



The Burroughs and Middlesex University Supplementary Planning Document Draft Equality Impact Assessment

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Contents

| Section | Page number |
|---|-------------|
| Introduction | 3 |
| EqlA Assessment overview | 5 |
| EqlA assessment against protected characteristics | 8 |
| Appendix 1 – Policy context | 14 |

1. Introduction

1. An Equalities Impact Assessment (EqIA) is a measure that public authorities often carry out prior to implementing a new policy or service, with a view to ascertaining its potential impact on equality. Such assessments are not required by law; however, they are a way to ensure public authorities are complying with the Public-Sector Equality Duty.
2. This EqIA has been prepared as a supporting document for The Burroughs and Middlesex University Supplementary Planning Document (SPD). The EqIA together with the Sustainability Appraisal assesses the equalities, economic, environmental and social implications of the draft SPD which will be adopted as part of Barnet's Local Plan.
3. The draft SPD has been produced to support and guide appropriate development, change, investment and improvements in the future of the area.

Equalities Impact Assessment and Target Groups

4. The purpose of this EqIA is to ensure the proposed draft SPD for The Burroughs and Middlesex University integrates the best outcome for any groups that may be affected by it and mitigates any negative impacts, in respect of the protected characteristics defined by the Equality Act 2010. The protected characteristics are:
 - Age;
 - Disability; (Disability Discrimination Act 2005, GLA Disability Equality Scheme 2005, Special Educational Needs and Disability Act 2001)
 - Gender reassignment;
 - Marriage and civil partnership;
 - Pregnancy and maternity;
 - Race; (Race Relations Act 1976, Amendment 2000, Amendment Regulations 2003)
 - Religion or belief;
 - Sex; (Sex Discrimination Act 1975)
 - Sexual orientation.
5. This EqIA is an opportunity to consider whether a policy, strategy or approach, affects all groups in the same way or whether there is a significant positive, negative or neutral impact on groups before a policy is formally introduced. On the whole, an EqIA should make sure that equality is placed at the centre of policy development, highlighting the likely impact of the policy on the target groups and to take action to improve the policies where appropriate as a result or to demonstrate the potential benefits.

Equality and Diversity policy context.

Appendix one provides an overview of the local policy context on equality and diversity within London Borough of Barnet.

2. EqlA Assessment overview

Table 1: EqlA assessment overview

| | |
|---|---|
| <p>Full description of function, policy, procedure or service:</p> | <p><i>Please include - why is it needed, what are the outcomes to be achieved, who is it aimed at? Who is likely to benefit?</i></p> <p><i>How have needs based on age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex, sexual orientation, marriage and civil partnership and carers been taken account of?</i></p> <p><i>Identify the ways people can find out about and benefit from the proposals.</i></p> <p><i>Consider any processes they need to go through or criteria that we apply to determine eligibility.</i></p> <p><i>Please include - why is it needed, what are the outcomes to be achieved, who is it aimed at? Who is likely to benefit?</i></p> |
| <p>This draft SPD seeks to support the ambitions of enhancing the educational and civic offer The Burroughs provides to communities in Hendon and as home to Middlesex University. It has been drafted in collaboration with key stakeholders and through engagement with ward councillors and local community representatives.</p> <p>This part of Hendon has a long history with signs of Roman occupation being found in the area. Its unique character has developed over time and it retains elements of that history which are acknowledged by the two Conservation Areas and many Listed Buildings. Hendon Town Hall is the administrative home of Barnet Council and where Council meetings take place.</p> <p>The next 10 years are set to bring new investment, transformation as well as the renewal of buildings, public spaces and community assets, all supported by improved infrastructure. This SPD planning framework provides the context in which the Council seeks to engage comprehensive change delivered through a cohesive strategy. It seeks to enable the delivery of development that provides for the changing needs of the University, while recognising the importance of the residential community and the historic significance of the area.</p> <p>The Council and Middlesex University have the shared ambitions of the University and Hendon becoming a thriving high-quality learning environment that enables Barnet residents and businesses to capitalise on the benefits through encouraging innovative and creative industries that strengthen the local economy.</p> <p>The Council and the University are significant landowners in the area, and both seek to optimise development opportunities to their greatest benefit. The role of this SPD is to ensure the planning and design parameters for such investment are clearly established. The SPD is guided by a holistic vision for change and prosperity. The Heart of Education in a Thriving Barnet.</p> <p>Production of this SPD will ensure that a robust planning framework is in place to enable the Council, University and local residents to create a place that thrives and</p> | |

supports an inter-generational community. The SPD sets out the way in which development can occur that respects the historical context of the area and promotes sustainable forms of transport.

The SPD explores opportunities for

- Improving community cohesion within the area
- Delivering student and conventional housing.
- Improving traffic and pedestrian movement through the area.
- Enhancing the public realm, including traffic calming through The Burroughs.
- Improving linkages with open spaces in Copthall and Sunny Hill.
- Integrating the University campus with the residential hinterland and nearby town centres of Brent Street and Hendon Central.
- Improving contributions to the local economy, as well as diversifying the area's cultural offer.
- Providing a design guide for future development proposals.

The SPD's vision and objectives are outlined below:

To enhance The Burroughs as a place, fostering the creation of a diverse and inclusive community, where residents, students and academics live successfully and thrive together.

To ensure the continuing success of Middlesex University as a tertiary institution by creating the space that enhances educational outcomes and brings forward innovation.

To facilitate future development that builds on the rich architectural history of Hendon; making The Burroughs an inspiring civic and learning centre.

The overarching proposed objectives for the area are:

- *Ensuring continued and improved access to high quality tertiary education through renewal and improvement of Middlesex University facilities.*
- *Encouraging the retention of graduates and increasing the skill base in the Borough*
- *Encouraging culture, leisure, creativity and business innovation*
- *Enhancing heritage assets alongside opportunities for high quality modern design*
- *Integrating the University with the established residential community*
- *Provide a framework to enable growth while ensuring the identity and sense of place for the SPD area is enhanced through collaborative planning.*

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| <i>Key users of the department or service?</i> | Planning is a statutory function carried out by local authorities. The development of planning policies / proposals can affect everyone with an interest in the land in the Borough. This can include residents, landowners, developers, local businesses and their employees, community organisations, statutory consultees and other interest groups and stakeholders. |
| <i>Who will be affected by this activity?</i> | The Burroughs and Middlesex University SPD will have an impact on anyone with an interest in the SPD area, particularly local residents, students, university staff, local businesses, local community groups, landowners and developers. |
| Who is likely to benefit? | <p>The following are likely to benefit from the production of The Burroughs and Middlesex University SPD:</p> <ul style="list-style-type: none"> • Local residents • Business owners • Landowners / developers • Local community groups |
| Consultation | Full public consultation will be undertaken as part of the production of the SPD. Details of which are set out in the Consultation Statement. |

Assessment against protected characteristics

Table 2: Assessment against protected characteristics

| Protected Characteristic | Baseline information and EqIA analysis | Impact: Positive Neutral Negative |
|--------------------------|---|--|
| Age | <p>For 2020, the population of Barnet is estimated to be 402,700, which is the largest of all the London boroughs. The borough's overall population is projected to increase by around 10.9% between 2020 and 2030, taking the number of residents to about 446,400.</p> <p>The number if people aged 65 and over is projected to increase by 29.8% between 2020 and 2030, compared with a 4.9% increase in the 0-19 age group and a 9.4% increase for working age adults aged 16-64.</p> <p>In 2020, for both males and females in the borough, the most populous age groups are the 30-34 years and 35-39 years old and the least populous are the 85-89 years old and 90+ years old groups.</p> <p><i>EqIA analysis</i></p> <p>There is nothing proposed within the draft SPD that will benefit or disadvantage one age group over another. However, redevelopment of the SPD area will deliver an integrated, inclusive urban environment which will accommodate all age groups. Proposals within the draft SPD indicate that there is potential to deliver student housing which is likely to benefit younger age groups. All new housing proposals will be required to meet Building Regulation M4(2) 'accessible and adaptable</p> | Neutral / positive |

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| | <p>dwellings'. At least 10 per cent of new build dwellings will be required to meet Building Regulation M4(3) 'wheelchair user dwellings' . This would bring slightly higher positive benefits to those elderly people who have reduced mobility.</p> <p>No significant impacts are identified under this protected characteristic.</p> | |
| <i>Disability</i> | <p>The 2011 census shows that in Barnet, 6% of the population had a disability or longstanding illness that limits their day-to-day activities in some way.</p> <p>The Joint Strategic Needs Assessment (JSNA) indicates that there are around 7,300 adults in Barnet with a learning disability (83% of these are under 65). In addition, it is estimated that there are 12,600 adults in Barnet with a serious physical disability, and a further 29,500 with a moderate physical disability.</p> <p>EqlA Analysis</p> <p>The draft proposals in the SPD are not expected to disadvantage any disability groups over another.</p> <p>Redevelopment of the SPD area will require designing buildings and places that are accessible to all. In addition, there will be substantial improvement in general accessibility throughout the SPD area. All new social, community and cultural facilities will be designed to accommodate those with disabilities.</p> <p>Overall, no significant impacts are identified under this category.</p> | <i>Neutral / Positive</i> |
| <i>Marriage and civil partnership</i> | <p>A breakdown of the marital status for Hendon and West Hendon's wards are provided in the table below. This is based on data from Barnet's Equalities Data Dashboard.</p> | <i>Neutral</i> |

| | <table border="1"> <thead> <tr> <th>Category</th><th>Hendon %</th><th>W. Hendon %</th></tr> </thead> <tbody> <tr> <td>Single</td><td>30.6</td><td>27.7</td></tr> <tr> <td>Married</td><td>46</td><td>48</td></tr> <tr> <td>Same sex Partnership</td><td>0.2</td><td>0.3</td></tr> <tr> <td>Separated</td><td>3.8</td><td>4.9</td></tr> <tr> <td>Divorced</td><td>11.1</td><td>10.3</td></tr> <tr> <td>Widowed</td><td>8.3</td><td>8.8</td></tr> </tbody> </table> <p><i>EqlA analysis</i></p> <p>No impacts identified under this category.</p> | Category | Hendon % | W. Hendon % | Single | 30.6 | 27.7 | Married | 46 | 48 | Same sex Partnership | 0.2 | 0.3 | Separated | 3.8 | 4.9 | Divorced | 11.1 | 10.3 | Widowed | 8.3 | 8.8 | |
|----------------------|---|----------------|----------|-------------|--------|------|------|---------|----|----|----------------------|-----|-----|-----------|-----|-----|----------|------|------|---------|-----|-----|--|
| Category | Hendon % | W. Hendon % | | | | | | | | | | | | | | | | | | | | | |
| Single | 30.6 | 27.7 | | | | | | | | | | | | | | | | | | | | | |
| Married | 46 | 48 | | | | | | | | | | | | | | | | | | | | | |
| Same sex Partnership | 0.2 | 0.3 | | | | | | | | | | | | | | | | | | | | | |
| Separated | 3.8 | 4.9 | | | | | | | | | | | | | | | | | | | | | |
| Divorced | 11.1 | 10.3 | | | | | | | | | | | | | | | | | | | | | |
| Widowed | 8.3 | 8.8 | | | | | | | | | | | | | | | | | | | | | |
| <i>Race</i> | <p>Hendon ward is ethnically diverse. Approximately 64% of residents from Hendon identify as belonging to a white ethnic group which is higher than London average. There is a high proportion of people from Asian/Asian British background (17.6%). On a Borough wide level, the overall population is set to become more ethnically diverse with an increase from 40.3% in 2020 to 42.8% in 2030. The biggest ethnic groups is white (60%), Indian (7.6%), Black African (5.9%) and Chinese (2.7%). The Barnet population is projected to become increasingly diverse, with the proportion of Black, Asian and Minority Ethnic (BAME) people in the borough population rising from 40.3% in 2020 to 42.8% in 2030.</p> <p><i>EqlA analysis</i></p> <p>Whilst redevelopment of the SPD area will deliver an inclusive, integrated urban environment capable of accommodating all racial groups and ethnic minorities. In addition, the proposal to create a</p> | <i>Neutral</i> | | | | | | | | | | | | | | | | | | | | | |

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| | <p>cultural destination that will accommodate a range of arts and cultural activities may be beneficial to this protected characteristic.</p> <p>No impacts identified under this category.</p> | |
| <i>Religion and belief</i> | <p>Hendon ward has a lower proportion of residents among the Christian faith when compared to the rest of the Borough, London and national average. It also has a significantly higher proportion of Jewish people (31%) when compared against the London and national average and a lower proportion of Muslims.</p> <p><i>EqlA analysis</i></p> <p>There is nothing in the draft SPD that will benefit or disadvantage one group over another.</p> <p>No impacts identified under this protected characteristic.</p> | <i>Neutral</i> |
| <i>Sex</i> | <p>In 2020, 50.5% of the Boroughs population is female and 49.5% is male. For both males and females in the borough, the most populous age bands are 30-34 years and 35-39 years and the least populous are 85-89 years and 90+ years.</p> <p><i>EqlA analysis</i></p> <p>There is nothing in the proposed development that will benefit or disadvantage either group over the other.</p> <p>No impacts are identified under this category</p> | <i>Neutral</i> |
| <i>Pregnancy and Maternity</i> | <p>There were 5,111 live births in Barnet in 2018. The highest fertility rate for the borough was in women aged 30-34 years (115.4 per 1,000</p> | <i>Positive / Neutral</i> |

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| | <p>women), compared to 101.9 per 1,000 for London and 107.2 per 1,000 in England, for the same age group.</p> <p><i>EqlA analysis</i></p> <p>Improvements to the public realm and streetscape will have a positive impact on all pedestrians, including those who are pregnant and with buggies.</p> <p>No significant impact identified under this protected characteristic.</p> | |
| <i>Sexual orientation</i> | <p>There is no reliable data available on this protected characteristic on a ward basis or Borough wide basis. However, emerging experimental statistics relating to sexual identity are available nationally and at a regional level. In 2016, estimates from the Annual Population Survey (APS)⁶ showed that 93.4% of the UK population identified as heterosexual or straight and 2.0% of the population identified themselves as lesbian, gay or bisexual (LGB). This comprised of:</p> <ul style="list-style-type: none"> • 1.2% identifying as gay or lesbian • 0.8% identifying as bisexual • A further 0.5% of the population identified themselves as “Other”, which means that they did not consider themselves to fit into the heterosexual, bisexual, gay or lesbian categories <p><i>EqlA analysis</i></p> <p>There is nothing in the proposed development that will benefit or disadvantage either group over the other.</p> <p>No impacts are identified under this protected characteristic.</p> | <i>Neutral</i> |

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| <p><i>Gender reassignment</i></p> | <p>There are no official or census data for the number of gender variant people on a ward or borough wider basis. However, the ONS estimates that there are approximately 200,000-500,000 trans people in the UK¹.</p> <p><i>EqlA analysis</i></p> <p>No impacts identified under this protected characteristic.</p> | <p><i>Neutral</i></p> |
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¹ Government Equalities Office (2018) Trans people in the UK.

Appendix one – policy context

This section sets out the local policy context on equality and diversity within London Borough of Barnet.

| Policy | Review |
|-------------------------------|---|
| The Equality Act 2010 | <p>Equality and Diversity issues are a mandatory consideration in decision making within the Council pursuant to the Equality Act 2010. This means the Council and all other organisations acting on its behalf must have due regard to the equality duties when exercising a public function. The broad purpose of this duty is to integrate considerations of equality and good relations into day to day business, requiring equality considerations to be reflected into the design of policies and the delivery of services and for these to be kept under review.</p> <p>The specific duty set out in s149 of the Equality Act is to have due regard to:</p> <ul style="list-style-type: none">• Eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under this Act;• Advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it;• Foster good relations between persons who share a relevant protected characteristic and persons who do not share it. |
| Barnet's Equality Policy 2014 | <p>Barnet's policy seeks to ensure that decision making includes issues regarding equality as a material consideration and that there is an awareness of any disproportionate impact on any particular group. With this in mind all efforts to achieve equality among citizens will be taken by all deciding parties involved.</p> |