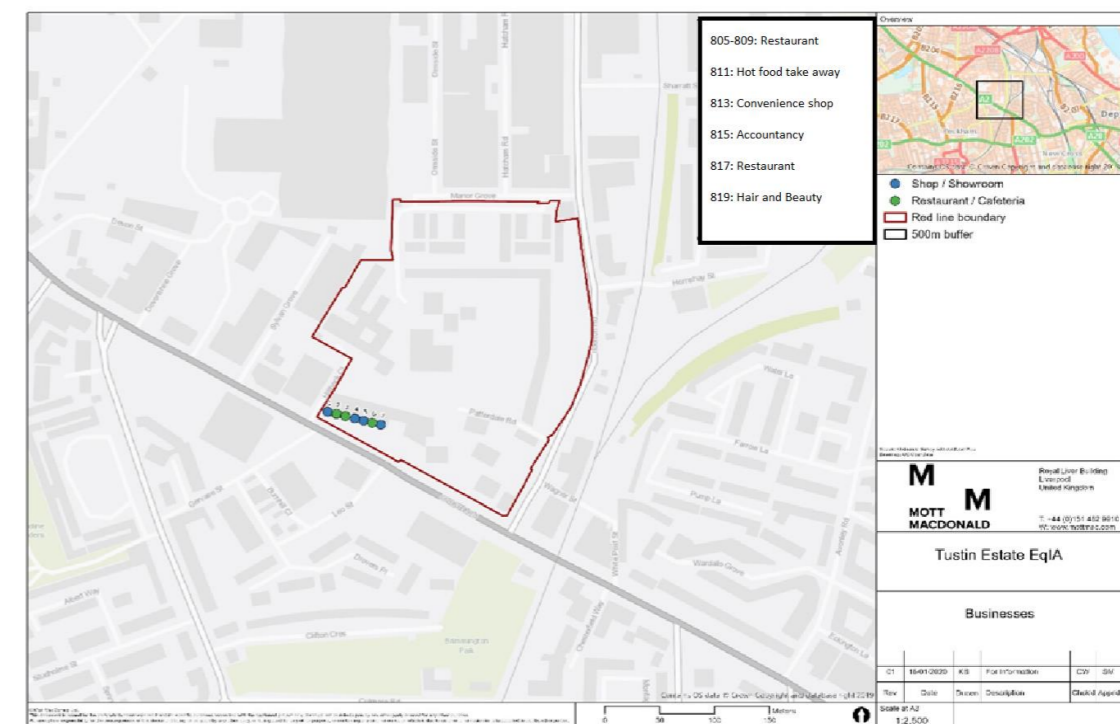


2.5 Overview of businesses within the Estate

There are a number of commercial units located on the Estate facing Old Kent Road in Bowness House. The businesses include two restaurants, a take away, a convenience store, an accountancy and a hair and beauty salon. These may be affected by any demolition and rebuild option on the Estate, which could have equality impacts on owners and employees, and potentially local residents.

Map 4.2 maps and labels the businesses located within the Estate boundary.

Map 4.2: Businesses within the Estate



Source: OS AddressBase

5 Impact assessment

This chapter sets out the results of the Final Option Equality and Health Impact Assessment of the renewal option on protected characteristic groups and outlines existing Southwark Council mitigation measures. The impact assessment is split into three sections: Table 5.1 outlines the impact on residents and community resources during renewal, Table 5.2 outlines the impact on businesses during renewal and Table 5.3 outlines the impact on communities after the renewal process is complete.

5.1 Impact on residents and community resources during renewal

The following table describes the potential impacts of the renewal option on protected characteristic groups, with a focus on impacts for residents and local community resources during the renewal process. These impacts have been identified through a review of published literature and through engagement with residents. Potential disproportionate effects on particular groups based on the demographic analysis of the Estate are also identified. Finally, existing measures Southwark Council has in place to mitigate or enhance impacts are set out.

Table 5.1: Impact on residents and community resources during renewal

Potential equality and health risks	Affected groups ⁸	Impact of No vote	Impact of Yes vote	Existing Southwark Council mitigations or enhancements
<p>Loss of social cohesion and access to community resources</p> <p>The renewal process can involve temporary or permanent resettlement of residents and demolition of housing and community resources. This could lead to the risk of loss of social infrastructure and temporary or permanent access to this amenity provision. In particular, it can increase residents' distances from facilities or places of social connection located on or in close proximity to their neighbourhood. For example, relocation accompanied by a school move has the potential to be particularly stressful and disruptive to children. In addition, older people can experience feelings of isolation from relocation if long-standing community links are broken and older people are already more likely to experience feelings of isolation compared to other groups within society.</p>	<ul style="list-style-type: none"> Children Older people Disabled people Pregnancy and maternity BAME groups Minority faith groups 	<p>Neutral</p> <ul style="list-style-type: none"> No change in social cohesion or access to community resources. 	<p>Neutral</p> <ul style="list-style-type: none"> No change in social cohesion as residents able to remain on Estate during renewal <p>Risks</p> <ul style="list-style-type: none"> Temporary loss of play area. Reduced access to community facilities and social infrastructure during construction due to temporary loss of resources (e.g. churches). 	<p>Final Option</p> <ul style="list-style-type: none"> Community led gardening project developed prior to renewal process and continued throughout, promoting social cohesion, and minimising social isolation, which has been exacerbated by COVID 19 restrictions. If demolition takes place, residents will have the option to remain on the Estate during construction and continue to access their social networks and community resources, such as the TRA hall (subject to COVID-19 restrictions). Pilgrim's Way school will remain open during the renewal process, so there will be no requirement for pupils to change schools while the new school is being built. Phasing plan has been developed to limit number of temporary moves to a maximum of two, with residents only making one move in most circumstances. <p>Housing solutions to enable residents to remain on Estate if they need to move temporarily, where possible.</p> <p>Final Option and Maintenance Option</p> <ul style="list-style-type: none"> Dedicated resident support available online and in person, should social distancing guidelines allow.
<p>Difficulty accessing finance (e.g. costs associated with moving home)</p> <p>Although the renewal process can often increase the value of properties it can also reduce the affordability of housing in the area and contribute to financial exclusion. This means that some groups of people within society are not able to purchase a renewed home as they are unable to get the required mortgage or loan. In addition, where renewal requires residents to resettle, it can lead to an increase in their financial outgoings due to costs associated with moving and securing new housing. Relocation costs could include removal services, the need to adapt a new home or buy new furniture.</p>	<ul style="list-style-type: none"> Young people Older people Disabled people BAME groups Women 	<p>Risks</p> <ul style="list-style-type: none"> Significant financial implications associated with maintenance option for leaseholders. Limited financial implications associated with maintenance for freeholders. 	<p>Opportunity</p> <ul style="list-style-type: none"> Possible lower service charges for resident leaseholders after renewal Homes connected to the new district heating system and built to new building standards may have lower energy bills <p>Risks</p>	<p>Final Option</p> <ul style="list-style-type: none"> If the residents vote in favour of the Final Option and their home requires demolition, homeowners will be offered the market value of their home. If the residents vote in favour of the Final Option and their home requires demolition, a Home Loss Payment (sum in recognition of home loss) and a Disturbance Payment would be made to Council tenants and homeowners. The Home Loss Payment would be a one-time payment, however the Disturbance Payment may be made more than once where necessary to facilitate multiple moves. This includes reimbursement of funds for removals,

⁸ Groups that have been highlighted in bold, blue text are also disproportionately represented in the study area.

		<p>Neutral</p> <ul style="list-style-type: none"> • No rent increase for Council Tenants. • No service charge change for any residents 	<ul style="list-style-type: none"> • Costs associated with resettlement such as securing new accommodation and moving home. • Financial implications associated with new build option for freeholders. • New build Council rents in line with new homes across Southwark. • Council tax may increase for those in new homes. • Service charges may increase for council tenants 	<p>disconnection and reconnection of cooker/washing machine, redirection of mail, BT Telephone Installation, cable TV/TV installation and reasonable adjustments to carpets and curtains.</p> <ul style="list-style-type: none"> • If the residents vote in favour of the Final Option, a number of options are available to leaseholders on the site, including shared ownership, an equity loan, and shared equity options. For leaseholders who cannot meet the equity requirements for these, council tenancies will be available, subject to financial appraisal. • New build rents in line with bedroom numbers and consistent with new homes across Southwark. • If the residents vote in favour of the Final Option, leaseholders and freeholders will have access to an independent chartered surveyor to carry out a market evaluation of the properties and discuss this with the council surveyors. • Southwark Council commitment to work with leaseholders and freeholders to ensure that no household is worse off as a result of renewal. <p>Maintenance Option</p> <ul style="list-style-type: none"> • Council rents remain the same under maintenance. <p>Final Option and Maintenance Option</p> <ul style="list-style-type: none"> • Additional costs for freeholders resulting from the works to the wider estate as well as costs related to services and utilities will be set out in detail as the earliest opportunity.
<p>Appropriate, accessible and affordable housing</p> <p>Where renewal schemes require the resettlement of many residents, issues can arise regarding sourcing suitable housing that meets the needs of families with children, people requiring adaptable and accessible housing, people seeking affordable housing and large intergenerational BAME households.</p>	<ul style="list-style-type: none"> • Children • Older people • Disabled people • BAME groups 	<p>Neutral</p> <ul style="list-style-type: none"> • No temporary resettlement required. 	<p>Risks</p> <ul style="list-style-type: none"> • Challenge finding appropriate temporary housing for those with specific housing needs (e.g. disabled people, families with children) 	<p>Final Option</p> <ul style="list-style-type: none"> • 10% of new build housing to be wheelchair accessible, in line with national government requirements. • Those with special housing needs to be prioritised through rehousing process under the Final Option. • All new and refurbished social rented homes will be owned and managed by Southwark Council. They will all have Council rent levels. • A mix of housing sizes and typologies will be available through the Final Option, to provide for different housing needs. • All new homes under the Final Option will have access to a balcony, patio, or roof terrace. • Under the Final Option, a variety of tenures will be available to allow homeowners to stay on the estate including shared equity and rehousing as a Council tenant. • Tenants who are overcrowded in the low rise blocks will be offered new accommodation to meet their housing needs under the Final Option. • New housing block built specifically for older people who are not living with children under the Final Option. <p>Final Option and Maintenance Option</p> <ul style="list-style-type: none"> • All new and refurbished social rented homes will be owned and managed by Southwark Council. They will all have Council rent levels.

<p>Health effects</p> <p>Health effects may arise as a result of stress due to relocation, the environmental effects of demolition and construction processes and/or as a result from social isolation due to housing relocation.</p>	<ul style="list-style-type: none"> • Children • Older people • Disabled people • Pregnancy and maternity 	<p>Risks</p> <ul style="list-style-type: none"> • Noise pollution during refurbishment of homes. • Internal changes to air quality during refurbishment. 	<p>Risks</p> <ul style="list-style-type: none"> • Noise pollution from demolition and construction. • Poorer air quality from demolition and construction. • Health effects associated with rehousing (stress, isolation). • Impacts of noise and air pollution on school pupils and their learning during construction. 	<p>Final Option</p> <ul style="list-style-type: none"> • Potential health impacts related to stress due to relocation under the Final Option would be mitigated through rehousing support outlined above. There will also be a dedicated team in place to help with questions or information throughout the process. • Housing solutions to enable residents to remain on Estate if they need to move temporarily, where possible. • New communal outdoor space to mitigate health impacts of social isolation, which may have been exacerbated as a result of the COVID- 19 pandemic.
<p>Safety and security</p> <p>In the lead up to renewal, and during the decanting and demolition of properties in the area, properties will be vacated. If these are not maintained properly there is a risk that they could fall into disrepair. This could attract unwanted activity including anti-social behaviour and crime, which can affect those who are more likely to be a victim or witness of crime or those who are more fearful of crime.</p>	<ul style="list-style-type: none"> • Children • Young people • Older people • Disabled people • BAME groups • LGBT • Men • Women 	<p>Neutral</p> <ul style="list-style-type: none"> • No decanting or demolition required. 	<p>Risks</p> <ul style="list-style-type: none"> • Potential for anti-social behaviour and vandalism during decanting and demolition period. 	<p>Final Option</p> <ul style="list-style-type: none"> • Properties to be secured through appropriate measures, including phasing of redevelopment so the Estate is not left vacant.
<p>Accessibility and mobility in the surrounding area</p> <p>Evidence suggests that during construction the accessibility and mobility of the local area can be affected. In particular, construction can cause difficulties in relation to increased traffic on local roads, reducing parking (as construction vehicles may use existing parking facilities), the construction activities blocking access to homes, shops, bus stops and pavements and safe routes, as well as effects on wayfinding.</p>	<ul style="list-style-type: none"> • Older people • Disabled people 	<p>Risks</p> <ul style="list-style-type: none"> • The presence of tradesmen's vehicles during refurbishment may temporarily reduce access and parking. 	<p>Risks</p> <ul style="list-style-type: none"> • The presence of tradesmen's vehicles and construction vehicles during refurbishment may temporarily reduce access and parking. • The presence of more vehicles in the area may increase local traffic. • Potential for construction activities might block some access routes and could impact on wayfinding. 	<p>Final Option</p> <ul style="list-style-type: none"> • Southwark Council will work with residents and master planners on an integrated parking strategy that looks at current levels of parking, parking needs, the impact of phasing on parking and parking levels as well as environmental considerations in any redevelopment. • Resident car owners who currently have a parking permit will have a parking permit for the redeveloped estate. • Blue badge permits to remain. Wheelchair homes will have associated parking arrangements. • Accessibility of Estate to be considered through construction planning (e.g. ensuring hoarding does not sever the Estate).
<p>Information and communication</p> <p>Complex material and information on the regeneration may present a challenge to those who have different information and communication needs.</p>	<ul style="list-style-type: none"> • Older people • Disabled people • BAME groups 	<p>Risks</p> <ul style="list-style-type: none"> • Residents will need to spend time understanding the option available to them in order to make an informed decision. 	<p>Risks</p> <ul style="list-style-type: none"> • Residents will need to spend time understanding the option available to them in order to make an informed decision. 	<p>Final Option and Maintenance Option</p> <ul style="list-style-type: none"> • Southwark Council will fund independent resident advice which will include training and support in design and construction stages to ensure that residents can meaningfully engage in decision making. • Series of face to face and online meetings held with residents to discuss issues and concerns of residents. • A dedicated Tustin team of housing officers will be established to liaise with residents throughout the development. • Information is published online as it is made available for all to access. • Language interpretation and face to face engagement available.

5.2 Impact on businesses during renewal

The following table describes the potential impacts of the renewal option on protected characteristic groups, with a focus on the businesses on Tustin Estate during the renewal process. These impacts have been identified through a review of published literature and through engagement with residents. Potential disproportionate effects on particular groups based on the demographic analysis of the Estate are also identified. Finally, existing measures Southwark Council has in place to mitigate or enhance impacts are set out.

Table 5.2: Impact on businesses during renewal

Potential equality and health risks	Affected groups ⁹	Impact of No vote	Impact of Yes vote	Existing Southwark Council Mitigations or enhancements
<p>Barriers to reemployment</p> <p>The renewal process may result in the closure and relocation of businesses. These changes may result in business owners becoming unemployed, redundancies or in current staff being unable to access ongoing employment at a different location.</p>	<ul style="list-style-type: none"> Older people Disabled people BAME groups Young people Women 	<p>Neutral</p> <ul style="list-style-type: none"> No changes to employment for businesses. 	<p>Risk</p> <ul style="list-style-type: none"> Relocation options for businesses on an interim or permanent basis may result in current staff not being able to access work. 	<p>Final Option</p> <ul style="list-style-type: none"> Relocation options on Tustin Estate or nearby on an interim basis. <p>Maintenance Option</p> <ul style="list-style-type: none"> Support for businesses to be made available if normal operation is affected through refurbishment. <p>Final Option and Maintenance Option</p> <p>Signposting to employment through Southwark Works. Dedicated business support available.</p>
<p>Impact of redundancy on health and well-being</p> <p>Involuntary job loss due to redevelopment and renewal can have disproportionate health and well-being effects for families with children and older people.</p>	<ul style="list-style-type: none"> Children Older people 	<p>Neutral</p> <ul style="list-style-type: none"> No relocation of businesses. 	<p>Risk</p> <ul style="list-style-type: none"> Relocation may cause businesses to close and staff to be made redundant. 	<p>Final Option</p> <ul style="list-style-type: none"> Relocation options on Tustin Estate or nearby on an interim basis. <p>Maintenance Option</p> <ul style="list-style-type: none"> Support for businesses to be made available if normal operation is affected through refurbishment. <p>Final Option and Maintenance Option</p> <ul style="list-style-type: none"> Signposting to employment through Southwark Works. Dedicated business support available.
<p>Access to commercial finance</p> <p>For businesses, redevelopment and renewal may result in effects on trade, relocation or closure. This may result in a need to access finance, which can be more difficult for particular groups.</p>	<ul style="list-style-type: none"> BAME groups 	<p>Risk</p> <ul style="list-style-type: none"> Potential costs from disruption to trading. 	<p>Risk</p> <ul style="list-style-type: none"> Potential costs from disruption to business trading. Cost of relocation and securing new premises, either on a temporary or permanent basis. 	<p>Final Option</p> <ul style="list-style-type: none"> Relocation options on Tustin Estate or nearby on an interim basis. Dedicated business support available. Relocation fund to be made available where appropriate. <p>Maintenance Option</p>

⁹ Estate demographic information does not apply to businesses therefore no Groups that have been highlighted in bold, blue text are also disproportionately represented in the study area

- Support for businesses to be made available if normal operation is affected through refurbishment.

Final Option and Maintenance Option

- Signposting to employment through Southwark Works. Dedicated business support available.

5.3 Impact on community following renewal process

The following table describes the potential impacts of the renewal option on protected characteristic groups, with a focus on the Estate and wider community following the renewal process. These impacts have been identified through a review of published literature and through engagement with residents. Potential disproportionate effects on particular groups based on the demographic analysis of the Estate are also identified. Finally, existing measures Southwark Council has in place to mitigate or enhance impacts are set out.

Table 5.3: Impact on community following renewal process

Potential equality and health opportunities

Affected groups¹⁰

Impact of No vote

Impact of Yes vote

Tackling crime and disorder

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

- Children
- Young people
- Older people
- **Disabled people**
- **BAME groups**
- LGBT
- Men
- Women

Opportunity

- Repair to outdoor lighting, e.g. replacing light bulbs.

Opportunity

- Better external lighting for safety and visibility.
- Clearer routes for people passing through the estate.
- Estate to promote safety and security through new design.
- Paths overlooked by houses to create feeling of safety.
- Designed to Secured by Design Standards.

Improved access, mobility and navigation

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

- Children
- Older people
- **Disabled people**

Opportunity

- Repair to outdoor lighting, e.g. replacing light bulbs.
- Pavement repairs.

Opportunity

- Better external lighting for safety and visibility.
- New connection by bus stop into green space.
- Clearer routes for people passing through the estate.
- Improved signage for wayfinding
- Secure and controlled parking.
- New benches.

¹⁰ Groups that have been highlighted in bold, blue text are also disproportionately represented in the study area

<p>Improved public realm and green space</p> <p>Renewal offers an opportunity to improve the public realm. The ability to access and use the public realm is vitally important to ensuring people feel that they are active members of their community. This includes basic activities such as using local shops or meeting up with people in a shared space outside close to home. In addition, the opening up of green space has been shown to impact positively on both physical and mental health.</p>	<ul style="list-style-type: none"> • Children • Older people • Disabled people • BAME groups 	<p>Neutral</p> <ul style="list-style-type: none"> • No change to public realm. 	<p>Opportunity</p> <ul style="list-style-type: none"> • New green space at heart of estate, including new planting, promoting health and wellbeing for different equality groups. • New play facilities adjacent to school, providing more exercise opportunities for children. • Enhanced bicycle storage provision to facilitate active travel, promoting healthier lifestyles. • Car club. • Electric charging points for vehicles. • New communal outdoor space in blocks.
<p>Provision of community resources and improved social cohesion</p> <p>Community resources provide important places of social connection and promote wellbeing for many groups. For example, community hubs can provide an accessible centre point for local activities, services and facilities. They allow for a cross section of the community to be brought together in a safe place, allowing for better social cohesion and helping to address social isolation.</p>	<ul style="list-style-type: none"> • Children • Older people • Disabled people • BAME groups • Pregnancy and maternity • LGBT 	<p>Neutral</p> <ul style="list-style-type: none"> • No changes to community resources. 	<p>Opportunity</p> <ul style="list-style-type: none"> • A mix of shared communal spaces in new blocks. • Increased access to community resources- community garden. • Possibility of tenants managing community spaces. • New school building at the heart of the estate with space for outdoor learning to improve health and wellbeing • New church premises on Estate. • New outdoor communal space in blocks, and new park area, to improve social cohesion and reduce isolation after the COVID- 19 pandemic. <p>Risk</p> <ul style="list-style-type: none"> • New community moving on to Estate and effects on social cohesion¹¹
<p>New employment opportunities</p> <p>Renewal can act as a means of promoting economic growth and supporting job creation. For example, property development can contribute to urban economic regeneration by enabling local stores to grow and expand, and through attracting investment to the area and revitalising neighbourhoods. It can also facilitate improved connectivity between communities and places of employment and education. Improved opportunities to access employment and education can serve to help address issues of inequality and improve social mobility.</p>	<ul style="list-style-type: none"> • Young people • Older people • Disabled people • BAME groups • Women 	<p>Neutral</p> <ul style="list-style-type: none"> • No changes to local employment. 	<p>Opportunity</p> <ul style="list-style-type: none"> • Improved commercial spaces for existing businesses. • Construction employment onsite (varying by the amount of construction required for the job). • Increased commercial space on site for new businesses

¹¹ Risk to be mitigated through phasing strategy and a dedicated support team to help integrate residents into new community.

Improved housing provision

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

- Children
- Older people
- **Disabled people**
- **BAME groups**

Opportunity

- Every council home refurbished to meet Decent Homes Standard, Southwark Standard.
- New kitchen and bathrooms when due for replacement.
- Energy efficiency improvements.

Neutral

- No change in tenancy agreements for existing council tenants.
- No change to leaseholder terms.
- No new homes.

Opportunity

- All new homes built to new building, space and accessibility standards.
- Potential health effects of overcrowding are addressed.
- Private external space for every home (garden, patio or balcony) to capture health benefits of access to outdoor space.
- Energy efficiency improvements to address potential health effects of cold housing.
- Mixture of shared and private external space in blocks .
- Housing to suit different needs.
- Large uplift in new homes.

Neutral

- Where relevant, new tenancy agreements will be drawn up.
 - Where relevant, leaseholder deeds will change in line with changing ownership arrangements.
 - No change to status of freeholders on estate.
-

6 Overall equality and health effects

This section identifies the potential impacts that could arise for people with protected characteristics, as a result of the redevelopment of the Estate. It shows the potential impact of risks and opportunities without mitigation, following mitigation and then highlights the likely overall equality effect if recommendations are adhered to.

6.1 Overview: assessing equality risks and opportunities

The scale below has been used to identify the extent of both risks and opportunities. Where there is more than one impact, the rating summarises the overall impact. Please note that the rating following mitigation captures where there may be possible further mitigation measures that could be put in place by the Council to further reduce the effect, or the impact has been reduced for identified protected characteristic groups to a level that is no worse than that experienced by the rest of the population.

Major risk	XXX
Moderate risk	XX
Minor risk	X
Neutral	0
Minor opportunity	✓
Moderate opportunity	✓✓
Major opportunity	✓✓✓

6.2 Risks and opportunities during renewal

Tables 6.1 and 6.2 identify the potential impacts on residents, community resources and businesses located within the low-rise blocks on the Estate during the renewal process, for the period between a successful ballot up to completed delivery. It shows the potential impact of risks and opportunities without mitigation, following mitigation measures that have been put in place by Southwark Council and then highlights the likely overall equality effect if Southwark Council adhere to the recommendations.

Table 6.1: Impact on residents and community resources during renewal (from the ballot up to delivery)

Potential impact	Without mitigation		With Mitigation		Recommendations	Overall equality and health effect
	No vote	Yes vote	No Vote	Yes vote		
<p>Loss of social cohesion and access to community resources</p> <p>The renewal process can involve temporary or permanent resettlement of residents and demolition of housing and community resources. This could lead to the risk of loss of social infrastructure and temporary or permanent access to this amenity provision. In particular, it can increase residents' distances from facilities or places of social connection located on or in close proximity to their neighbourhood. For example, relocation accompanied by a school move has the potential to be particularly stressful and disruptive to children. In addition, older people can experience feelings of isolation from relocation if long-standing community links are broken and older people are already more likely to experience feelings of isolation compared to other groups within society.</p>	O	XXX	O	X	<ul style="list-style-type: none"> Work proactively and constructively through a range of channels, including face to face engagement where possible with residents, keeping up-to-date records of changing needs and circumstances, particularly if residents who will be most affected by refurbishment and/or redevelopment in order to remediate feelings of social isolation. Maintain continuity in access to community resources (e.g. churches and play areas) where possible. If this is not possible, consider pop-up spaces for these uses. 	<p>There are likely to be no adverse effects on equality groups due to a loss of social cohesion.</p> <p>There may be limited effects on equality groups due to temporarily reduced access to some community resources during the renewal period under the Final Option.</p> <p>Overall, this risk is considered to be managed through a range of proportionate measures.</p>
<p>Difficulty accessing finance (e.g. costs associated with moving home)</p> <p>Although the renewal process can often increase the value of properties it can also reduce the affordability of housing in the area and contribute to financial exclusion. This means that some groups of people within society are not able to purchase a renewed home as they are unable to get the required mortgage or loan. In addition, where renewal requires residents to resettle, it can lead to an increase in their financial outgoings due to costs associated with moving and securing new housing. Relocation costs could include removal services, the need to adapt a new home or buy new furniture.</p>	X	XX	X	X	<ul style="list-style-type: none"> Work proactively and constructively through a range of channels, including face to face engagement where possible, keeping up-to-date records of changing needs and circumstances— particularly those who are most affected by financial exclusion. Ensure that residents are signposted to the reallocation process (including financial advice) available online or via telephone, if necessary, to comply with COVID- 19 social distancing and self-isolation recommendations. Approximate changes to rent and service charges as a result of the vote should be communicated to residents as soon as possible. 	<p>There should be no significant adverse effects on the ability of equality groups to access finance, although there may be some effects linked to increases in rent, council tax, and service charges after renewal.</p> <p>Overall, this risk is considered to be managed through a range of proportionate measures.</p>

Potential impact	Without mitigation		With Mitigation		Recommendations	Overall equality and health effect
	No vote	Yes vote	No Vote	Yes vote		
<p>Appropriate, accessible and affordable housing</p> <p>Where renewal schemes require the resettlement of many residents, issues can arise regarding sourcing suitable housing that meets the needs of families with children, people requiring adaptable and accessible housing, people seeking affordable housing and large intergenerational BAME households.</p>	O	XXX	O	O	<ul style="list-style-type: none"> Work proactively and constructively through a range of channels, including face to face engagement where possible, keeping up-to date records of changing needs and circumstances – particularly those who are most affected by a change to affordable and appropriate housing. Ensure that residents are signposted to the reallocation process (including financial advice) available online or via telephone, if necessary, to comply with COVID- 19 social distancing and self-isolation recommendations. 	<p>There is likely to be no adverse effect on equality groups with relation to access to appropriate, accessible, and affordable housing during the renewal period.</p> <p>Overall, this risk is considered to be managed through a range of proportionate measures.</p>
<p>Health effects</p> <p>Health effects may arise as a result of stress due to relocation, the environmental effects of demolition and construction processes, including on school pupils, and/or as a result from social isolation due to housing relocation.</p>	XX	XX	X	X	<ul style="list-style-type: none"> Demolition works should be monitored closely and disruption should be minimised through the creation of a Construction Environmental Management Plan (CEMP), which would be implemented by the contractor carrying out the works, in order to address health impacts related to noise and air quality. Throughout the improvement works, identify and work with vulnerable people whose protected characteristics may make them more vulnerable to adverse health impacts. Access to communal outdoor space should be maintained during the construction period to limit impacts on health caused by social isolation. 	<p>There may be minor adverse impacts on equality groups during the renewal period due to the noise and air quality impacts of construction during the renewal period; and the potential stress associated with moving home.</p> <p>Overall, this risk is considered to be managed through a range of proportionate measures..</p>
<p>Safety and security</p> <p>In the lead up to renewal, and during the decanting and demolition of properties in the area, properties will be vacated. If these are not maintained properly there is a risk that they could fall into disrepair. This could attract unwanted activity including anti-social behaviour and crime, which can affect those who are more likely to be a victim or witness of crime or those who are more fearful of crime.</p>	O	X	O	O	<ul style="list-style-type: none"> Ensure best practices for enhancing safety and preventing crime are considered throughout the planning and construction process. Ensure a process is in place for reporting and addressing incidents of Anti-Social Behaviour (ASB) within the Estate. Monitor the security of the Estate and consider additional security where concerns are flagged. However, any enhanced security measures should only be implemented as a last resort, if deemed necessary, and in conjunction with residents, as it risks adding to a sense of vulnerability, isolation, and loss of sense of community for residents. 	<p>The impact of safety and security is likely to cause no adverse impacts on equality groups on the estate due to the mitigations and recommendations.</p> <p>Overall, this risk is considered to be managed through a range of proportionate measures.</p>

Potential impact	Without mitigation		With Mitigation		Recommendations	Overall equality and health effect
	No vote	Yes vote	No Vote	Yes vote		
<p>Accessibility and mobility in the surrounding area</p> <p>Evidence suggests that during construction the accessibility and mobility of the local area can be affected. In particular, construction can cause difficulties in relation to increased traffic on local roads, reducing parking (as construction vehicles may use existing parking facilities), the construction activities blocking access to homes, shops, bus stops and pavements and safe routes, as well as effects on wayfinding</p>	X	XXX	X	X	<ul style="list-style-type: none"> As with health impacts, good access and mobility would be maintained through the creation of a CEMP, which would set out arrangements for any necessary diversions, which should provide well-signed routes that limit extra travelling distances. The CEMP should also ensure that access is maintained through measures such as such as limiting pavement obstructions and maintaining disabled parking. The CEMP should specifically consider the needs of protected characteristic groups who may have limited mobility. 	<p>There are potential minor impacts on accessibility and mobility which may affect equality groups during the renewal period.</p> <p>Overall, this risk is considered to be managed through a range of proportionate measures.</p>
<p>Information and communication</p> <p>Complex material and information on the regeneration may present a challenge to those who have different information and communication needs.</p>	X	X	O	O	<ul style="list-style-type: none"> Accessible format consultation materials, including but not limited to, easy read, different community languages, audio, and braille, should be available if requested. Access to information and communication should be available in a number of formats, including online, telephone and one to one meetings, to ensure that all residents have safe access to information and support services as COVID- 19 restrictions continue. Information should be provided in a clear and easy to understand way and communicated in a timely manner. This includes keeping website information up to date. Up-to-date information about the renewal, including what is going on before, during and after all stages of the renewal process should be shared with residents, businesses and community resources. This provides them with the means to understand the options available to them in order to make an informed decision on what they need to do and when. 	<p>There are likely to be no adverse impacts on equality groups due to information and communication during the renewal period.</p> <p>Overall, this risk is considered to be managed through a range of proportionate measures.</p>

Table 6.2: Impact on businesses during renewal (from the ballot up to delivery)

Potential impact	Without mitigation		With Mitigation		Recommendations	Overall Equality and health effect
	No vote	Yes vote	No Vote	Yes vote		
<p>Barriers to reemployment</p> <p>The renewal process may result in the closure and relocation of businesses. These changes may result in business owners becoming unemployed, redundancies or in current staff being unable to access ongoing employment at a different location.</p>	O	XX	O	X	<ul style="list-style-type: none"> Offer business development support to existing businesses to ensure they are equipped to maximise the opportunity that the refurbishment and/or redevelopment may bring, such as information on how they might diversify their business. 	<p>There may be some minor adverse effects on equality groups due to barriers to reemployment during renewal.</p> <p>Overall, this risk is considered to be largely managed through a range of proportionate measures, however consideration should be given to adding the detail provided in the recommendations to the existing proposed measures.</p>
<p>Impact of redundancy on health and well-being</p> <p>Involuntary job loss due to redevelopment and renewal can have disproportionate health and well-being effects for families with children and older people.</p>	O	XX	O	X	<ul style="list-style-type: none"> Work proactively and constructively through a range of channels, including face to face engagement where possible with vulnerable business owners and employees. 	<p>There may be some minor adverse effects on equality groups due to the impact of redundancy on health and wellbeing.</p> <p>Overall, this risk is considered to be largely managed through a range of proportionate measures, however consideration should be given to adding the detail provided in the recommendations to the existing proposed measures.</p>
<p>Access to commercial finance</p> <p>For businesses, redevelopment and renewal may result in effects on trade, relocation or closure. This may result in a need to access finance, which can be more difficult for particular groups.</p>	X	XX	O	X	<ul style="list-style-type: none"> Ensure businesses are fully informed of the timescales that would affect them as soon as possible, including when they if and would need to vacate the premises and the period of time they would be inactive for before being able to reopen on the refurbished or redeveloped Estate. 	<p>There may be some minor adverse effects on equality groups due to difficulty accessing commercial finance during renewal.</p> <p>Overall, this risk is considered to be largely managed through a range of proportionate measures, however consideration should be given to adding the detail provided in the recommendations to the existing proposed measures.</p>

6.3 Risks and opportunities following renewal

Table 6.3 below identifies the potential impacts on the future Tustin Estate community (residents, community resources and businesses) following the renewal process, following completed delivery. It shows the potential impact of risks and opportunities without mitigation, following mitigation measures that have been put in place by Southwark Council and then highlights the likely overall equality effect if Southwark Council adhere to the recommendations.

Table 6.3: Impact on the Tustin Estate community following the renewal process

Potential impact	Without mitigation		With Mitigation		Recommendations	Overall Equality and health effect
	No vote	Yes vote	No Vote	Yes vote		
<p>Tackling crime and disorder</p> <p>Levels of crime can be in part been attributed to the urban environment. It has been argued that the opportunity for some forms of crime can be reduced through well thought-out approaches to planning, and the design of neighbourhoods and towns. Reducing potential for crime can affect those more likely to fear crime or be a victim or witness of crime.</p>	✓	✓✓✓	✓	✓✓✓	<ul style="list-style-type: none"> Follow Crime Prevention Through Environmental Design (CPTED) and Secure by Design principles in designing the built environment and public realm.¹² 	<p>There is likely to be a major positive impact on equality groups due to the impact on tackling crime and disorder after delivery of the Final Option.</p> <p>Overall, this risk is considered to be managed through a range of proportionate measures.</p>
<p>Improved access, mobility and navigation</p> <p>Renewal processes open up opportunities to create spaces and places that can be accessed and effectively used by all, regardless of age or disability, using principles of inclusive design. There are a number of equality groups who can experience difficulties with access, mobility and navigation who could benefit from improvements in this area.</p>	✓	✓✓✓	✓	✓✓✓	<ul style="list-style-type: none"> Ensure the design of movement networks and public spaces specifically addresses the mobility needs of vulnerable groups. This can be achieved by applying principles of inclusive design.¹³ 	<p>There is likely to be a major positive impact on equality groups due to improved access, mobility, and navigation after delivery of the Final Option.</p> <p>Overall, this risk is considered to be managed through a range of proportionate measures.</p>
<p>Improved public realm and green space</p> <p>Renewal offers an opportunity to improve the public realm. The ability to access and use the public realm is vitally important to ensuring people feel that they are active members of their community. This includes basic activities such as using local shops or meeting up with people in a shared space outside close to home. In addition, the opening up of green space has been shown to impact positively on both physical and mental health.</p>	○	✓✓✓	○	✓✓✓	<ul style="list-style-type: none"> Involve the local community in planning and designing improvements to the public realm and green spaces, specifically targeting protected characteristic groups that are likely to benefit from improvements e.g. children, older people and disabled people. Ensure the design of movement networks and public spaces specifically addresses the mobility needs of vulnerable groups. This can be achieved by applying principles of inclusive design. 	<p>There is likely to be a major positive impact on equality groups due to improved public realm and green space after delivery of the Final Option.</p> <p>Overall, this risk is considered to be managed through a range of proportionate measures.</p>

¹² Jeffery (1971) 'Crime Prevention Through Environmental Design'. Sage publications

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>

¹³ Design Council (2006) 'The Principles of Inclusive Design'. Available at: <https://www.designcouncil.org.uk/sites/default/files/asset/document/the-principles-of-inclusive-design.pdf>

Department for Transport (2005) 'Inclusive mobility' Available at: <https://www.gov.uk/government/publications/inclusive-mobility>

Department for Transport (2007) 'Manual for Streets'. Available at: <https://www.gov.uk/government/publications/manual-for-streets>

Potential impact	Without mitigation		With Mitigation		Recommendations	Overall Equality and health effect
	No vote	Yes vote	No Vote	Yes vote		
<p>Provision of community resources and improved social cohesion</p> <p>Community resources provide important places of social connection and promote better health and wellbeing for many groups. For example, community hubs can provide an accessible centre point for local activities, services and facilities. They allow for a cross section of the community to be brought together in a safe place, allowing for better social cohesion and helping to address social isolation.</p>	○	✓✓✓	○	✓✓✓	<ul style="list-style-type: none"> Continue to involve the local community in decisions about which resources should be incorporated into the area, specifically targeting protected characteristic groups that are likely to benefit from improvements. Ensure analysis is undertaken to understand on any potential pressure on public services that could result from redevelopment (eg. extra pressure on schools and health care services). 	<p>There is likely to be a major positive impact on equality groups due to the provision of community resources and improved social cohesion after delivery of the Final Option.</p> <p>Overall, this risk is considered to be managed through a range of proportionate measures.</p>
<p>New employment opportunities</p> <p>Renewal can act as a means of promoting economic growth and supporting job creation. For example, property development can contribute to urban economic regeneration by enabling local stores to grow and expand, and through attracting investment to the area and revitalising neighbourhoods. It can also facilitate improved connectivity between communities and places of employment and education. Improved opportunities to access employment and education can serve to help address issues of inequality and improve social mobility.</p>	○	✓✓✓	○	✓✓✓	<ul style="list-style-type: none"> Work with owners of new businesses in the renewal area to employ local people, focussing on groups that are vulnerable to unemployment e.g. BAME groups, disabled people, young people. 	<p>There is likely to be a major positive impact on equality groups due to new employment opportunities after delivery of the Final Option.</p> <p>Overall, this risk is considered to be managed through a range of proportionate measures.</p>
<p>Improved housing provision</p> <p>Renewal can lead to improvements in housing provision within the regeneration area, thereby improving suitability, accessibility and affordability, as well as its quality and efficiency in energy consumption, addressing potential effects of cold housing.</p>	✓	✓✓✓	✓	✓✓✓	<ul style="list-style-type: none"> Ensure housing meets the needs of current and future residents. 	<p>There is likely to be a major positive impact on equality groups due to improved housing provision after delivery of the Final Option.</p> <p>Overall, this risk is considered to be managed through a range of proportionate measures.</p>

7 Conclusion and action plan

7.1 Conclusion

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

The assessment found that the regenerated Estate has the potential to provide improved living conditions, housing quality, accessibility, public realm and community facilities. There is, therefore, a compelling case in the public interest for the redevelopment. This must be weighed against the acknowledged potential risks set out above. In this case, the Council has sought to mitigate these through a range of reasonable and proportionate measures focused on engagement, rehousing assistance and compensation options in order to improve the outcomes of the redevelopment for the current and future Estate community.

7.2 Action plan

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

Table 7.1: Tustin Estate recommended action plan

Recommendation	Potential impact addressed	Timeframe	Responsibility
Work proactively and constructively through a range of channels, including face to face engagement where possible with residents, keeping up-to-date records of changing needs and circumstances, particularly if residents who will be most affected by refurbishment and/or redevelopment in order to remediate feelings of social isolation.	Loss of social cohesion and access to community resources Difficulty accessing finance Appropriate, accessible and affordable housing Impact of redundancy on health and well-being	Ongoing during renewal period until completion of renewal (2028)	Southwark Council, especially the council's engagement team Independent resident advisor
Maintain continuity in access to community resources (e.g. churches and play areas) where possible. If this is not possible, consider pop-up spaces for these uses.	Loss of social cohesion and access to community resources	Ongoing during renewal period until completion of renewal (2028)	Southwark Council
Ensure that residents are signposted to the reallocation process (including financial advice) available online or via telephone, if necessary, to comply with COVID-19 social distancing and self-isolation recommendations.	Difficulty accessing finance Appropriate, accessible and affordable housing	Ongoing, with priority during the Preparation period (Spring 2021-Summer 2022)	Southwark Council, especially the council's engagement team Independent resident advisor
Demolition works should be monitored closely and disruption should be minimised through the creation of a Construction Environmental Management Plan (CEMP), which would be implemented by the contractor carrying out the works, in order to address health impacts related to noise and air quality.	Health effects	Ongoing- periods of demolishment from Autumn 2022- Autumn 2028	Southwark Council, contractor (TBC)
Throughout the improvement works, identify and work with vulnerable people whose protected characteristics may make them more vulnerable to adverse health impacts.	Health effects	Ongoing during renewal period until completion of renewal (2028)	Southwark Council, especially the council's engagement team
Access to communal outdoor space should be maintained during the construction period to limit impacts on health caused by social isolation.	Health effects	Ongoing during renewal period until completion of renewal (2028)	Southwark Council, contractor (TBC)
Ensure best practices for enhancing safety and preventing crime are considered throughout the planning and construction process.	Safety and security	Ongoing during renewal period until completion of renewal (2028)	Southwark Council, contractor (TBC)
Ensure a process is in place for reporting and addressing incidents of Anti-Social Behaviour (ASB) within the Estate.	Safety and security	Ongoing	Southwark Council, especially the council's engagement team
Monitor the security of the Estate and consider additional security where concerns are flagged. However, any enhanced security measures should only be implemented as a last resort, if deemed necessary, and in conjunction with residents, as it risks adding to a sense of vulnerability, isolation, and loss of sense of community for residents.	Safety and security	Ongoing	Southwark Council

Recommendation	Potential impact addressed	Timeframe	Responsibility
Offer business development support to existing businesses to ensure they are equipped to maximise the opportunity that the refurbishment and/or redevelopment may bring, such as information on how they might diversify their business.	Barriers to reemployment	Ongoing until new business space opens in Winter 2026	Southwark Council
Accessible format consultation materials, including but not limited to, easy read, different community languages, audio, and braille, should be available on request.	Information and communication	Ongoing during renewal period until completion of renewal (2028)	Southwark Council
Access to information and communication should be available in a number of formats, including online and in one to one meetings, to ensure that all residents have safe access to information and support services as COVID- 19 restrictions continue.	Information and communication	Ongoing during renewal period until completion of renewal (2028)	Southwark Council
Ensure businesses are fully informed of the timescales that would affect them as soon as possible, including when they if and would need to vacate the premises and the period of time they would be inactive for before being able to reopen on the refurbished or redeveloped Estate.	Difficulty accessing commercial finance	Ongoing during Preparation period (Spring 2021- Summer 2022) up until businesses move in Phase 2 (Summer 2024)	Southwark Council
Follow Crime Prevention Through Environmental Design (CPTED) and Secure by Design principles in designing the built environment and public realm.	Tackling crime and disorder	Ongoing during renewal period until completion of renewal (2028)	Southwark Council, Common Grounds
Ensure the design of movement networks and public spaces specifically addresses the mobility needs of vulnerable groups. This can be achieved by applying principles of inclusive design.	Improved access, mobility and navigation Improved public realm and green space	Ongoing until completion of public space.	Southwark Council, Common Grounds
Involve the local community in planning and designing improvements to the public realm and green spaces, specifically targeting protected characteristic groups that are likely to benefit from improvements e.g. children, older people and disabled people.	Improved access, mobility and navigation	Ongoing until completion of public space.	Southwark Council, Common Grounds
Continue to involve the local community in decisions about which resources should be incorporated into the area, specifically targeting protected characteristic groups that are likely to benefit from improvements.	Provision of community resources and improved social cohesion	Ongoing	Southwark Council
Ensure analysis is undertaken to understand on any potential pressure on public services that could result from redevelopment (eg. extra pressure on schools and health care services).	Provision of community resources and improved social cohesion	Ongoing during Preparation period, and updated subsequently if relevant.	Southwark Council
Work with owners of new businesses in the renewal area to employ local people, focussing on groups that are vulnerable to unemployment e.g. BAME groups, disabled people, young people.	New employment opportunities	Ongoing	Southwark Council
Ensure housing meets the needs of current and future residents.	Improved housing provision	Ongoing	Southwark Council
Up-to-date information about the renewal, including what is going on before, during and after all stages of the renewal process should be shared with residents, businesses and community resources. This provides them with the means to understand the options available to them in order to make an informed decision on what they need to do and when.	Information and communication	Ongoing	Southwark Council, especially the council's engagement team

Appendices

A. Analysis of existing evidence

This chapter sets out the finding of the desk-based review process, providing a literature review of the potential effects of the renewal on people with protected characteristics. All potential risks and opportunities of a typical housing renewal project have been considered.

Section A.1 discusses the potential effects on residents and community resources associated with rehousing. Section A.2 provides an overview of the potential effects of renewal on businesses and section A.3 sets out the community effects of estate renewal. All are segmented into key thematic areas and summarised in the impact assessment in Chapter 5.

A.1 Impact on resident and community resources during renewal

A1.1 Loss of social cohesion and access to community resources

The renewal process can involve temporary or permanent resettlement of residents and demolition of housing and community resources. This could lead to the risk of loss of social infrastructure and temporary or permanent access to this amenity provision. In particular, it can increase residents' distances from facilities or places of social connection located on or in close proximity to their neighbourhood. This can 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 BAME backgrounds and people from minority faith groups.

Children

The instability caused by involuntary relocation has the potential to be particularly disruptive to children. Such disruption can be attributed to stress and anxiety relating to changing schools and the need to adapt to new routines, staff, facilities and peers. It is generally accepted that children develop better in stable environments with a degree of routine; sudden and dramatic disruptions can be both stressful and affect feelings of security.¹⁴

Evidence outlined by the Centre for Social Justice has indicated that where residential moves are accompanied by school moves for older children, the impact can be severe. It suggests that school moves can disrupt learning and are associated with a weaker educational performance within secondary school, particularly for children from disadvantaged backgrounds.¹⁵ Only 27 per cent of students who move secondary schools three times or more achieve five A* to C grade GCSEs, compared to the national average of 60 per cent.¹⁶ Research from the Centre for Social Justice also found that two or more school moves before the age of twelve can lead to behavioural problems later in childhood.¹⁷

¹⁴ Sandstrom, H and Huerta, S (2013) 'The Negative Effects of Instability on Child Development' Available at: <https://www.urban.org/sites/default/files/publication/32706/412899-The-Negative-Effects-of-Instability-on-Child-Development-A-Research-Synthesis.PDF>

¹⁵ The Centre for Social Justice (2016) 'Home Improvements, a social justice approach to housing policy'. Available at: <https://www.centreforsocialjustice.org.uk/core/wp-content/uploads/2016/08/Home-Improvements-full-report.pdf>

¹⁶ The Centre for Social Justice (2016) 'Home Improvements, a social justice approach to housing policy'.

¹⁷ The Centre for Social Justice (2016) 'Home Improvements, a social justice approach to housing policy'. Available at: <https://www.centreforsocialjustice.org.uk/core/wp-content/uploads/2016/08/Home-Improvements-full-report.pdf>

¹⁸ University of Manchester (undated) 'The impact of primary-secondary school transition for children with autism spectrum conditions: a longitudinal, mixed-methods study'. Available at: <http://documents.manchester.ac.uk/display.aspx?DocID=20008%20>

¹⁹ Yeung, J., Wearing, S., & Hills, A. P. (2008). *Child transport practices and perceived barriers in active commuting to school. Transportation Research Part A: Policy and Practice*, 42(6), 895-900.

²⁰ Joseph Rowntree Foundation (2016) 'Falling short: the experience of families living below the minimum income standard'. Available at: <https://www.jrf.org.uk/report/falling-short-experiences-families-below-minimum-income-standard>

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.¹⁸

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.¹⁹

Children from low-income families may be particularly impacted by relocation due to loss of local informal child care support. A study from the Joseph Rowntree Foundation showed that informal childcare support from grandparents was one important factor in enabling parents to work, generating income and preventing families from going without daily necessities.²⁰

Relocation can also have negative mental health effects on children and adolescents for a number of reasons, including: weakened social ties, disturbed social networks, household disruption, social isolation and a reduction in parent-child interactions.²¹

Loss of relationships with peers and adults can cause anxiety and hinder both social development and educational attainment.²² Children at key stage two experience an average of a twelve per cent drop in Maths and English attainment within a year of a changing schools.²³

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 through which child learn social, conceptual and creative skills, as well as increasing their knowledge and understanding of the world.²⁴

Older people

The loss of long-standing community links risks creating feelings of isolation, particularly amongst older people. Age UK research indicates that physical isolation, a lack of social resources and a removal of familiarity can all contribute to feelings of isolation and loneliness amongst older people.²⁵ Age UK research indicates that physical isolation, a lack of social resources and a removal of familiarity can all contribute to feelings of isolation and loneliness amongst older people.²⁶ This in turn can lead to negative health outcomes such as poorer mental health, a higher likelihood of developing certain health conditions (e.g. obesity and alcoholism) and a greater risk of hospitalisation.²⁷ Loneliness increases the likelihood of mortality by 26 per cent

²¹ 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'

²² Adam, Emma K., and P. Lindsay Chase-Lansdale. (2002): 'Home Sweet Home(s): Parental Separations, Residential Moves, and Adjustment in Low-Income Adolescent Girls.' *Developmental Psychology* 8(1) :792-80

²³ RSA. (2013): 'Falling between the cracks; Exploring in-year admissions in schools in England'

²⁴ Nation Children's Bureau (2007): 'Free Play in Early Childhood'

²⁵ Age UK (2015) 'Evidence Review: Loneliness in Later Life'. Available at: https://www.ageuk.org.uk/globalassets/age-scotland/documents/reports-and-publications/reports-and-briefings/health-wellbeing/rb_june15_loneliness_in_later_life_evidence_review.pdf

²⁶ Age UK (2015) 'Evidence Review: Loneliness in Later Life'. Available at: https://www.ageuk.org.uk/globalassets/age-scotland/documents/reports-and-publications/reports-and-briefings/health-wellbeing/rb_june15_loneliness_in_later_life_evidence_review.pdf

²⁷ IoTUK (2017): 'Social Isolation and Loneliness in the UK' Available at: <https://iotuk.org.uk/social-isolation-and-loneliness-report/>

among those over the age of 65 and raises the risk of developing conditions, such as high blood pressure, heart disease and stroke.²⁸ The link between older people and the likelihood of experiencing feelings of isolation and loneliness indicates that this group may be disproportionately negatively impacted by relocation. This can equally be the case for older people remaining in or very close to an area being redeveloped.²⁹

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.³⁰ 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.³¹

The impact of the COVID- 19 pandemic has already had an impact on feelings of social isolation amongst older people. In the UK, from March 2020, almost nine million people over the age of 70 were advised by the Government to 'strictly adhere' to social distancing rules, only leaving their home for essential purposes. Restrictions have increased social isolation and feelings of loneliness for older people.³²

Disabled people

Relocation has the potential to cause stress, anxiety and uncertainty for disabled people. Changes, both minor and major, to some disabled people's routines and surroundings may adversely affect feelings of security and comfort. For example, research shows that people on the autism spectrum, tend to prefer set routines (such as traveling via the same routes) and rigid structures (such as preferences to room layouts or objects) as they can help to bring order to their daily life so that they know what is going to happen and when.³³ Similarly, for those suffering from dementia or Alzheimer's learning about and interpreting new environments can be difficult, and relocation can create feelings of dissonance, confusion and discomfort.³⁴

The loss of community links may also have a disproportionate impact on disabled people. Findings from the Jo Cox Commission on loneliness found that over half of disabled people say they are lonely, with around one in four feeling lonely every day.³⁵ The report also states that forming and maintaining social connections can be a

challenge for people with a range of disabilities, including those with sensory impairments, learning disabilities, autism, physical and mobility impairments, mental health conditions, dementia, head and brain injury, neurological conditions, cancer and HIV. As disabled people can experience more barriers to forming social connections the loss of existing local social connections through residential displacement or loss of social resources could lead to disabled people experiencing further loneliness and isolation.

Relocation can also create stress, anxiety and uncertainty for people with disabilities regarding the accessibility of their new home. A report published by the EHRC identifies that across all housing tenures, there is a severe shortage of accessible housing. For example, one in three disabled people living in private rented properties live in unsuitable accommodation. This figure is one in five for disabled people living in social housing, and one in seven for disabled people who own their own home. Overall, in England, only 7% of homes offer the basic four accessibility features to make a home fully accessible (level access to the entrance, a flush threshold, sufficiently wide doorways and circulation space, and a toilet at entrance level).³⁶ This suggests that disabled people are more likely to be concerned about the accessibility of their new home compared to other residents. Additionally, a report by Leonard Cheshire Disability highlights that only 4% of those with mobility impairments who have looked for accessible homes said they were easy to find. In addition, they also found that some disabled people have also experienced difficulties in terms of local authorities being reluctant to fund adaptations that would allow them to live independently.³⁷

The disruption of social networks caused by relocation may also cause negative health outcomes for people with mental health problems and autism, many of whom depend on social networks to maintain their standard of living³⁸. People with mental health problems may be disproportionately impacted by stress and anxiety, especially if relocation is unexpected or accompanied by financial stress³⁹. Research from Wilding (2017) found that increased rates of mental ill health are associated with involuntary residential relocation.⁴⁰

The impact of the COVID- 19 pandemic and restrictions throughout 2020 have also had a negative impact on feelings of social isolation amongst disabled people. In May 2020 the Office for National Statistics found that nearly two thirds of disabled people said that COVID-19 concerns were affecting their wellbeing, compared with half of non-disabled people. One of the main reasons cited was feelings of loneliness or isolation.⁴¹

BAME and/or minority faith groups

BAME and minority faith communities are also likely to experience adverse effects as a result of relocation. It has been identified that these groups may be more reliant on social networks, faith and cultural facilities. They are likely to have concerns over loss of social networks and facilities,

²⁸ Age UK (2015): 'Campaign to end loneliness: threat to health'.

²⁹ Age UK (2015): 'Loneliness and Isolation evidence review'

³⁰ A. Power (2008) 'Does demolition or refurbishment of old and inefficient homes help to increase our environmental, social and economic viability'. Available at: <https://www.sciencedirect.com/science/article/pii/S0301421508004709>

³¹ Age UK (2015): 'Campaign to end loneliness): 'Threat to health'

³² Wu, Bei (2020): 'Social isolation and loneliness among older adults in the context of COVID-19: a global challenge'. Available at: <https://ghrp.biomedcentral.com/articles/10.1186/s41256-020-00154-3>

³³ National Autistic Society (2016) 'Obsessions, repetitive behaviour and routines'. Factsheet. Available at: <https://www.autism.org.uk/about/behaviour/obsessions-repetitive-routines.aspx>

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

³⁵ 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/>

³⁶ DCLG (2015). 'English Housing Survey: Adaptations and Accessibility Report' Available at: https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/539541/Adaptations_and_Accessibility_Report.pdf

³⁷ Leonard Cheshire Disability (2014): 'The hidden housing crisis' Available at: <https://www.leonardcheshire.org/sites/default/files/Hidden%20Housing%20Crisis%20July%202014.pdf>

³⁸ National Autism Society. (2017): 'Moving house' URL: <https://www.autism.org.uk/movinghouse> 56

³⁹ Wilding et al., (2018): 'Place and preference effects on the association between mental health and internal migration within Great Britain' *Health and Place*. 52(1), pp 180-187

⁴⁰ Wilding et al., (2018): 'Place and preference effects on the association between mental health and internal migration within Great Britain' *Health and Place*. 52(1), pp 180-187

⁴¹ ONS (2020): 'Coronavirus and the social impacts on disabled people in Great Britain: May 2020'. Available at: <https://www.ons.gov.uk/peoplepopulationandcommunity/healthandsocialcare/disability/articles/coronavirusandthesocialimpactsondisabledpeopleingreatbritain/may2020>

as well as fears of isolation, harassment or language barriers in new locations.⁴² BAME communities also tend to experience greater difficulty in accessing health care when compared to other sections of the population, and rehousing may exacerbate the issue.⁴³

Pregnancy and maternity

Evidence has suggested that women who move home while pregnant tend to experience an increase in stress and depression levels above and beyond that of women who move home when not pregnant.⁴⁴ Evidence also suggests that the stress and physical exercise involved with relocation can slightly increase the risk of miscarriage, preterm delivery, small for gestational age new-borns, low birthweight, preeclampsia / gestational hypertension and can exacerbate deep vein thrombosis which pregnant women are more at risk of.⁴⁵

Relocation can result in adverse health effects on those who are pregnant.. A 2015 survey carried out by the Care Quality Commission assessed the impact that having the same midwife had on pregnant women. The results showed that women who had the same midwife throughout pregnancy had more positive midwifery experiences than those who did not. The most negative experiences occurred with those who wanted to see the same midwife but were unable to.⁴⁶ Should relocation result in the need to make changes to preestablished antenatal services and relationships, this could negatively impact pregnant individuals.

A.1.2 Difficulty accessing finance (e.g. costs associated with moving home)

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

Financial exclusion arises when an individual faces difficulty when trying to access appropriate and mainstream financial services. In the UK, certain groups are particularly vulnerable to financial exclusion. These include, **young people** not in employment, **lone parents**, **ethnic minority** groups and **older people**.⁴⁷ For example, young people may be unable to purchase a property due to cutbacks in social housing and increased house pricing.⁴⁸ For older people, research suggests that they (particularly those who have paid off a previous mortgage or those with no recent experience of moving home) are more reluctant to move.⁴⁹ Older people often lack the same financial means and income flexibility that afford people from younger age groups and those in full time employment the widest range of home ownership options. Relocation may

also require older people who have savings and investments to use them in order to secure a new home, affecting their financial independence and stability.

Further, according to evidence presented to the House of Commons Communities and Local Government Committee, low income BAME households often have limited experience of institutional loan finance.⁵⁰ They may also be less able to access commercial loans due to poor credit-ratings or their location in 'high risk' postcodes.

Those people from a BAME background are more likely to live in low income households compared to those who are White British or from Other White Ethnic groups.⁵¹

Financial exclusion is also geographically focussed. It is often the case that large numbers of financially excluded individuals live in areas where there are high levels of **deprivation**. Research suggests that approximately 35% of people living in deprived do not have a bank account, and that 68% of financially disengaged people living in the top 10% most financially exclude postcodes.⁵²

According to evidence presented to the House of Commons Communities and Local Government Committee, relocation may also impact people who have savings and investments to use them in order to secure a new home, affecting their financial independence and stability.⁵³

A.1.3 Issues accessing appropriate, accessible and affordable housing

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

Children

Families with children may also find it difficult to find housing that can accommodate their needs. A 2016 report highlighted that 3.6 million children in England are thought to be affected by poor housing, and a higher proportion of children live in overcrowded conditions than any other age group.⁵⁴ Children who live in overcrowded accommodation have an increased risk of developing respiratory conditions, infections and psychological problems.⁵⁵ It can also increase their risk of injury, for example, bed sharing, which is more likely to occur in overcrowded houses, has been identified as a factor contributing to Sudden Infant Death Syndrome (SIDS). Sleep disturbance is also more common amongst children in overcrowded households. Overall, overcrowded conditions present a potential source of stress and can negatively impact a child's emotional and physical health in the long term.⁵⁶

⁴² Joseph Rowntree Foundation (2007) 'Demolition, Relocation and affordable rehousing: Lessons from the housing market renewal pathfinders'. Available at: <https://www.jrf.org.uk/report/addressing-housing-affordability-clearance-and-relocation-issues-housing-market-renewal>

⁴³ BME Health Forum (2010) 'Good Access in Practice: Promoting community development in the delivery of healthcare'. Available at: http://bmehf.org.uk/files/9013/6536/5135/Good_Access_in_Practice_final.pdf

⁴⁴ Tunstall, H., Pickett, K. and Johnsen, S. (2010): 'Residential mobility in the UK during pregnancy and infancy: Are pregnant women, new mothers and infants 'unhealthy migrants'?'

⁴⁵ NHS (2016): 'Deep vein thrombosis'; Royal College of Physicians and Faculty of Occupational Medicine (date unknown): 'Advising women with a healthy, uncomplicated, singleton pregnancy on: heavy lifting and the risk of miscarriage, preterm delivery and small for gestational age'

⁴⁶ Care Quality Commission (2015): '2015 survey of women's experiences of maternity care'. Available at: https://www.cqc.org.uk/sites/default/files/20151215b_mat15_statistical_release.pdf

⁴⁷ Joseph Rowntree Foundation (2008): 'Financial inclusion in the UK: Review of policy and practice'. Available at: <https://www.jrf.org.uk/sites/default/files/jrf/migrated/files/2234.pdf>

⁴⁸ Financial Conduct Authority (2016) 'Access to Financial Services in the UK' Available here: <https://www.fca.org.uk/publication/occasional-papers/occasional-paper-17.pdf>

⁴⁹ Joseph Rowntree Foundation (2007) 'Demolition, Relocation and affordable rehousing: Lessons from the housing market renewal pathfinders'. Available at: <https://www.jrf.org.uk/report/addressing-housing-affordability-clearance-and-relocation-issues-housing-market-renewal>

⁵⁰ 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>

⁵¹ Department for Work and Pensions (2015) 'Low income'

⁵² Resolution Foundation (2007): 'In brief: Financial exclusion'.

⁵³ 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>

⁵⁴ National Children's Bureau (2016): 'Housing and the health of young children: Policy and evidence briefing for the VCSE sector'. Available at: <https://www.ncb.org.uk/sites/default/files/field/attachment/Housing%20and%20the%20Health%20of%20Young%20Children.pdf>

⁵⁵ 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>

⁵⁶ National Children's Bureau (2016): 'Housing and the health of young children: Policy and evidence briefing for the VCSE sector'. Available at: <https://www.ncb.org.uk/sites/default/files/field/attachment/Housing%20and%20the%20Health%20of%20Young%20Children.pdf>

Disabled people

Disabled people (particularly those with mobility impairments) often experience difficulties trying to find a suitable, accessible home. A report by Leonard Cheshire Disability highlights that only 4% of those with mobility impairments who have looked for accessible homes said they were easy to find. In addition, they also found that some disabled people have also experienced difficulties in terms of local authorities being reluctant to fund adaptations that would allow them to live independently.⁵⁷

A report published by the Equality and Human Rights Commission has further highlighted some of the existing issues in terms of housing for disabled people. The report states that across all housing tenures, there is a severe shortage of accessible housing. For example, one in three disabled people living in private rented properties live in unsuitable accommodation. This figure is one in five for disabled people living in social housing, and one in seven for disabled people who own their own home. Overall, in England, only 7% of homes offer the basic four accessibility features to make a home fully accessible (level access to the entrance, a flush threshold, sufficiently wide doorways and circulation space, and a toilet at entrance level).⁵⁸ One conclusion of the report was that there are too many gaps in data held by local authorities. For example, 65% of local authorities do not know whether its social or affordable rented housing stock is accessible.⁵⁹

People with a disability who live in social housing could experience particularly acute effects. The introduction of 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.⁶⁰

BAME

Research by the Runnymede Trust highlighted that people from all BAME groups are more likely to live in overcrowded housing when compared to the White British population. For example, around 40% of Black African and 36% of Bangladeshi people in the UK live in overcrowded housing.⁶¹

BAME households may also be impacted by the availability of affordable housing when relocating to new areas. It was reported in 2017 that rents are less affordable for most BAME

groups when compared to White British households.⁶² Two-fifths of people from a BAME background live in low-income households.⁶³ Additionally, evidence from the Runnymede Trust suggests that BAME communities are more likely to experience homelessness than their white counterparts.⁶⁴ Therefore, it is possible that BAME households could experience difficulties in finding suitable housing that accommodates their needs.

Older people

When relocating, a lack of affordable and/or quality housing is more likely to adversely affect older people (and particularly pensioners) who have lower average incomes than working-age people and are therefore less likely to be able to secure additional sources of income to buy a new property.⁶⁵ Research by the Joseph Rowntree Foundation found that older people often lack the same financial means and income flexibility compared to other age groups, especially younger people and those in employment.⁶⁶ A lack of financial means can limit the range of ownership options available to older people and relocation may cause older people to use savings and investments in order to secure a new home. This can potentially affect their long-term financial independence and stability.⁶⁷ Research from the Council of Mortgage Lending shows that older people only account for one per cent of all mortgage lending, which further indicates that they may experience difficulties in accessing finance to facilitate relocation.⁶⁸

Older people are also more likely to need specialist housing which meets their needs. Evidence estimates that the potential national demand for specialist retirement housing, which cannot be met from existing stock.⁶⁹ As such, it is likely to be more difficult for older people to relocate to appropriate housing. Health effects, such as increases in respiratory disease, have been associated with poor housing and could arise as a consequence of the need to relocate to a less well-suited property. Older people have a higher rate of health conditions such as respiratory disease, compared to the general population. This makes such effects more likely to arise amongst this group.⁷⁰

A.1.4 Health effects

Relocation can have a negative impact on an individual's mental health and well-being, as measured by the SF-12 Mental Health Composite Score⁷¹ and Warwick-Edinburgh Mental Wellbeing Scale test.⁷² These tests have shown that relocation can create increased levels of depression and anxiety.⁷³ The associated impacts have been found to be more severe when there is a lack of perceived lack of control over the decision.⁷⁴ This stress has been attributed to

⁵⁷ Leonard Cheshire Disability (2014): 'The hidden housing crisis' Available at:

<https://www.leonardcheshire.org/sites/default/files/Hidden%20Housing%20Crisis%20July%202014.pdf>

⁵⁸ DCLG (2015). 'English Housing Survey: Adaptations and Accessibility Report' Available at:

https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/539541/Adaptations_and_Accessibility_Report.pdf

⁵⁹ Equality and Human Rights Commission (2018): 'Housing and disabled people: Britain's hidden crisis'. Available at:

<https://www.equalityhumanrights.com/sites/default/files/housing-and-disabled-people-britains-hidden-crisis-main-report.pdf>

⁶⁰ 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.

⁶¹ Runnymede Trust (2016) 'Ethnic Inequalities in London: Capital For All'. Available at:

<https://www.runnymedetrust.org/uploads/images/London%20Inequality%20report%20v3.pdf>

⁶² Shelter (2017) 'BAME homelessness matters and is disproportionately rising – time for the government to act'. Available at:

<http://blog.shelter.org.uk/2017/10/bame-homelessness-matters-and-is-disproportionately-rising-time-for-the-government-to-act/>

⁶³ The Poverty Site (2017). See: <http://www.poverty.org.uk/06/index.html>

⁶⁴ Runnymede Trust (2014) 'Black and Asian Britons more likely to be homeless or live in overcrowded houses'.

<https://www.runnymedetrust.org/news/558/272/Black-and-Asian-Britons-more-likely-to-be-homeless-or-live-in-overcrowded-homes.html>

⁶⁵ Council of Mortgage Lending. (2015): 'Pension tension: the challenges for older borrowers'

⁶⁶ Joseph Rowntree Foundation. (2007): 'Demolition, Relocation and affordable rehousing: Lessons from the housing market renewal pathfinders.'

⁶⁷ Joseph Rowntree Foundation. (2007): 'Demolition, Relocation and affordable rehousing: Lessons from the housing market renewal pathfinders'

⁶⁸ Council of Mortgage Lending. (2015): 'Pension tension: the challenges for older borrowers'

⁶⁹ Housing Age UK (2014): 'Housing in later life'

⁷⁰ Housing Age UK (2014): 'Housing in later life'

⁷¹ The SF-12 is a multipurpose short form survey with 12 questions, all selected from the SF-36 Health Survey (Ware, Kosinski, and Keller, 1996). The questions are combined, scored, and weighted to create two scales that provide glimpses into mental and physical functioning and overall health-related-quality of life.

⁷² The Warwick-Edinburgh Mental Well-being scale was developed to enable the monitoring of mental wellbeing in the general population and the evaluation of projects, programmes and policies which aim to improve mental wellbeing. WEMWBS is a 14 item scale with 5 response categories, summed to provide a single score ranging from 14-70. The items are all worded positively and cover both feeling and functioning aspects of mental wellbeing.

⁷³ Cleland, C., Kearns, A., Tannahill, C. and Ellaway, A. (2016). The impact of life events on adult physical and mental health and well-being: longitudinal analysis using the GoWell health and well-being survey. Available at: <https://bmresnotes.biomedcentral.com/articles/10.1186/s13104-016-2278-x>

⁷⁴ Thomson H, Petticrew M, Douglas M. (2003): 'Health impact assessment of housing improvements: Incorporating research evidence'. Available at: <https://www.ncbi.nlm.nih.gov/pmc/articles/PMC1732281/pdf/v057p00011.pdf>

the anticipation of disruption, extra costs for residents and undermining of community stability and support networks.

Children, young people, older people and disabled people

Relocation can create a great deal of stress and anxiety amongst **children** and **young people** due to the need to adapt to new routines, facilities and surroundings.⁷⁵

There is also evidence that involuntary relocation can have a significant impact on **older people**. For example, it has been shown that mortality rates for those moved involuntarily due to urban renewal (either temporarily or permanently) can be higher than non-movers and those who move voluntarily.⁷⁶

As noted above, for older people and disabled people, the loss of community connections due to relocation may lead to feelings of isolation and loneliness, which are in turn linked to negative health outcomes such as poorer mental health, a higher likelihood of developing certain health conditions (e.g. obesity and alcoholism) and a greater risk of hospitalisation.⁷⁷

Older people and disabled people are also likely to be disproportionately affected by changes in air quality that may occur throughout the demolition and construction stages of a scheme. Older people with respiratory conditions such as asthma are likely to be more susceptible to the effects of air pollution when compared to other groups. This is particularly the case if they have underlying COPD (Chronic Obstructive Pulmonary Disease).⁷⁸ Disabled people with heart or lung conditions are also at an increased risk of becoming ill and needing treatment as a result of air pollution.⁷⁹

Noise pollution may arise as a result of demolition and construction. Research has linked noise pollution to several adverse outcomes for older people, including cardiovascular diseases, sleep disturbance, tinnitus, and stress.⁸⁰

Expectant mothers and children

There are associated health effects related to the demolition of housing and the displacement from housing. For example, it has been found that the birth weight of babies can be affected by demolition and displacement. This is due to the potential for expectant mothers to experience an increase in stress and loss of social support when displacement occurs.⁸¹ As the redevelopment involves both demolition and relocation, it is possible that this adverse impact may arise.

Children are likely to be disproportionately affected by changes in noise pollution and air quality that may occur throughout the demolition and construction stages of a scheme. Noise

associated with demolition and construction can also impact the health of vulnerable people remaining in the nearby community. Research shows that noise can negatively affect children's cognitive learning and memory.⁸²

Exposure to air pollution during infancy can result in neurodevelopment and long-term cognitive health problems.⁸³ In addition, research from Asthma UK highlights that air pollution is more detrimental to children when compared to other age groups with the condition. This is due to children have faster breathing rates and lungs that are still developing.⁸⁴

Lastly, antenatal exposure to air pollution may alter the lung development of a baby whilst in the womb. If a baby is exposed to significant levels of air pollution, this can increase the risk of premature birth and low birth weight.⁸⁵

A.1.5 Safety and security

In the lead up to the renewal process and during the decanting and demolition of properties in the area, properties will be vacated and can fall into disrepair. This can attract unwanted activity including anti-social behaviour and crime such as increased vandalism, arson, break-ins and other damage to neighboring homes.⁸⁶

Children, young people, older people, disabled people, BAME groups, LGBT people, men and women

This potential increase in crime can impact a number of vulnerable groups remaining in the community during demolition who are more likely to be a victim or witness of crime. An Ipsos MORI survey on public views of policing in England and Wales in 2016 determined that groups who were more likely to have had contact with their local police as a victim or witness include: young people aged 16-34, disabled people, those from BAME backgrounds, and lesbian, gay, bisexual and transgender (LGBT) people.⁸⁷

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

- Men are more likely to be victims of violent crime than women.⁸⁸
- Mixed and Asian ethnic groups are more likely to have said they were victim of crime compared to white people.⁸⁹
- Younger people aged 16 to 24 are more likely to be victims of violence than those in older age groups.⁹⁰

⁷⁵ Sandstrom, H and Huerta, S (2013): 'The Negative Effects of Instability on Child Development'. Available at: <https://www.urban.org/sites/default/files/publication/32706/412899-The-Negative-Effects-of-Instability-on-Child-Development-A-Research-Synthesis.PDF>

⁷⁶ Danermark BD, Ekstrom ME and Bodin LL (1996): 'Effects of residential relocation on mortality and morbidity among elderly people'. Available at: https://www.academia.edu/19474641/Effects_of_residential_relocation_on_mortality_and_morbidity_among_elderly_people

⁷⁷ IoTUK (2017) 'Social Isolation and Loneliness in the UK'. Available at: <https://iotuk.org.uk/social-isolation-and-loneliness-report/>

⁷⁸ Asthma UK (2017): 'Pollution'. Available at <https://www.asthma.org.uk/advice/triggers/pollution/>

⁷⁹ Department for Environmental Food and Rural Affairs (2013): 'Guide to UK Air Pollution Information Resources'. Available at:

⁸⁰ World Health Organisation (2011): 'Burden of disease from environmental noise Quantification of healthy life years lost in Europe'. Available at: http://www.who.int/quantifying_ehimpacts/publications/e94888.pdf?ua=1

⁸¹ 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>

⁸² Gupta, A. et al (2018): 'Noise Pollution and Impact on Children Health'. Available at: <https://link.springer.com/article/10.1007/s12098-017-2579-7>

⁸³ Royal College of Physicians (2016) 'Every breath we take: the lifelong impact of air pollution'. Available at: <https://www.rcplondon.ac.uk/projects/outputs/every-breath-we-take-lifelong-impact-air-pollution>

⁸⁴ Asthma UK (2017): 'Pollution'. Available at <https://www.asthma.org.uk/advice/triggers/pollution/>

⁸⁵ British Lung Foundation (2016): 'How air pollution affects your children's lungs'. Available at: <https://www.blf.org.uk/support-for-you/signs-of-breathing-problems-in-children/air-pollution>

⁸⁶ 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.icevirtuallibrary.com/doi/abs/10.1680/udap.2010.163.4.205>

⁸⁷ Ipsos MORI (2016): 'Public views of policing in England and Wales'. Available at: <https://www.ipsos.com/sites/default/files/migrations/en-uk/files/Assets/Docs/Publications/sri-public-views-of-policing-in-england-and-wales.pdf>

⁸⁸ Office for National Statistics (2018) 'The nature of violent crime in England and Wales: year ending March 2018' Available at: <https://www.ons.gov.uk/peoplepopulationandcommunity/crimeandjustice/articles/thenatureofviolentcrimeinenglandandwales/yearendi-ngmarch2018>

⁸⁹ Gov.uk (2019) 'Victims of crime'. Available at: <https://www.ethnicity-facts-figures.service.gov.uk/crime-justice-and-the-law/crime-and-reoffending/victims-of-crime/latest>

⁹⁰ Gov.uk (2019) 'Victims of crime'. Available at: <https://www.ethnicity-facts-figures.service.gov.uk/crime-justice-and-the-law/crime-and-reoffending/victims-of-crime/latest>

In addition, the fear of crime is also more prevalent amongst the following groups, and consequently this can have an effect on individual mental health and wellbeing.⁹¹

- Evidence from Age UK suggests that although older people are generally at a lower risk of crime compared to other ages, they are often more fearful of crime.⁹²
- Fear of crime can be an issue for women when they are travelling. Data from the ONS Crime Survey for England and Wales suggests that women fear more for their safety than men when walking alone at night – two fifths of women reported feeling 'somewhat unsafe' and one in eight reported feeling 'very unsafe'.⁹³
- A study by Transport for London highlights that BAME individuals are more likely to express concerns over safety and security when travelling (particularly after dark) than white people and are more likely to say that their frequency of travel is affected 'a lot' or 'a little' due to these concerns.⁹⁴
- Research from Stonewall demonstrates that LGBT people often fear for their safety and well-being in public spaces and on pedestrian journeys.⁹⁵

It has been suggested that fear of crime can contribute to social isolation, particularly for vulnerable groups such as children, older people, BAME groups and women.⁹⁶

A.1.6 Accessibility and mobility in the surrounding area

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

Children

Changes in road traffic levels may reduce children's access to community and recreational facilities due to road severance and traffic delays.⁹⁷ Increased traffic in proximity to schools, or community facilities that are frequently used by children can also impact their concentration and long-term cognitive development.⁹⁸

Disabled people

Research shows that the presence of vehicular traffic can present a barrier for disabled people accessing community resources. National Travel Survey data shows disabled people are generally more likely to experience travel difficulties in the daily trips that they make.⁹⁹ Disabled people who travel by car are more likely to report difficulties due to congestion and roadworks, especially where the severity of the disability increases.¹⁰⁰ Short-term change to

transport networks and road alignment can act as a barrier for disabled people wanting to access community facilities, exacerbating issues such as loneliness and social isolation.¹⁰¹

Older people

Changes to surface transport resulting from renewal of a housing estate may affect how older people interact with community facilities.¹⁰² Older people may find it difficult to access public spaces further away from their home or integrate into new social networks, due to severance caused by increases in road traffic.¹⁰³

A.1.7 Information and communication

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

Best practice guidance¹⁰⁴ and evidence suggests that the following processes can ensure that information documents are fully accessible to everyone and reduce concerns regarding access to information:

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

A.2 Impacts on businesses during renewal

A.2.1 Barriers to reemployment

The Final Option may result in the closure and relocation of businesses. These changes may create redundancies or result in current staff being unable to access future employment at a different location. The following protected characteristic groups face barriers to employment and are therefore more likely to be affected by loss of existing employment due to business closure or relocation.

Older people

Research suggests that those who are older when they are made redundant experience additional barriers to returning to employment, one of these is the potential challenge of

⁹¹ Stafford, M et al. (2006) 'Association between fear of crime and mental health and physical functioning'. Available at: <https://www.ncbi.nlm.nih.gov/pmc/articles/PMC2040373/>

⁹² Age UK (2006) 'Crime and fear of crime: help the aged policy statement 2006'. Available at: https://www.ageuk.org.uk/documents/en-gb/for-professionals/communities-and-inclusion/crime_and_fear_of_crime_2006_pro.pdf?dtrk=true

⁹³ ONS (2015) Crime Survey for England and Wales. Available at: <https://www.ons.gov.uk/peoplepopulationandcommunity/crimeandjustice/bulletins/crimeinenglandandwales/2015-07-16>

⁹⁴ Transport for London (2013) 'Attitudes to Safety and Security – Annual Report'. Available at: <https://tfl.gov.uk/corporate/publications-and-reports/safety-and-security>

⁹⁵ Stonewall (2017) LGBT in Britain: Hate Crime. Available at: <https://www.stonewall.org.uk/comeoutforLGBT/qbt-in-britain/hate-crime>

⁹⁶ Lorenc, T et al (2013) 'Fear of crime and the environment: systematic review of UK qualitative evidence'. Available at: <https://www.ncbi.nlm.nih.gov/pmc/articles/PMC3666893/>

⁹⁷ Hiscock, R. and Mitchell, R (2011) 'What is needed to deliver places that provide good health to children?' Available at: http://www.edphis.org.uk/Report_on_Place_and_Children.pdf

⁹⁸ Institute of Education (2001): 'The effect of travel modes on children's mental health, cognitive and social development: a systematic review'

⁹⁹ Department for Transport (2019): 'National Travel Survey: 2018'

¹⁰⁰ Department for Transport (2017) 'Disabled people's travel behaviour and attitudes to travel' Available at: https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/647703/disabled-peoples-travel-behaviour-and-attitudes-to-travel.pdf

¹⁰¹ Equality and Human Rights Commission (2017): 'Being disabled in Britain: a journey less equal'

¹⁰² DfT (2017): Health impact analysis for the draft Airports National Policy Statement'

¹⁰³ NatCen (2019): 'Transport, health and wellbeing: an evidence review for the Department for Transport'

¹⁰⁴ Change (2015): 'how to make information accessible: a guide to producing easy read documents' Available at: [How-to-make-info-accessible-guide-2016-Final \(changepeople.org\)](https://www.changepeople.org/accessible-guide-2016-final) Department for Health and Social Care (2010): 'Making written information easier to understand for people with learning disabilities' Available at: [Making written information easier to understand for people with learning disabilities - GOV.UK \(www.gov.uk\)](https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/647703/making-written-information-easier-to-understand-for-people-with-learning-disabilities-GOV-UK) MENCAP (date unknown): 'Making myself clear' Available at: [Making-Myself-Clear.pdf \(accessibleinfo.co.uk\)](https://www.mencap.org.uk/accessibleinfo)

securing interviews for new positions.¹⁰⁵ According to research by Age UK, once unemployed, only 23% of people aged 50 years or above secure a new job within three months (compared to 35% of 35-49-year olds).¹⁰⁶ Research by Anglia Ruskin University found that older white British men were 22% less likely to be invited for interview when compared to their 28-year-old counterparts, and that that ageism increases for older male BAME applicants and female applicants.¹⁰⁷ These groups may therefore experience disproportionate negative effects as a result of the loss of existing businesses and associated employment.

As **older people** may be more likely to own their own business, they may find relocation much more difficult than other groups. According to ONS data there were 4.6 million self-employed people in the UK at the end of 2015, which was an increase from 3.8 million in 2008; 43% of those were over 50.¹⁰⁸ After the 2008 recession, many older people were made redundant and there was a widely-reported lack of jobs suitable for people over the age of 50,¹⁰⁹ with many finding it difficult to find a new employer. Many took this as an opportunity to start their own businesses. Therefore, older business owners may be more likely to be disproportionately affected by relocation, particularly due to the time it takes to establish and build a customer base in a new location.

Older people, and people from BAME backgrounds may be disproportionately impacted by the potential closure of small businesses, where self-employment is common. Research shows that part-time self-employment is highest among those over the age of 55, and that older people are the fastest growing age group of self-employed people, with those aged over 70 showing the greatest increase of those becoming self-employed out of the total UK workforce between 2001 and 2015.¹¹⁰

Disabled people

According to research from the Equality and Human Rights Commission, disabled people are more likely to experience barriers to employment than non-disabled people. More than a third of disabled people in employment (36 per cent) say that they are limited in the amount or type of work that they do compared with less than a fifth (19 per cent) of non-disabled people. This increases to (66 per cent) for unemployed disabled people who say they are limited in the amount or type of work they could do, compared to 31 per cent of unemployed non-disabled people.¹¹¹ This means that disabled people could be disproportionately impacted by loss of employment, particularly if their current working conditions would be difficult to find or replicate elsewhere, or if they have to travel further to work.

BAME groups

People from a BAME background may be disproportionately impacted by loss of employment, as they are more likely to experience unemployment and face barriers to employment and social mobility. Research has shown that while educational attainment among people of minority

ethnic backgrounds has improved, this has not been reflected in social mobility and job opportunities.¹¹² People from a BAME background are also more likely to be unemployed. In 2017, just under 4% of White people were unemployed, compared with 8% from all non-White ethnic groups combined. Pakistani and Bangladeshi ethnic groups had the highest rate of unemployment, at 10%.¹¹³

A.2.2 Impact of redundancy on health and well-being

Older people

Involuntary job loss due to redevelopment may have disproportionate health effects for older workers. Older workers are at an increased risk of cardiovascular disease due to increased stress resulting from contributing factors such as a lower likelihood of re-employment, a substantial loss of income and the severance of work-based social interactions.¹¹⁴

Children

Involuntary redundancy may also disproportionately impact the wellbeing of children. Research has shown that redundancy can create an increased risk of family tension and disruption, and that job loss can have detrimental effects on children including lowered self-esteem and socio-psychological well-being.¹¹⁵ This is, in turn, is connected to effects on children's education attainment. Studies have shown that effects of parental redundancy on children including higher likelihood of grade repetition, dropout, suspension or expulsion from school, lower educational attainment and lower income of children in adulthood.¹¹⁶

A.2.3 Access to commercial finance

Renewal may result in effects on trade, relocation or closure. This may result in a need to access finance, which can be more difficult for particular groups

For businesses, redevelopment and renewal may result in relocation or closure. This may result in a need to access finance to secure new premises.

BAME groups

Research indicates that businesses owned by members of some ethnic groups are more likely to be denied a loan outright in comparison to White-owned businesses. Black African owned businesses are four times more likely to be denied a loan outright, Black Caribbean-owned businesses are three and a half times more likely, Bangladeshi-owned businesses are two and a half times more likely, and Pakistani-owned businesses are one and a half times more likely. This suggests that BAME-owned businesses tend to experience greater difficulties in securing

¹⁰⁵ Leeds University Business School (2004). 'The Economic and Social Impact of Redundancies from Corus and Allied Steel and Wire in Wales'

¹⁰⁶ Age UK (2013). 'Older Workers at High Redundancy Risk' available at: <https://www.ageuk.org.uk/latest-press/archive/older-workers-at-high-redundancy-risk/>

¹⁰⁷ 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

¹⁰⁸ Chartered Institute of Personnel and Development (2018): Megatrends

¹⁰⁹ Chartered Institute of Personnel and Development (2018): Megatrends

¹¹⁰ Institute of Directors (2017) 'The Age of the Older Entrepreneur'. Available at: <https://www.iod.com/Portals/0/PDFs/Campaigns%20and%20Reports/Start%20ups/Older-Entrepreneur-Report-LoD.pdf>

¹¹¹ 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>

¹¹² Brown, L., Heath, A., Li, Y., & Nazroo, J. (2013). *Addressing ethnic inequalities in social mobility: research findings from the CoDE and Cumberland Lodge policy workshop*. Available at: <http://hummedia.manchester.ac.uk/institutes/code/briefings/policy/code-social-mobility-briefing-Jun2014.pdf>

¹¹³ Annual population survey (2018). 'Ethnicity facts and figures: Unemployment'

¹¹⁴ 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. Available at: <https://www.ncbi.nlm.nih.gov/pmc/articles/PMC1351254/pdf/nihms-6175.pdf>

¹¹⁵ 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/>

¹¹⁶ 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/>

financial support, which could be detrimental where redevelopment results in a reduction in affordable commercial premises.¹¹⁷

A.3 Impact on community following renewal process

A.3.1 Tackling crime and disorder

Levels of crime have in part be attributed to the urban environment. Using theoretical approaches such as Rational Choice Theory¹¹⁸ and Broken Windows Theory,¹¹⁹ a strong argument has developed which links the design of neighbourhoods and towns to levels of crime and disorder.¹²⁰ 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)¹²¹ 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%.¹²²

Children, young people, older people, disabled people, BAME groups, men, women and LGBT people

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

A.3.2 Improved access, mobility and navigation

Aging and being disabled can lead to a decline in physical or cognitive functions, resulting in decreased social activity and narrowing of social networks.¹²³ Leisure activities are considered to be effective mediators between social relationships and wellbeing of **older people** and **disabled people**. This is because leisure is scientifically proven to help people overcome their stress resulting from a chronic condition or negative life event. Leisure activities provide disabled and old people with social support, and further mediate their stress-health relationship. Availability of leisure services and facilities could therefore benefit older and disabled people, who are in a greater need for social interaction than the general population.¹²⁴

A.3.3 Improve public realm and green space

The ability to access and use the public realm is vitally important to ensuring people feel that they are active members of their society. This includes basic activities such as using local shops or meeting up with people in a shared space outside close to home.¹²⁵

However, it has been acknowledged that **disabled people** and **BAME** communities are less likely to take part in public life than other sections of the population.¹²⁶ For disabled people, public spaces can often be inaccessible. The presence of vehicular traffic and lack of accessible design (such as the use of appropriate paving and lighting) can present a barrier to using outdoor, shared public spaces.¹²⁷ And, evidence suggests that in areas where over 40% of residents are BAME, there is 11 times less green space when compared to areas where residents are largely White.¹²⁸

The inclusion of community gardens and other public green spaces through redevelopment can also benefit **older people, children, and disabled people**. Research reports that interaction with nature or gardening can improve attentional functioning for children who have Attention Deficit Hyperactivity Disorder (ADD) and can also reduce stress levels and improve self-esteem for children. Such inclusion can also improve self-identity and a sense of purpose for those with dementia, and can generally improve social interaction, social mixing, and community building.¹²⁹

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

Disabled people

Research into the health benefits of urban green space has found that it can positively impact both physical and mental health. With physical health, a UK study found that those who live within 500 meters of accessible green space are 24% more likely to take part in 30 minutes of physical activity daily. In terms of mental health, green space can provide areas that encourage social interaction and integration and can indirectly benefit the wellbeing of users.¹³⁰

BAME

Research has found that in urban areas BAME groups tend to have less access to local green space, and the space they can access is often of poor quality. For example, in the UK, wards that have a BAME population of less than 2% have six times as much green space as wards where the BAME population is over 40%.¹³¹ The provision of green space is therefore likely to benefit this group.

Children

¹¹⁷ Enterprise Research Centre (2013): 'Diversity and SMEs'. Available at: https://www.enterpriseresearch.ac.uk/wp-content/uploads/2013/12/ERC-White-Paper-No_3-Diversity-final.pdf

¹¹⁸ Felson and Clarke (1998) 'Opportunity Makes the Thief, Practical Theory of Crime Prevention'. Available at: <https://pdfs.semanticscholar.org/09db/dbce90b22357d58671c41a50c8c2f5dc1cf0.pdf>

¹¹⁹ Wilson and Kelling (1982) 'Broken Windows: The police and neighbourhood safety'. Available at: <https://www.theatlantic.com/magazine/archive/1982/03/broken-windows/304465/>

¹²⁰ 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>

¹²¹ Jeffery (1971) 'Crime Prevention Through Environmental Design'. Sage publications

¹²² 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>

¹²³ Wray et al. (2014): 'Social relationships, leisure activity and health in older adults' Available at: <https://www.ncbi.nlm.nih.gov/pmc/articles/PMC4467537/>

¹²⁴ Liu et al. (2018): 'Social interaction patterns of the disabled people in asymmetric social dilemmas' Available at: <https://www.frontiersin.org/articles/10.3389/fpsyg.2018.01683/full>

¹²⁵ House of Commons Women and Equalities Committee (2017): 'Building for Equality: Disability and the Built Environment'.

¹²⁶ Greater London Authority (2017): 'The Mayor's vision for a diverse and inclusive city: Draft for consultation'.

¹²⁷ House of Commons Women and Equalities Committee (2017): 'Building for Equality: Disability and the Built Environment'.

¹²⁸ CABE (2016): 'Community green: using local spaces to tackle inequality and improve health'.

¹²⁹ Maheshwari, S. (2017). 'Food in the City: Review of Psychological Impact of Growing Food in Urban Spaces'. *Journal of Innovation for Inclusive Development*, 2(1), 36-43.

¹³⁰ Houses of Parliament, Parliamentary Office of Science & Technology (2016): 'Green Space and Health'. Available at: <https://www.ethnicity-facts-figures.service.gov.uk/housing/housing-conditions/fuel-poverty/latest>
<http://researchbriefings.files.parliament.uk/documents/POST-PN-0538/POST-PN-0538.pdf>

¹³¹ Commission for Architecture and the Built Environment (2010): 'Community green: Using local spaces to tackle inequality and improve health'. Available at: <https://www.designcouncil.org.uk/sites/default/files/asset/document/community-green-full-report.pdf>

Children are likely to benefit from urban green space. Research carried out by UCL highlighted that urban green space can have a positive role in a child's cognitive functioning. The study found that children who lived in areas with more green space outperformed those from areas with less green space.¹³² Exposure to green space is also important for a child's wellbeing and healthy development. However, children living in London can experience barriers in access to green space compared to the rest of the UK. This is due to the high population densities, deficiencies in green space and poor access to private gardens that are characteristic of London.¹³³

The presence of urban green space also presents an opportunity to incorporate play space into regeneration schemes. Research by Play England has highlighted the benefits of play to children, and how play is central to a child's physical, psychological and social wellbeing. Play space can enable children to form friendships, interact with others and feel part of a group, something that is important to levels of self-esteem. Play space can also encourage children to have familiarity with an area and identify as part of a community. Lastly, ensuring that outdoor play space is fun and enjoyable for children is a key motivator for physical activity and exercise.¹³⁴

Older people

Urban green space may also benefit older people. Evidence suggests that inner-city green space can promote social cohesion and instil a sense of community. Social contact is especially important for the health and wellbeing of older people as social isolation has been linked to poor health and increased mortality rates.¹³⁵

However, in order to ensure the best outcomes, the design and maintenance of green space is important. Well designed and maintained spaces that have attractive green areas and planted vegetation are perceived as safer and more 'walkable'. If green space is not maintained and becomes littered and derelict, the appeal of the green space decreases and anti-social behaviour can occur.¹³⁶ Evidence shows that safety of urban green space is particularly important to women and BAME individuals. These groups may perceive themselves as vulnerable when visiting urban green spaces due to previous experiences of victimisation or harassment. Such experiences can result in these groups feeling fearful of urban green space.¹³⁷

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

A.3.4 Provision of community resource and improved social cohesion

community resources provide important places of social connection and promote wellbeing for children, older people, disabled people, people from a BAME background and pregnant women. Regeneration of areas can include both continued access to and the creation of community

resources, improving social cohesion and community relations. This can impact on all parts of the community, but can have a disproportionate effect on the above groups

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, BAME communities, and those who identify as LGBT.¹³⁸

A.3.5 New employment opportunities

Renewal and regeneration where done effectively can act as a means of promoting economic growth and supporting job creation.¹³⁹ For example, property development can contribute to urban economic regeneration through the enabling of local stores to grow and expand, and through attracting investment to the area and revitalising neighbourhoods. It can also facilitate improved connectivity between communities and places of employment and education. Improved opportunities to access employment and education can serve to help address issues of inequality and improve social mobility, this may particularly benefit the protected characteristic groups who are more likely to face barriers to employment. These groups include older people, disabled people, and those from a BAME background.

New opportunities may also positively affect other protected characteristics groups who are more likely to face unemployment, including young people and women. Statistics released in 2018 have shown that for the first time since the 1980s, British women are more likely to be unemployed than men. For young people, amongst those aged 16-24, 11.2% are Not in Education, Employment or Training (NEET). Recent unemployment statistics for the UK show that young people are around four times more likely to be unemployed than their adult counterparts aged 25-64.¹⁴⁰

A.3.6 Improved housing provision

Regeneration can lead to the relocation of residents. Whilst negative effects can arise as a result of relocation, positive effects may also arise. This is particularly likely to be the case should residents move to an area with more green space, and better air quality. Groups that are susceptible to air pollution (see section **Error! Reference source not found.**), and may therefore benefit from relocation, include children, older people, disabled people and those who are pregnant.

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

Children and older people

¹³² UCL (2018): 'Greener neighbourhoods may be good for children's brains'. Available at:

<https://www.ucl.ac.uk/ie/news/2018/sep/greener-neighbourhoods-may-be-good-childrens-brains>

¹³³ London Sustainable Development Commission (2011): 'Sowing the seeds: Reconnecting London's children with nature'. Available at:

https://www.london.gov.uk/sites/default/files/lscdc_sowing_the_seeds_full_report_2011.pdf

¹³⁴ Play England (2012): 'A literature review on the effects of a lack of play on children's lives'. Available at:

<http://www.playengland.net/wp-content/uploads/2015/09/a-world-without-play-literature-review-2012.pdf>

¹³⁵ World Health Organisation (2016): 'Urban green spaces and health, a review of evidence'. Available at:

http://www.euro.who.int/_data/assets/pdf_file/0005/321971/Urban-green-spaces-and-health-review-evidence.pdf?ua=1

¹³⁶ Houses of Parliament, Parliamentary Office of Science & Technology (2016): 'Green Space and Health'. Available at:

<http://researchbriefings.files.parliament.uk/documents/POST-PN-0538/POST-PN-0538.pdf>

¹³⁷ World Health Organisation (2016): 'Urban green spaces and health, a review of evidence'. Available at:

http://www.euro.who.int/_data/assets/pdf_file/0005/321971/Urban-green-spaces-and-health-review-evidence.pdf?ua=1

¹³⁸ Assembly, N. I. (2010). 'Barriers to Sports and Physical Activity Participation'.

¹³⁹ Communities and Local Government (2012) 'Regeneration to enable growth: A toolkit supporting community-led regeneration'.

Available at: https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/5983/2064899.pdf

¹⁴⁰ UK Government (2018) 'Unemployment'. Available at: <https://www.ethnicity-facts-figures.service.gov.uk/work-pay-and-benefits/unemployment-and-economic-inactivity/unemployment/latest>

Through redevelopment, homes can be re-provided to a high standard, including better sound proofing and lower energy costs and consumption levels.¹⁴¹ With regard to noise, reduced levels due to redevelopment can disproportionately impact children and older people.

With regard to insulation, the Decent Homes Standard (DHS) requires local authorities to make sure all social housing provides a reasonable degree of thermal comfort to its residents. This includes ensuring efficient heating is provided with use of minimum insulation levels. However, the DHS does not require local authorities to ensure all social housing is heated affordably, and therefore does not always automatically serve to address issues such as fuel poverty.¹⁴²

Fuel poverty and cold housing can have several detrimental effects on individual's physical and mental health. Children living in cold homes are more than twice as likely to suffer from a variety of respiratory problems than children living in warm homes. Cold housing can negatively impact children's educational attainment, emotional wellbeing and resilience.¹⁴³

Effects of cold housing are also evident among older people in terms of higher mortality risk, physical health and mental health. Older people spend on average 80% of their time at home, making them more susceptible to cold or damp related health problems. Cold temperatures can increase the levels of minor illnesses such as colds and flu, contribute towards excess winter deaths, negatively affect mental health, and exacerbate existing conditions such as arthritis and rheumatism.¹⁴⁴

Disabled people

Research from disability charity Scope evidences that long term impairments or conditions have a significant impact on energy costs, with many disabled people consuming more energy because of their impairment or condition. In particular those with limited mobility report having to use more heating to stay warm.¹⁴⁵

People from a BAME background

In England, fuel poverty is more common with ethnic minority households when compared to White households.¹⁴⁶ Data shows that in 2015, 16% of ethnic minority households were living in fuel poverty compared to 10% of White households.¹⁴⁷

¹⁴¹ City of Westminster Council (2018): 'My Ebury: Shaping the preferred scenario'.

¹⁴² Centre for Sustainable Energy (2006): 'Tackling fuel poverty at local and regional level: opportunities to deliver action and policies to stimulate success'. Available at: https://www.cse.org.uk/downloads/reports-and-publications/fuel-poverty/tackling_fuel_poverty_at_local_&_regional_level.pdf

¹⁴³ Marmot Review Team (2011) 'The Health Impacts of Cold Homes and Fuel Poverty'. London: Department of Epidemiology and Public Health, University College London.

¹⁴⁴ The Housing and Ageing Alliance (2013) 'Policy Paper: Health, Housing and Ageing', Available at www.housingling.org/HAA/

¹⁴⁵ Scope (2018) 'Out in the Cold', Available at <https://www.scope.org.uk/Scope/media/Images/Out-in-the-cold.pdf>

¹⁴⁶ This does not include White ethnic minority households.

¹⁴⁷ Department for Business, Energy and Industrial Strategy (2017): 'Ethnicity facts and figures: Fuel poverty'. Available at: <https://www.ethnicity-facts-figures.service.gov.uk/housing/housing-conditions/fuel-poverty/latest>

B. Area profile and proportionality

This appendix is split into three sections. Section A.1 provides an overview of the socio-demographic profile of the Estate (the study area outlined in Chapter 2). An overview of community resources is provided in Section A.2. Section A.3 provides the results of socio-demographic monitoring for the area which has been collated through a review of the Starting the Conversation questionnaire administered by Southwark Council.

B.1 Socio-demographic profile of the area

The area profile below provides a wider contextual demographic characterisation of the area in which the Estate falls. The data includes the current social and economic context of the area and relevant comparators, namely the London Borough of Southwark, the Greater London region, and England. In comparing these regions, where the Estate deviates by more than 3%, the difference is considered to be significant and is reported as such.

The demographic data¹⁴⁸ has been sourced from publicly available data and only applies to the resident population.

Age

The tables and figures below show the population for key age groups within the Estate and the above comparator areas. The figures show both the proportion and density of each age group within the different areas.

Children (under 16 years)

The table below indicates that the proportion of people under the age of 16 on the Estate is broadly in line with Southwark, Greater London, and England (18% compared with 19%, 21% and 19% respectively).

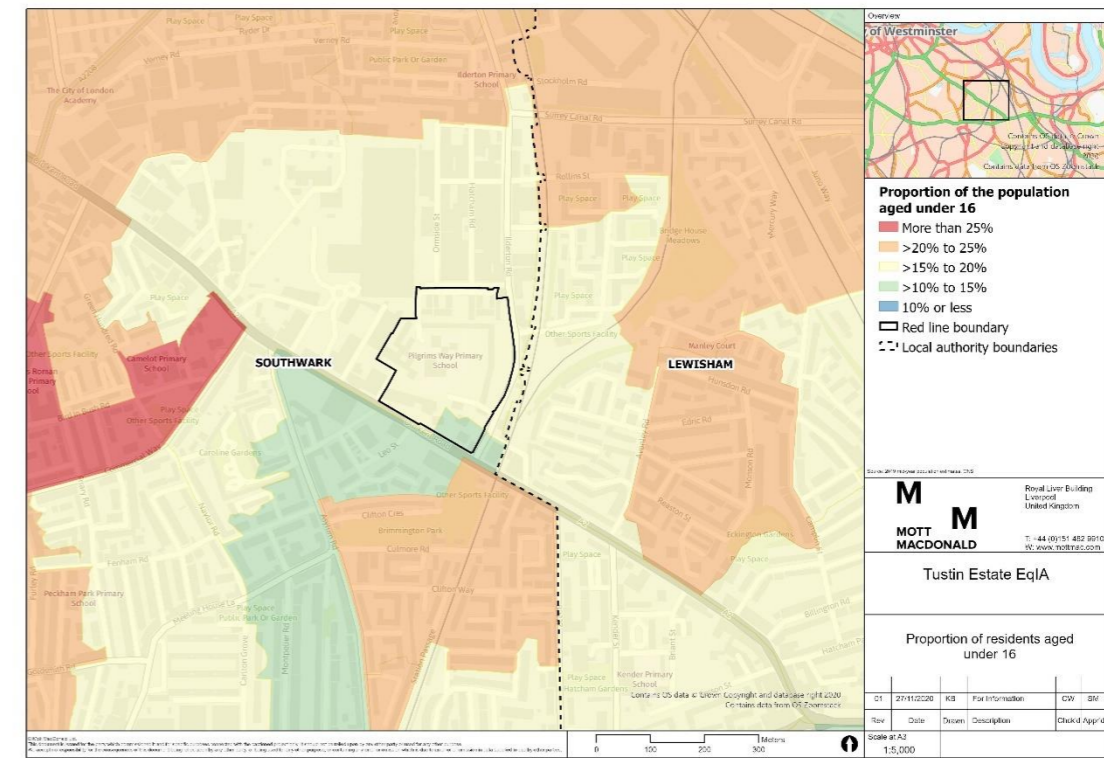
Table B.1: Children (under 16 years)

Location	Total population, 2019	Children (under 16 years)	%
Estate	1,183	213	18%
Southwark	318,830	59,544	19%
Greater London	8,961,989	1,843,581	21%
England	56,286,961	10,816,679	19%

Source: Office for National Statistics (2019) mid- year population estimates

The following figure, Map A.1, illustrates that the proportion of children within the Estate ranges between 11% to 20% of the population; lower than most surrounding areas but higher than the area south of the Estate

Map B.1: Proportion of children under 16 within the Estate

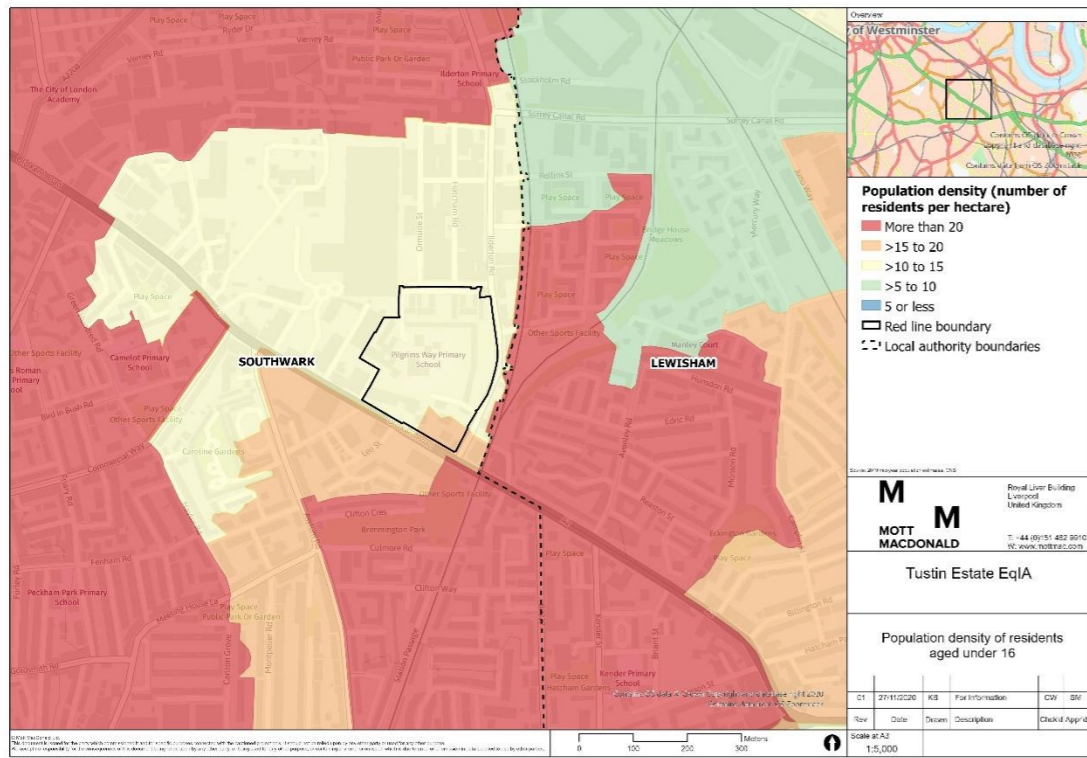


Source: Mott MacDonald

¹⁴⁸ In order to calculate statistics for the Estate, codepoint data was used, which includes a point representing each postcode area. Lower Super Output (LSOA) data is shared between the codepoints that fall within each LSOA, and is summed up for where the codepoints fall within the Estate.

Map A.2, below, illustrates that the density of children within the Estate is lower than most of the surrounding areas, with a density of 11 to 15 children per hectare through most of the Estate.

Map B.2: Population density of children under 16 within the Estate



Source: Mott MacDonald

Young people (16-24 years)

Table A.2 shows that the proportion of young people aged 16-24 within the Estate (10%) is broadly in line with Southwark, Greater London and England (11%, 10% and 11% respectively).

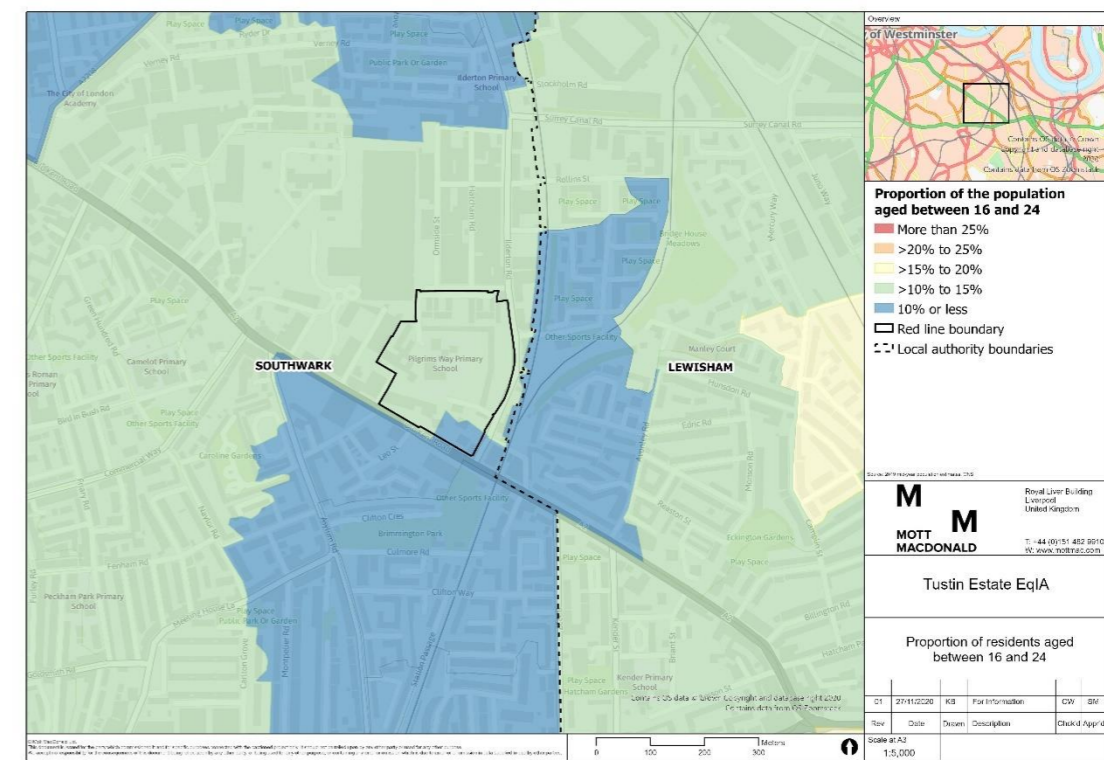
Table B.2: Young people (16-24 years)

Location	Total population, 2019	Young people (16-24 years)	%
Estate	1,183	117	10%
Southwark	318,830	34,910	11%
Greater London	8,961,989	936,049	10%
England	56,286,961	5,953,505	11%

Source: Office of National Statistics (2019) Mid- year population estimates

Map A.3, below, demonstrates that proportions of young people aged 16-24 within the Estate are less than 15% across the Estate. This is broadly in line with most of the surrounding areas, with slightly lower proportions to the north and south.

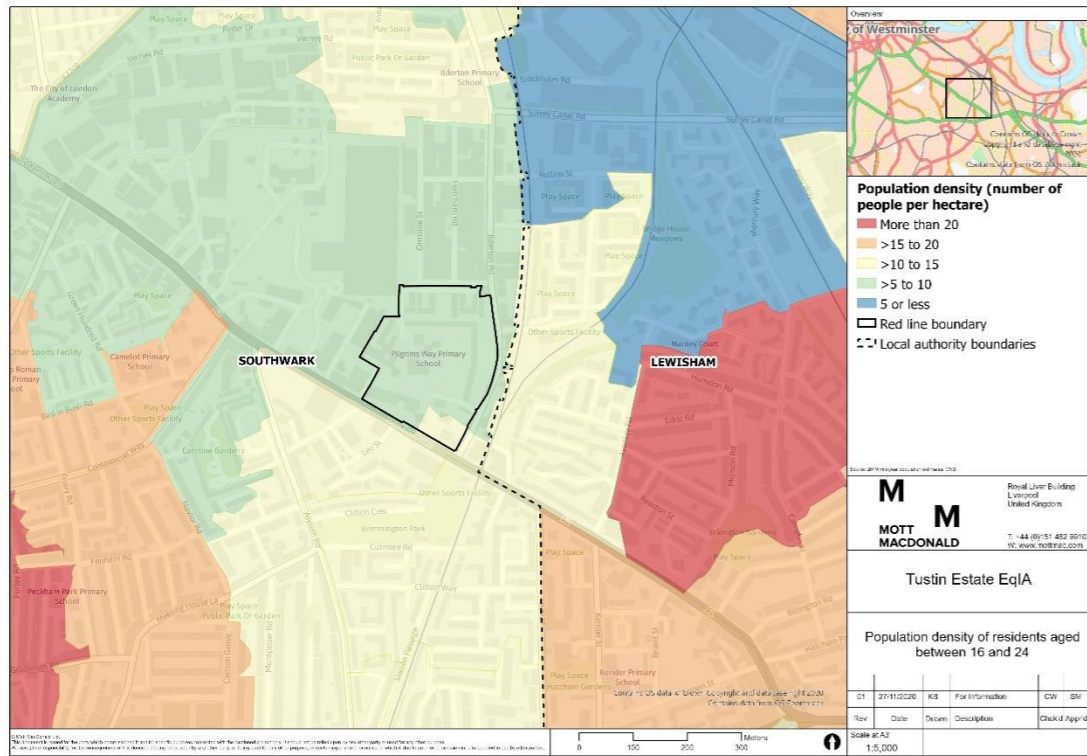
Map B.3: Proportion of young people aged 16-24 within the Estate



Source: Mott MacDonald

Map A.4 illustrates that there are lower population densities of young people aged 16-24 across the Estate when compared to surrounding areas, with approximately 6 to 10 young people per hectare across the estate.

Map B.4: Population density of young people aged 16-24 within the Estate



Source: Mott MacDonald

Working age people (16- 64)

The percentage of working age people (aged between 16 and 64) on the Estate (71%) is broadly in line with that of Southwark (73%) but higher than Greater London and England (67% and 62% respectively).

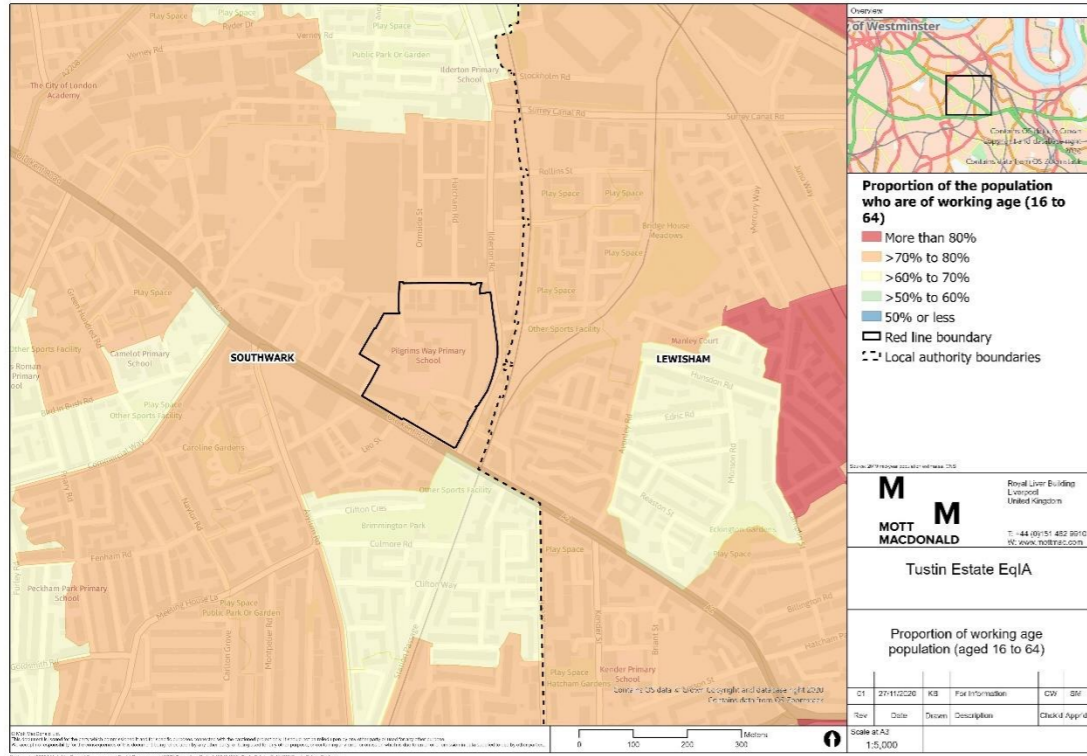
Table B.3: Working age population

Location	Total population, 2019	Working age population	%
Estate	1,183	841	71%
Southwark	318,830	232,156	73%
Greater London	8,961,989	6,036,893	67%
England	56,286,961	35,116,566	62%

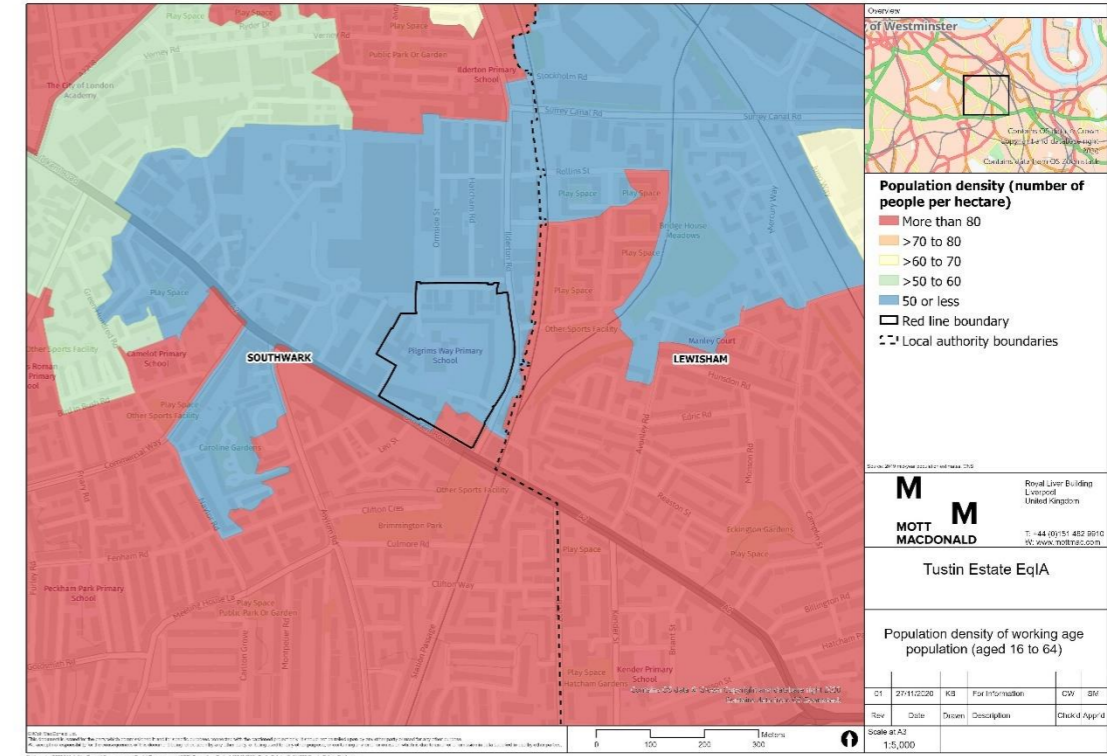
Source: ONS 2019 mid-year population estimates

Map A.5, below, demonstrates that the proportion of working age residents on the Estate is between 71% and 80%, in line with most surrounding areas.

Map B.5: Proportion of residents aged between 16 and 64.



Source: Mott MacDonald



Source: Mott MacDonald

Map A.6, demonstrates that there is a lower density of working age people on the Estate when compared to surrounding areas. Most of the Estate has a density of less than 50 working age people per hectare. However, in a small area in the south east this density rises to more than 80 working age people per hectare.

Map B.6: Population density of working age people

Older people (over 65 years)

The percentage of older people over 65 years within the Estate (11%) is broadly in line with Southwark and Greater London (9% and 12% respectively), but significantly lower than England as a whole (18%).

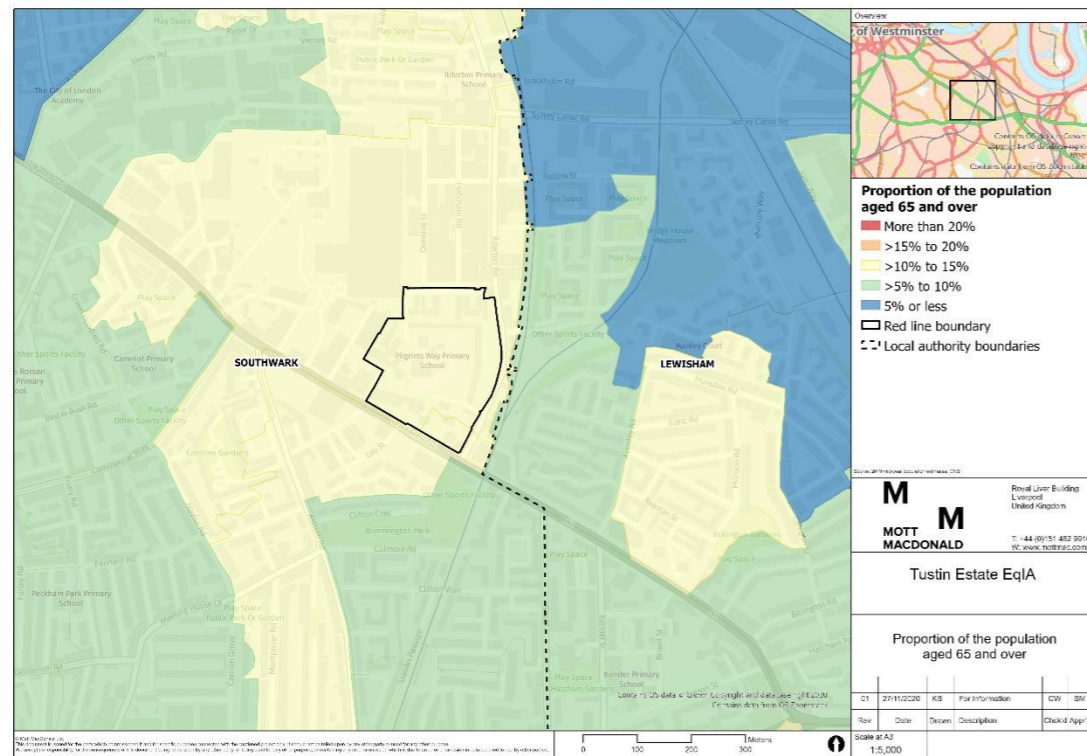
Table B.4: Older people (65+ years)

Location	Total population, 2019	Older people (65+ years)	%
Estate	1,183	129	11%
Southwark	318,830	27,130	9%
Greater London	8,961,989	1,081,515	12%
England	56,286,961	10,353,716	18%

Source: Office for National Statistics (2019) Mid- year population estimate

Map A.7, below, demonstrates that that proportions of older people over 65 years within the Estate, ranging between 11% and 15%, is in line with the proportion of older people living in the areas immediately surrounding the Estate.

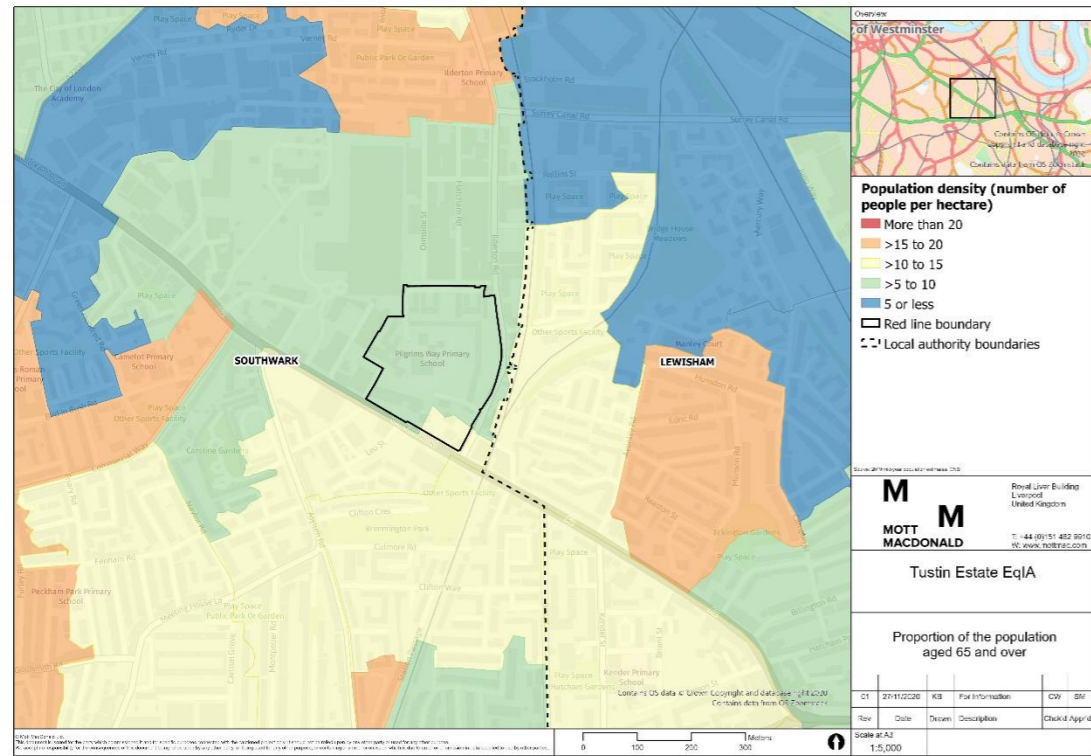
Map B.7: Proportion of residents aged 65 and over



Source: Mott MacDonald

Map A.8, below, indicates that the density of older people within the Estate, which ranges from 6 to 10 people per hectare for most of the Estate, is higher than some surrounding areas but lower than others. There are higher densities of older people to the east and south of the Estate, ranging between 11 to 20 people per hectare, but lower densities of older people to the west and north-west of the Estate (five or less).

Map B.8: Population density of people aged over 65 years



Source: Mott MacDonald

Disabled people

The table below shows the proportion of the population who have a long-term health problem or disability that limits their day to day activities living in the Estate, Southwark, Greater London, and England.

There are higher proportions of disabled people (those whose day-to-day activities are limited a little or a lot) within the Estate (17%) when compared with Southwark and Greater London (both 14%), however this figure is in line with the proportion of disabled people in England (17%).

People in existing poor health with long-term conditions that limit their day-to-day activities may be more sensitive to changes such as increased air pollutants from construction.

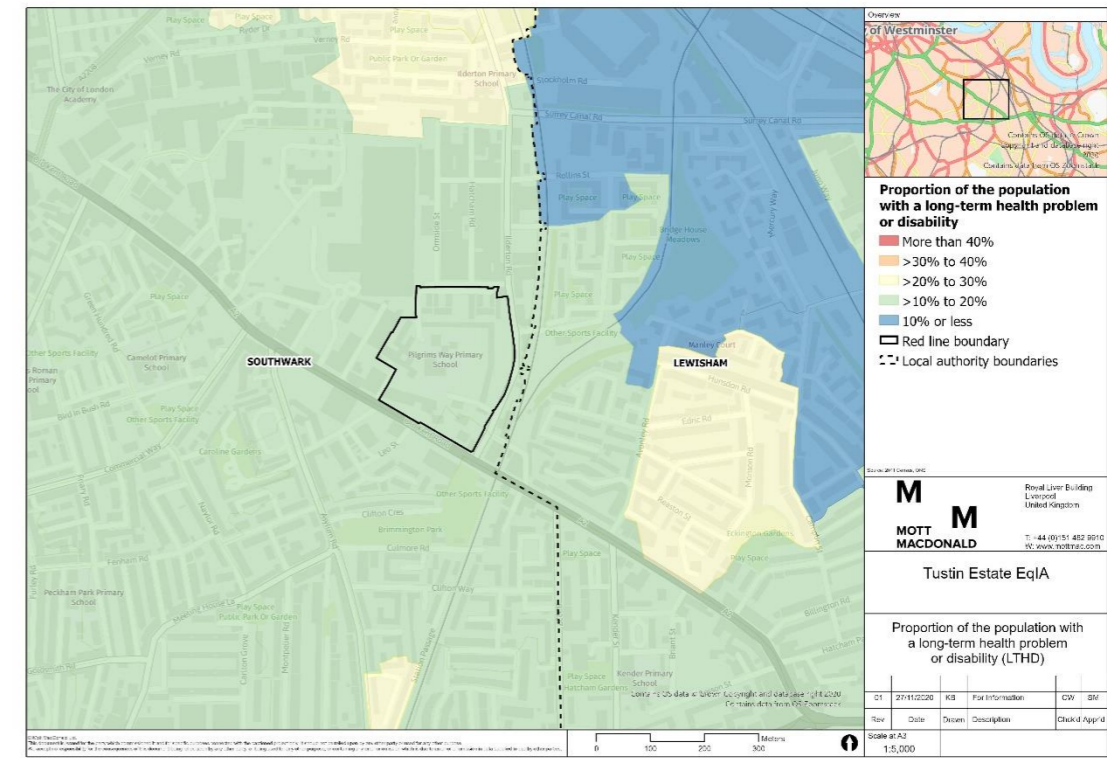
Table B.5: Population with a long-term health problem or disability limiting day-to-day activities

Disability	Estate	Southwark	Greater London	England
Limited a lot	8%	7%	7%	8%
Limited a little	9%	7%	7%	9%
Not limited	84%	86%	86%	82%

Source: Office of National Statistics (2011) Census data

Map A.9, below, shows that the proportion of people in the Estate living with a long-term health condition or disability ranges from 11% to 20%, broadly in line with most surrounding areas.

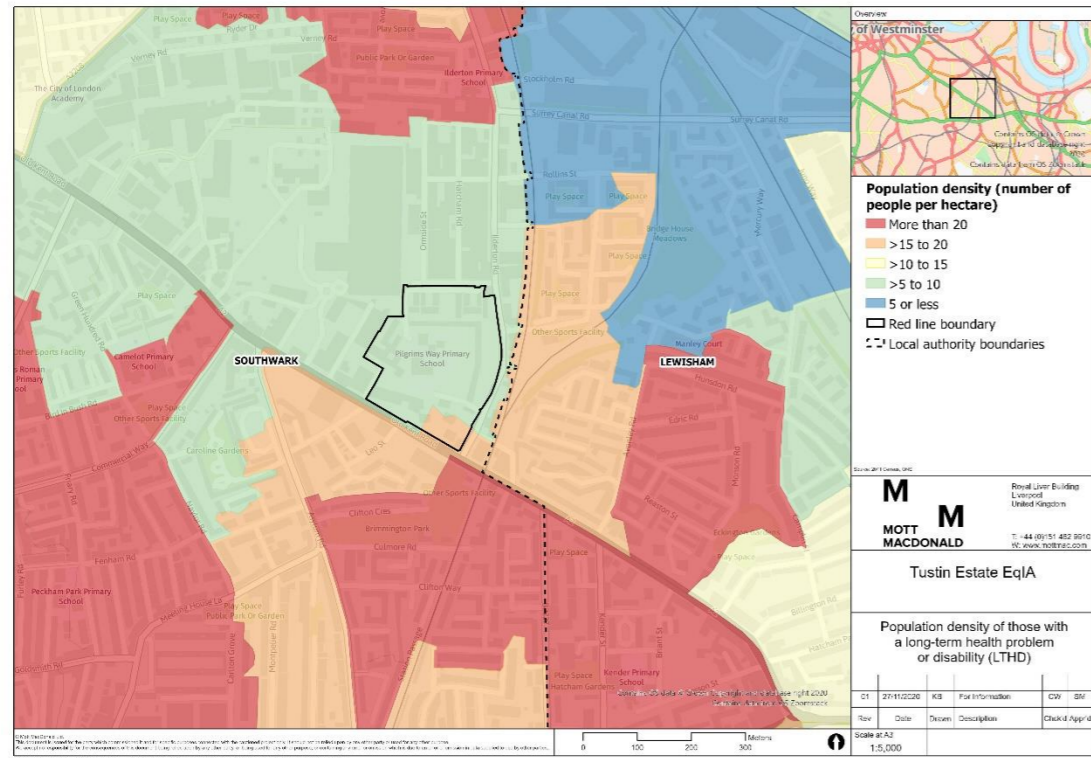
Map B.9: Proportion of residents with a long-term health condition or disability



Source: Mott MacDonald

Map A.11, below, illustrates that across the majority of the Estate, the density of people with a long-term health problem or disability is between 6 and 10 people per hectare. This is lower than most areas surrounding the Estate.

Map B.10: Population density of people within the Estate with a long-term health problem or disability



Source: Mott MacDonald

Gender reassignment

There are no Census or other data for the number of gender variant people with the Estate, Southwark, Greater London, or England. Data on gender identity is currently limited as there are still a number of methodological challenges obtaining this data such as privacy and acceptability; complexity; accuracy; terminology; small sample universe, and the scope of information required.¹⁴⁹ The ONS, though, has estimated that the size of the Trans community in the UK could range from 65,000 to 300,000.¹⁵⁰

Marriage and civil partnership

The total proportion of those who are married or in a civil partnership that live within the Estate (30%) is lower than Southwark, Greater London, and England (34%, 43%, and 50% respectively).

The table below shows that there is a lower percentage of married people within the Estate (25%), compared to Southwark (29%). However, both the Estate and Southwark's percentage of married people are considerably lower than both Greater London, and England (40% and 47% respectively). The proportion of people in a civil partnership in the Estate (0.4%) is broadly in line with that in Southwark, Greater London and England (0.9%, 0.4% and 0.2% respectively). The proportion of people on the Estate who are separated, but still legally married, (5%) is broadly in line with figures in Southwark, Greater London and England (4%, 3% and 3% respectively).

Table B.6: Population married or in a civil partnership

Location	All usual residents aged 16+, 2011	Married	%	In a civil partnership	%	Separated (still legally married or in a civil partnership)	%
Estate	1,174	270	25%	4	0.4%	54	5%
Southwark	317,256	66,997	29%	2,159	0.9%	10,080	4%
Greater London	8,908,081	2,608,345	40%	27,425	0.4%	211,500	3%
England	55,977,178	20,029,369	47%	100,288	0.2%	1,141,196	3%

Source: Office for National Statistics 2011 Census

¹⁴⁹ Office for National Statistics (date unknown): 'Gender identity update'

¹⁵⁰ Office for National Statistics (2009): 'Trans Data Position Paper'.

Pregnancy and maternity

Table A.7, below, shows that live births in Southwark, as a proportion of the total population (1.3%), are broadly in line with Greater London and England figures (1.3% and 1.1% respectively). Estate level data is not available for pregnancy and maternity.

Table B.7: Live births by mothers' usual area of residence

Births	Southwark	Greater London	England
Female population aged between 16 and 44	80,541	1,958,455	10,273,411
Total population	317,256	8,908,081	55,977,178
Live births by mothers' usual area of residence	4,181	120,673	625,651
Live births by mothers' usual area of residence (%)	1.3%	1.3%	1.1%

Source: Office of National Statistics 2018 mid-year population estimates.

Table A.8 below shows that the General Fertility Rate (all live births per 1000 women aged 16 to 44) in Southwark (49) is lower than that of the general fertility rate in Greater London (59) and England (58). The Total Fertility Rate in Southwark (1.33) is lower than the total fertility rate in Greater London (1.60) and England (1.7).

Table B.8: General and total fertility rates

Fertility Rate	Southwark	Greater London	England
General fertility rate (all live births per 1000 women aged 16 to 44)	49.2	58.9	57.7
Total fertility rate (average number of children born per woman)	1.33	1.60	1.66

Source: Office of National Statistics 2019 mid-year population estimates

Race and ethnicity

The table below provides a breakdown of the race and ethnicities of residents on the Estate compared with Southwark, Greater London, and England. The proportion of those from a Black and Minority Ethnic (BAME) background (76%) is considerably higher than Southwark (60%), Greater London (55%) and England (20%). The largest ethnic minority group on the Estate are those from a Black African background (28%). This is higher than the proportion in Southwark (16%), Greater London (7%), and England (2%).

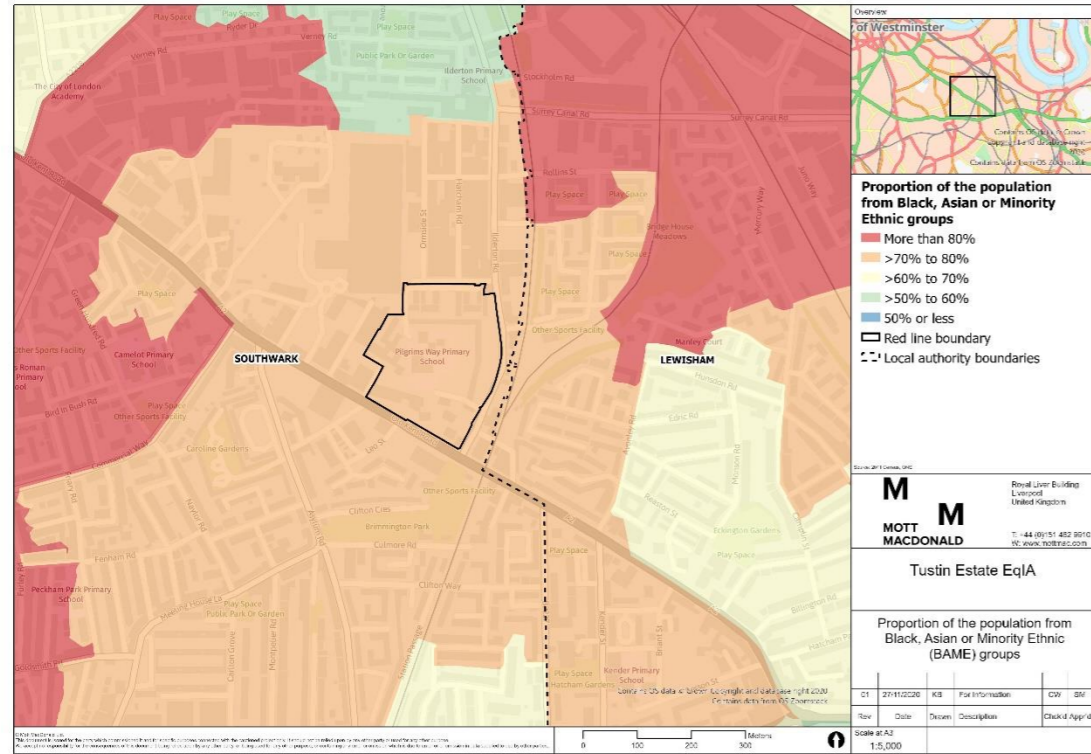
Table B.9: Population by race and ethnicity

Race and ethnicity	Estate	Southwark	Greater London	England
White British	24%	40%	45%	80%
BAME (Black, Asian and Minority Ethnic)	76%	60%	55%	20%
Irish	2%	2%	2%	2%
Gypsy or Irish Traveller	0.1%	0.1%	0.1%	0.1%
Other White	12%	12%	12%	12%
White and Black Caribbean	3%	2%	1%	0.8%
White and Black African	2%	1%	0.8%	0.3%
White and Asian	0.5%	1%	1%	0.6%
Other mixed	2%	2%	1%	0.5%
Indian	1%	2%	7%	3%
Pakistani	0.3%	0.6%	3%	2%
Bangladeshi	0.6%	1%	3%	0.8%
Chinese	2%	3%	2%	0.7%
Other Asian	3%	3%	5%	2%
Black African	28%	16%	7%	2%
Black Caribbean	8%	6%	4%	1%
Other Black	6%	4%	2%	0.5%
Arab	1%	0.8%	1%	0.4%
Any other ethnic group	4.5%	2%	2%	0.6%

Source: Office for National Statistics 2011 Census

Map A.11 below illustrates that people from a BAME background represent three quarters of the population within the Estate and in surrounding areas. There are similar proportions of people from a BAME background within the Estate compared to surrounding area, with nearly all areas containing proportions between 71% and 80%.

Map B.11: Proportion of people from a BAME background within the Estate

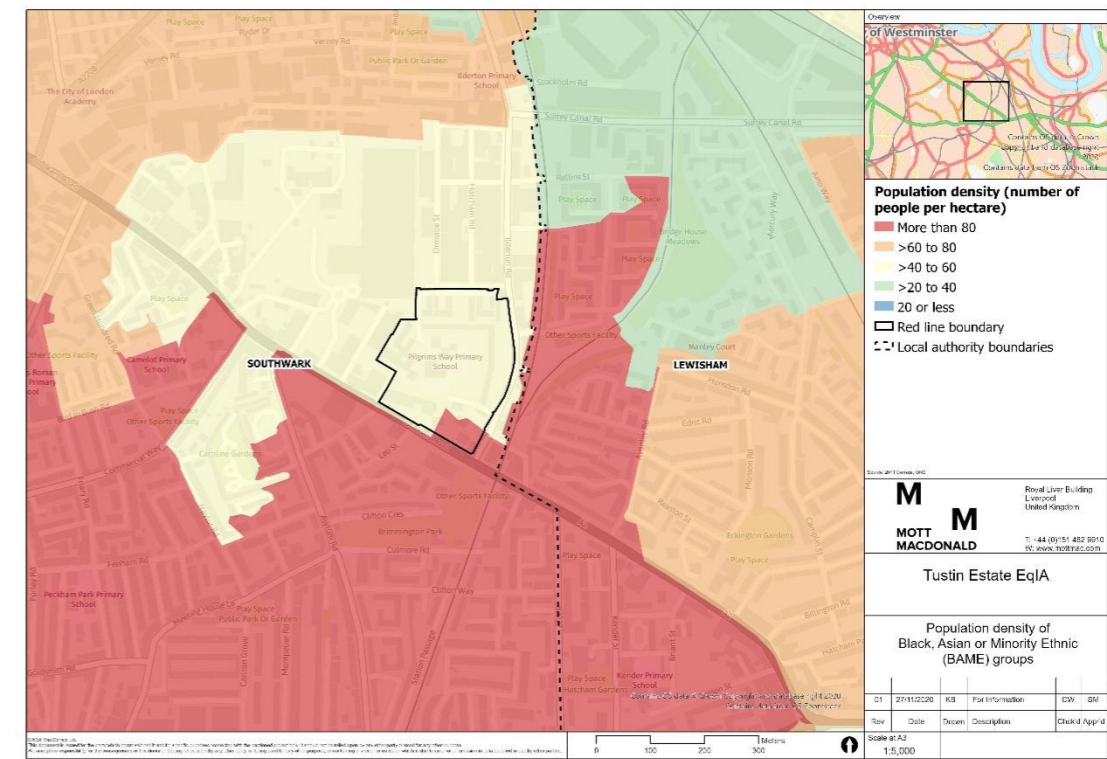


Source: Mott MacDonald

Map A.12, below, indicates that there is a lower density of people from a BAME background within the Estate when compared to surrounding areas. Most of the Estate has a density of between 41 to 60 people from a BAME background per hectare. A small area of the Estate in the south has a higher density of people per hectare (80 people per hectare).

To the north and west of the Estate the density is similar to the Estate. To the south and east of the Estate there is a higher density of people per hectare.

Map B.12: Population density of people from a BAME background within the Estate



Source: Mott MacDonald

Religion and belief

The table below provides a religious profile of the Estate, compared with Southwark, Greater London, and England. The Estate has a higher Christian population (59%) compared to Southwark (53%) and Greater London (48%) but is in line with that of England (59%). Proportions of people from minority faith groups are broadly in line with those for Southwark, Greater London and England.

Table B.10: Population by religion or belief

Religion and belief	Estate	Southwark	Greater London	England
Christian	59%	53%	48%	59%
Minority Faith*				
Buddhist	1%	1%	1%	0.5%
Hindu	0.4%	1%	5%	2%
Jewish	0.1%	0.3%	2%	0.5%
Muslim	11%	9%	12%	5%
Sikh	0.4%	0.2%	2%	0.8%
Other Religion	0.7%	0.5%	0.6%	0.4%
No Religion	17%	27%	21%	25%
Religion Not Stated	9%	9%	8%	7%

Source: Office of National Statistics 2011 Census

Sex

The following table shows the proportion of the population who are male and female on the Estate, compared to Southwark, Greater London and England. Proportions of males (52%) and females (48%) that live within the Estate are broadly in line with other areas.

Table B.11: Population by Sex

Sex	Estate	Southwark	Greater London	England
Male	52%	50%	50%	49%
Female	48%	50%	50%	51%

Source: Office for National Statistics 2018 mid- year population estimates

Sexual orientation

There is no data available on this protected characteristic for the study area. However, emerging experimental statistics relating to sexual identity are available nationally and at a regional level.

In 2017, estimates from the Annual Population Survey (APS)¹⁵¹ showed that 93% of the UK population identified as heterosexual or straight and 2% of the population identified themselves as lesbian, gay or bisexual (LGB). This comprised of:

- 1.3% identifying as gay or lesbian
- 0.7% identifying as bisexual
- A further 0.6% of the population identified themselves as “other”, which means that they did not consider themselves to fit into the heterosexual or straight, bisexual, gay or lesbian categories.
- A further 4.1% refused or did not know how to identify themselves.

¹⁵¹ Source: Office for National Statistics (2017): See: <https://www.ons.gov.uk/peoplepopulationandcommunity/culturalidentity/sexuality/bulletins/sexualidentityuk/2016>

B.2 Community resources

There are a number of community facilities and resources located both within, and in close proximity to, Tustin Estate. Within the estate, these include a primary school, two faith groups a daycare/learning centre and a community centre. Table A.13 lists the community facilities located within the Estate boundary.

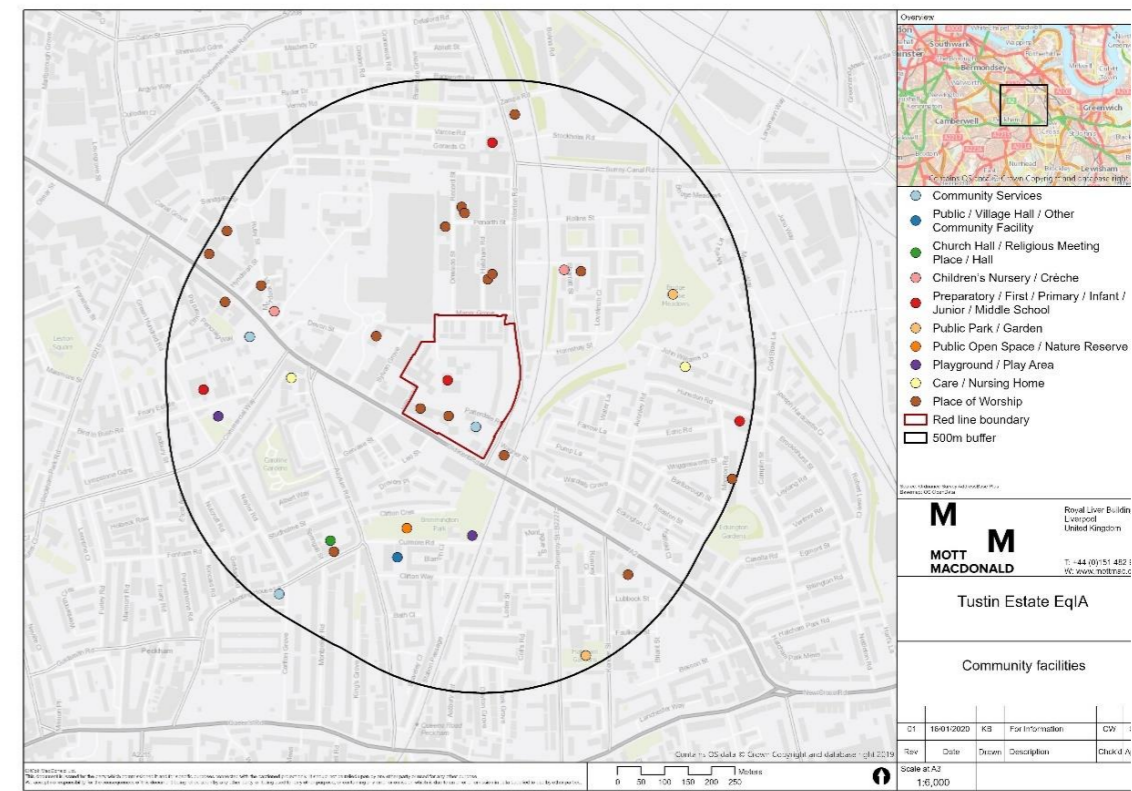
Table B.12: : List of community facilities within the Estate

Name	Category	Address
Divine Prophetic Interdenominational Ministries	Church	801 Old Kent Road
Redeemed Assemblies	Church	821 Old Kent Road
Day care / learning centre	Education	803 Old Kent Road
Pilgrims Way Primary School	Infant School	Manor Grove
Tustin Community Centre	Community Services	Windermere Point

Source: AddressBase

Map A.14 below maps the location of community resources and facilities within and surrounding the estate, which are likely to be accessed by protected characteristic groups, or if they were to be lost, would potentially adversely affect protected characteristic groups. Within the Estate boundary, there are two Christian churches which will predominately be used by members of that faith. Children are likely to be impacted by the relocation of the Pilgrims Way Primary School and the day care/learning centre. There is also the Tustin Estate Community Centre, which is available for use by all residents of the current estate.

Map B.13: Community resources within and around the Estate

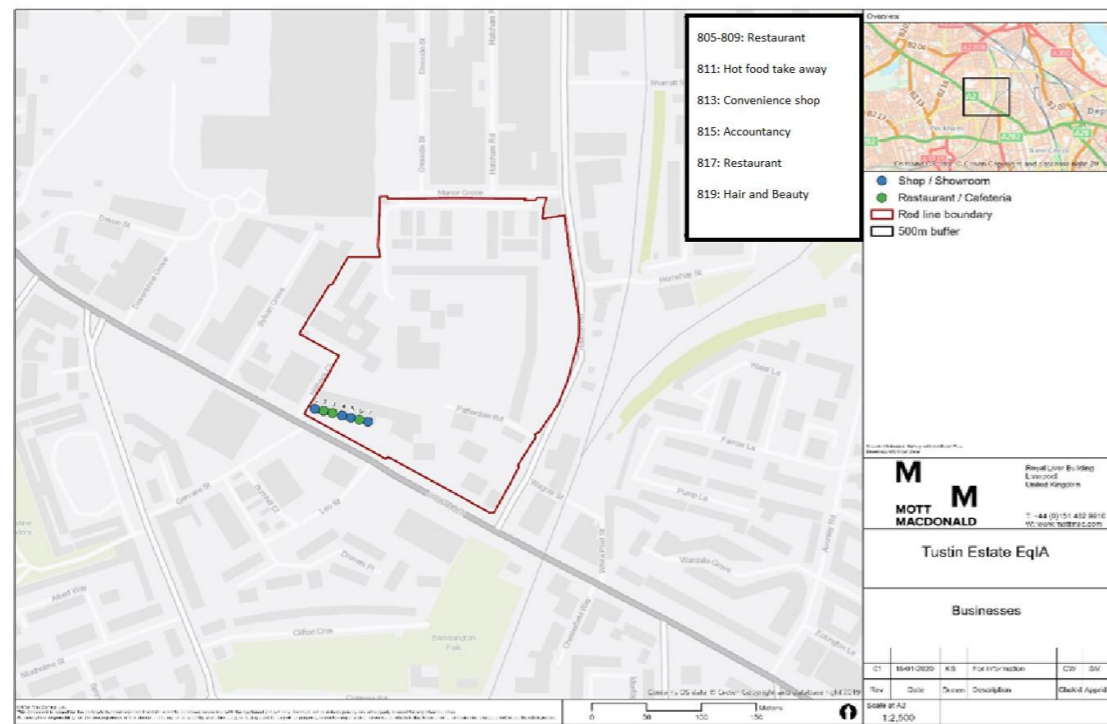


Source: AddressBase

B.3 Businesses

There are a number of commercial units located on the Estate facing Old Kent Road in Bowness House. The businesses occupying these units are mapped and labelled in Map A.15 below. The businesses include two restaurants, a convenience store, one hair and beauty salon, one take away and an accountancy. These may be affected by any demolition and rebuild option on the Estate, which could have equality impacts on owners and employees, and potentially local residents.

Map B.14: Businesses within the Estate



Source: Southwark Council business information

B.4 Health profile

The following presents a human health overview for the Estate. Where Estate-level information is not available, data is shown for the wider Borough.

Local economy

Good quality employment and local economic conditions are important determinants of health. The following table highlights employment, unemployment and proportion of those claiming Jobseeker's Allowance (JSA) and those claiming Universal Credit (UC). The claimant count combines all those claiming benefit principally for the reason of being unemployed.

Table A.24: Employment and unemployment

Location	Claimants as a % of working age population	Unemployment rate (%)	Employment rate (%)
Southwark	4%	5%	78%
Greater London	3%	5%	74%
England	2%	4%	75%

Source: Nomis Labour Market Profile (2018-2020) *data for the Estate is not available.

Unemployment in the local area is in line with Greater London and England, as is the proportion of people claiming Job Seekers Allowance (JSA) or Universal Credit. The employment rate in Southwark (78%) is higher than England (75%).

Table A.35: Median annual pay

Location	Full-time workers (£)	Part-time workers (£)
Southwark	39,183	10,585
Greater London	36,797	10,699
England	30,661	10,521

Source: Nomis Labour Market Profile (2019) *data for the Estate is not available.

Median income for full-time workers in Southwark is higher than both London and England, at £39,183 per annum, compared to £36,797 and £30,661, respectively. For part-time workers, income is broadly in line with that of London and England, at £10,585 per annum, compared to £10,699 in London and £10,521 in England.

Deprivation

The index of Multiple Deprivation (IMD) brings together data covering seven different aspects or 'domains' of deprivation into a weighted overall index for each Lower-layer Super Output Area (LSOA) in England.¹⁵²¹⁵³ The scores are then used to rank the LSOAs nationally and to calculate an IMD score for each local authority area. These are then divided into deciles or

¹⁵² The domains used in calculating the index are: Income; Employment; Education, Skills and Training; Health Deprivation and Disability; Crime; Barriers to Housing and Services; and Living Environment.

¹⁵³ LSOAs are a geographical unit which has an average of 1,500 residents and 650 households. They were developed following the 2001 census, through the aggregation of smaller census output areas, to create areas with a reasonably compact shape and which were socially similar (assessed through housing type). (<https://data.gov.uk/dataset/c481f2d3-91fc-4767-ae10-2efdf6d58996/lower-layer-super-output-areas-lsoas>)

quintiles, with 1 being the most deprived 20% of LSOAs, and 5 the least deprived 20% of LSOAs (in the case of quintiles).

The following table shows the proportion of the population of the Site who live in each deprivation quintile. The Site falls within an area of higher deprivation, where the entire population lives within the most or second most deprived quintile. The Site has a higher proportion of those living in the most deprived quintile (25%), compared with Southwark, Greater London, and England (21%, 16%, and 20% respectively). A considerably higher number of people (75%) live in the second most deprived quintile, compared with Southwark (47%), Greater London (32%) and England (21%).

There is evidence to suggest that people living in the most deprived areas in England spend more time in ill health compared the rest of the population.

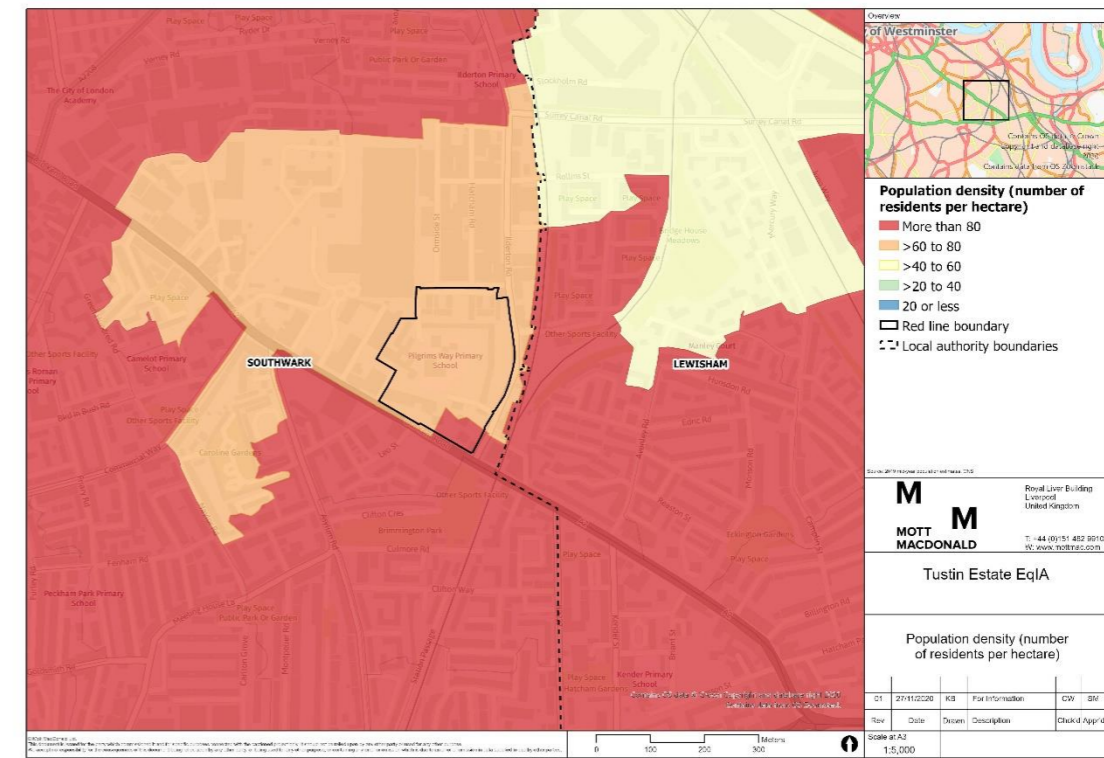
Table B.15: Population by deprivation

Location	Most deprived quintile (%)	Second most deprived quintile (%)	Third most deprived quintile (%)	Fourth most deprived quintile (%)	Least deprived quintile (%)
Site	25%	75%	0%	0%	0%
Southwark	21%	47%	21%	8%	3%
Greater London	16%	32%	23%	17%	12%
England	20%	21%	20%	20%	19%

Source: ONS 2019 mid- year population estimates and 2019 Indices of Multiple Deprivation.

Map A.16, below, shows that most of the Site is in the second most deprived quintile.

Map B.15: Index of Multiple Deprivation



Source: Mott MacDonald

Human health

The table below provides an overview of the health of the population in Southwark. Figures for the Estate are unavailable. Consideration has been given to conditions and impairments that may be exacerbated by the improvement programme construction and design, including potential impacts such as relocation and associated social cohesion impacts, an increase in air pollution or noise, or loss/gain of public open space and recreation facilities.

Table B.16: Human health indicators

Category	Indicator	Southwark	Southwark %	England	England %
Physical activity	Percentage of physically active adults (PHE 2018 estimates)	-	74%	-	66%
	Obese children (Year 6) (PHE 2018)	-	26%	-	20%
Cardiovascular and respiratory health	Emergency hospital admissions for Chronic Obstructive Pulmonary Disease	647	-	414	-

	(COPD) per 100,000				
	Under 75 mortality rates from cardiovascular diseases (PHE 2018) per 100,000	77	-	72	-
	Under 75 mortality rates from all respiratory diseases (PHE 2018) per 100,000	40	-	35	-
Mental health	Social isolation: % of adult social care users who have as much social contact as they would like (18+ years) (PHE 2019)	-	34%	-	46%
	% report healthy depression or anxiety (PHE (male) 6317)63	14%	Healthy		
Life expectancy	Male life expectancy at birth	79	-	80	-
	Female life expectancy at birth	85	-	83	-

Source: Public Health England (2017-2019)

Southwark has better rates of healthy behaviours in terms of levels of physical activity with a larger proportion of physically active adults (74%) compared to England (66%). However, Southwark has poorer rates of health behaviour in terms of childhood obesity, with high child obesity (26%) compared to the figure for England (20%).

There is likely a higher prevalence of those with respiratory and cardiovascular conditions in Southwark when compared to England, as mortality and hospital admissions from these diseases are higher.

Adults who are social care users in Southwark reportedly feel lonelier than those in England – only 34% of respondents reported having as much social contact as they would like compared to 46% in England. However, those reporting depression or anxiety in Southwark is in line with England.

Male healthy life expectancy is broadly in line with the national average. Female healthy life expectancy is (number of years a person can expect to live in good health) higher than the national average. Healthy life expectancy at birth is an overall measure of how social, economic and environmental conditions in an area are affecting a population.

Socio-demographic monitoring

Equality Survey

In Autumn 2019, Southwark Council arranged to visit each of the 289 occupied low-rise homes on Tustin Estate to administer the ‘Starting the Conversation’ paper questionnaire. The intention of this survey was to attain an understanding of household needs across the Estate.

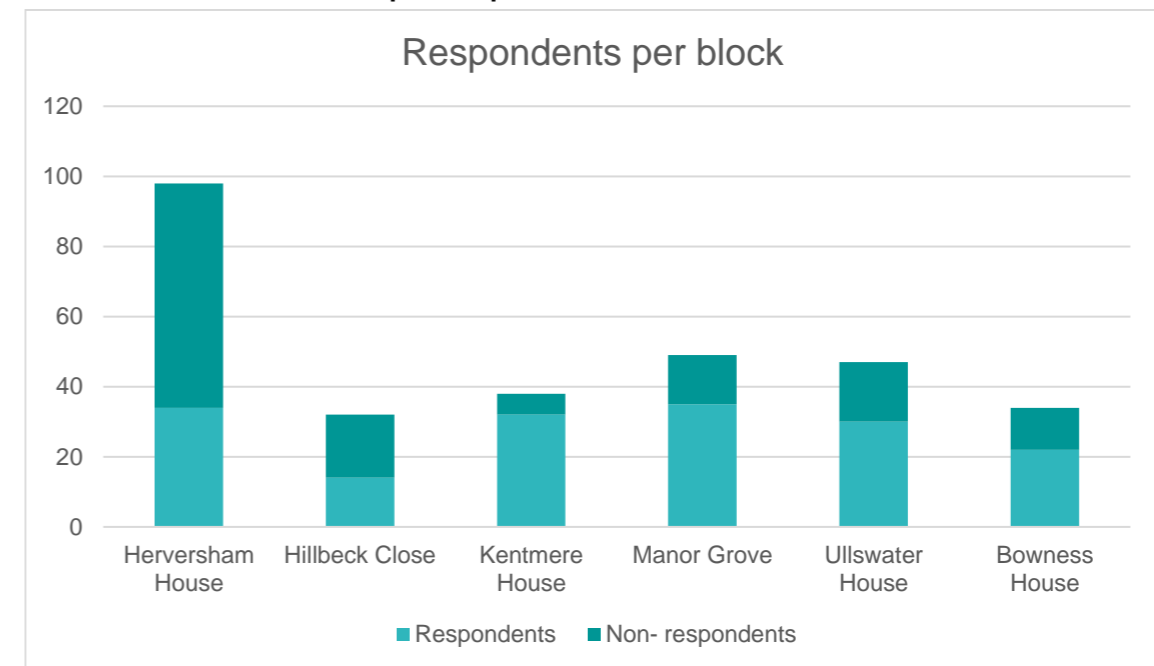
The visits were made on an appointment basis and lasted around 60 minutes each. In instances where it was difficult to make contact with the resident, homes were visited at least three times to arrange an appointment.

202 of the 289 homes were visited (70%), including 166 of the 219 tenanted homes (76%). 10 households refused to take part in the survey.

The survey only asked about the characteristics of the person responding to the survey, and to report on household needs with respect to those living in the household.

Analysis

Chart B.1: Residents and responses per block



Source: Southwark

Those who completed the equality survey were asked to outline their demographic details. The results have been outlined below.

Age

Residents that live in the properties that took part in the survey are from a range of ages. The majority of residents who took part in the survey were aged between 35-44 (39 residents) followed by those aged 45- 54 (35 residents) and those aged between 55-64 (31 residents).

Most of the blocks had a similar age trend, with a range of ages with the majority of respondents of working age. Of the older people who completed the survey (31 respondents in total), the majority live in either Manor Grove (12 respondents) or Kentmere House (11 respondents). 34% of the respondents in both Manor Grove and Kentmere House were older people.

Children and young people were also identified through the survey. One respondent identified themselves as being under 16 and four identified themselves as being 16-24, three of whom live in Ullswater house.

Disability

Of the residents who participated in the survey, just under a quarter of people (39 respondents) reported that their day to day activities were limited to some extent because of a health problem or disability. Nearly half of these respondents (18) reported that this limited their day to day activity 'a lot'.

Of the respondents who described the nature of their disability (40), the majority (30 respondents) reported that this was or included a physical or mobility impairment. 10 respondents reported either a hearing or vision impairment, or long-term mental illness, eight reported having memory problems and four reported having learning difficulties.

Of the respondents who described the nature of their disability (40), nearly half (19) were older people.

Gender reassignment

Of the residents who took part in the survey, nobody identified themselves as being transgender. Three chose not to answer the question.

Marriage and Civil Partnerships

The survey did not ask respondents about their marital status.

Pregnancy and Maternity

The survey did not ask respondents if where they were pregnant or had been pregnant in that last year.

Race and ethnicity

Of Tustin Estate residents who took part in the survey, two-thirds identified as being from a BAME background. Half (83) of the residents who took part in the survey identified as black. Of those who identified as black, 48 identify as being from a black British or Nigerian background.

One third of residents who took part in the survey (59) identify themselves as white, and just under one tenth (15) identify themselves as being from an Asian background.

Of the residents who took part in the survey, the distribution of race and ethnicity reported across different blocks is mostly even.

Religion and belief

Of the residents who took part in the survey, over half (96 respondents) identify as being Christian, followed by those with no religion (34) and those who identify as Muslim (30) . Residents of a minority faith were also identified through the survey – two respondents reported that they are Buddhist, one reported they are Jewish, one reported they are a Jehovah's Witness, and one identified as Orthodox.

Sex

The majority of residents who responded to the survey were female (109). 59 respondents were male and two residents chose not to answer the question. Of those who responded, the majority of women (25) live in Heversham House, and the majority of men (14) live in Kentmere House.

Sexual Orientation

Of the residents who took part in the survey, nearly all (162) reported as identifying as heterosexual or straight. One resident identified themselves as being gay, one resident identified themselves as being bisexual, and nine residents chose not to answer the question.

