

## Equality Impact Analysis Tool

### Conducting an Equality Impact Analysis

An EqIA is an improvement process which helps to determine whether our policies, practices, or new proposals will impact on, or affect different groups or communities. It enables officers to assess whether the impacts are positive, negative, or unlikely to have a significant impact on each of the protected characteristic groups.

The tool has been updated to reflect the new public sector equality duty (PSED). The Duty highlights three areas in which public bodies must show compliance. It states that a public authority must, in the exercise of its functions, have due regard to the need to:

- 1. Eliminate discrimination, harassment, victimisation, and any other conduct that is prohibited under this Act.**
- 2. Advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it.**
- 3. Foster good relations between persons who share a relevant protected characteristic and persons who do not share it.**

Whilst working on your Equality Impact Assessment, you must analyse your proposal against the three tenets of the Equality Duty.

## General points

1. In the case of matters such as service closures or reductions, considerable thought will need to be given to any potential equality impacts. Case law has established that due regard cannot be demonstrated after the decision has been taken. Your EIA should be considered at the outset and throughout the development of your proposal, it should demonstrably inform the decision, and be made available when the decision is recommended.
2. Wherever appropriate, the outcome of the EIA should be summarised in the Cabinet/Cabinet Member report and equalities issues dealt with and cross referenced as appropriate within the report.
3. Equalities duties are fertile ground for litigation and a failure to deal with them properly can result in considerable delay, expense, and reputational damage.
4. Where dealing with obvious equalities issues e.g., changing services to disabled people/children, take care not to lose sight of other less obvious issues for other protected groups.
5. If you already know that your decision is likely to be of high relevance to equality and/or be of high public interest, you should contact the Equality Officer for support.
6. If your EqIA does not require you to carry out additional consultation, please omit section 04.
7. Further advice and guidance can be accessed from the separate guidance document (link), as well as from your service or borough lead:

<p><b>RBKC</b> Corporate Equalities Officer: <a href="mailto:angela.chaudhry@rbkc.gov.uk">angela.chaudhry@rbkc.gov.uk</a> 020 7361 2654</p>
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## Equality Impact Analysis Tool

Overall Information	Details of Full Equality Impact Analysis
Financial Year and Quarter	2021 Q2
Name and details of policy, strategy, function, project, activity, or programme	<p>RBKC Kensal Canalside Opportunity Area Supplementary Planning Document</p> <p>The Kensal Canalside Opportunity Area Supplementary Planning Document (SPD) provides guidance on how the Opportunity Area should come forward for development.</p> <p>This document is prepared as a Supplementary Planning Document (SPD) to provide additional guidance to policies in the London Plan, 2021 and RBKC Local Plan 2019, particularly in respect of policy CA1.</p> <p>The SPD will operate alongside relevant policies of the Local Plan (2019) and London Plan, 2021</p>
Lead Officers	<p>Name: Daniel Massey            Position: Team Leader, Growth and Delivery Team, Planning and Place            Email: <a href="mailto:daniel.massey@rbkc.gov.uk">daniel.massey@rbkc.gov.uk</a>            Telephone No: 07739 313 776</p>
Lead Borough	RBKC
Date of completion of final Full EIA	23/6/2021

Section 02	Scoping of Full EIA
Plan for completion	<p>Timing: The SPD is due to be adopted in July 2021. On adoption it will become a material planning consideration in planning decisions for the site.</p> <p>Resources: The SPD will be prepared within the existing staff and budget resources of the Growth and Delivery Team.</p>

**Analyse the impact of the policy, strategy, function, project, activity, or programme**

Analyse the impact of the policy on the protected characteristics (including where people / groups may appear in more than one protected characteristic). You should use this to determine whether the policy will have a positive, neutral, or negative impact on equality, giving due regard to relevance and proportionality.

The guidance in this SPD will work alongside the Local Plan 2019 and London Plan 2021 to help deliver the Kensal Canalside Opportunity Area, in particular Policy CA1 of the Local Plan. The Local Plan 2019 policies were subject to an Integrated Impact Assessment (IIA). The IIA assessed the impact of the Local Plan policies on Equalities. The assessment is set out in Section 9.4 of the submission report. This followed a Health and Equalities Workshop held in June 2016, which raised the concern of a lack of venues for volunteer, charity and public sector organisations to carry out their community work affordably or effectively. The baseline information on which equalities assessment was based is set out in the IIA Scoping Report at Section 7.6.

Section 9.4 of the IIA explains how equalities groups have been considered and summarises the assessment on equalities of the Local Plan policies. It goes on to report that *'The preparation of site-specific plans and further planning guidance would be major beneficial, particularly for the north and centre of the borough where most development is taking place'*.

Therefore, the overarching policy that the SPD is providing guidance on and the SPD itself have been subject to equalities assessment. An overall appraisal of the positive, negative or neutral impact is set out below.

Protected characteristic	Borough Analysis	Impact: Positive, Negative, Neutral
Age	<p><b>RBKC</b></p> <p>The guidance in this SPD will work alongside the Local Plan 2019 and London Plan 2021 to help deliver the Kensal Canalside Opportunity Area (KCOA). Redevelopment of the KCOA in accordance with the SPD objectives, including the promotion of healthy living and physical and mental wellbeing, will deliver an inclusive urban environment accommodating all age groups. There will be a substantial improvement in general accessibility throughout the OA with barriers to accessibility removed and footways and crossings built to accommodate all age groups. The guidance in the SPD will work alongside the Development Plan (Local Plan 2019 and London Plan, 2021) to help secure additional affordable</p>	Positive

	homes for residents in the borough as well as those to meet any identified specialist housing needs.	
Disability	<p><b>RBKC</b></p> <p>The guidance in this SPD will work alongside the Local Plan 2019 and London Plan 2021 to help deliver the Kensal Canalside Opportunity Area. The SPD states that development must deliver ‘an inclusive and accessible neighbourhood with safe and well-designed play space integrated’ as well as ‘connections that follow the principles of healthy streets, that are inclusively designed and accessible to all.’ Footways and crossings will be built to accommodate people with disabilities. All new social and community facilities will be designed to accommodate those with disabilities. The guidance in the SPD will work alongside the Development Plan (Local Plan 2019 and London Plan, 2021) to help secure specialist housing to meet the identified needs of the Borough.</p>	Positive
Gender reassignment	<p><b>RBKC</b></p> <p>The guidance in this SPD will work alongside the Local Plan 2019 and London Plan 2021 to help deliver the Kensal Canalside Opportunity Area. The SPD objectives have not so far emerged as relevant to this protected characteristic.</p>	Neutral
Marriage and Civil Partnership	<p><b>RBKC</b></p> <p>The guidance in this SPD will work alongside the Local Plan 2019 and London Plan 2021 to help deliver the Kensal Canalside Opportunity Area. There is no significant impact for this group.</p>	Neutral
Pregnancy and maternity	<p><b>RBKC</b></p> <p>The guidance in this SPD will work alongside the Local Plan 2019 and London Plan 2021 to help deliver the Kensal Canalside Opportunity Area. There is no significant impact on this group.</p>	Neutral
Race	<p><b>RBKC</b></p> <p>The guidance in this SPD will work alongside the Local Plan 2019 and London Plan 2021 to help deliver the Kensal Canalside Opportunity Area. Redevelopment of the OA in accordance with the SPD objectives will deliver an integrated, inclusive urban environment supporting all racial groups and ethnic minorities.</p>	Neutral

Dalgarno Ward Demographic Breakdown

Ethnic Group	Percentage
White	58.3%
Black	15.3%
Mixed	8.2%
Asian	8.4%
Arab	5.9%
Other	3.9%

It will not have direct equality impacts on this protected characteristic group.

Religion/belief (including non-belief)	<p><b>RBKC</b> The guidance in this SPD will work alongside the Local Plan 2019 and London Plan 2021 to help deliver the Kensal Canalside Opportunity Area. Development of the KCOA will, in line with the SPD objectives, deliver new community space. All social and community infrastructure will be available for use by faith and special interest groups and will be required to include multi-faith space. Public open space and green space will also be available for formal and informal events.</p>	Positive
Sex	<p><b>RBKC</b> The guidance in this SPD will work alongside the Local Plan 2019 and London Plan 2021 to help deliver the Kensal Canalside Opportunity Area. The SPD objectives have not so far emerged as relevant to this protected characteristic because it is not seeking to provide a service. It will not have direct equality impacts on this protected characteristic.</p>	Neutral
Sexual Orientation	<p><b>RBKC</b> The guidance in this SPD will work alongside the Local Plan 2019 and London Plan 2021 to help deliver the Kensal Canalside Opportunity Area. The SPD objectives have not so far emerged as relevant to this protected characteristic because it is not seeking to provide a service. It will not have direct equality impacts on this protected characteristic.</p>	Neutral

**Human Rights or Children's Rights**

	N/A
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<b>Section 03</b>	<b>Analysis of relevant data</b> Examples of data can range from census data to customer satisfaction surveys. Data should involve specialist data and information and where possible, be disaggregated by different equality strands.
<b>Documents and data reviewed</b>	National Planning Policy Framework, Planning Practice Guidance, London Plan (2021), RBKC Local Plan (2019), Greening SPD, Community Housing SPD, Dalgarno Ward Profile 2011 Census
<b>New research</b>	If new research is required, please complete this section <b>N/A</b>

<b>Section 04</b>	<b>Consultation</b>
<b>Consultation in each borough</b>	Several stages of consultation have informed this SPD and summaries of these can be found attached to the SPD. Formal six-week consultation on the Draft Kensal Canalside Opportunity Area SPD was open between 12 <sup>th</sup> April 2021 and 24 <sup>th</sup> May 2021. 53 individuals or organisations responded to the consultation. A summary of the key themes raised and key responses is as follows: ○
<b>Analysis of consultation outcomes for each borough</b>	<ul style="list-style-type: none"> <li>● Heritage/ Conservation - particularly relating to the cemetery. <ul style="list-style-type: none"> <li>○ Text was added to clarify that any new development would require a Statement of Heritage Significance and a Heritage Impact Statement</li> </ul> </li> <li>● Concern that the Supermarket and parking is re-provided <ul style="list-style-type: none"> <li>○ The SPD states the supermarket will be re-provided and new text added to confirm that parking will be below the supermarket.</li> </ul> </li> <li>● Tall buildings and Views <ul style="list-style-type: none"> <li>○ Text added to clarify that any tall building will be assessed in line with the London Plan Policy D9 in relation to tall buildings.</li> </ul> </li> <li>● Concerns around the density of the new homes that will be delivered.</li> </ul>

	<ul style="list-style-type: none"> <li>○ No change. The site allocation is set out in the Local Plan. The SPD is clear that any application will need to ensure a high-quality development that delivers the vision for the site.</li> <li>● Environmental sustainability <ul style="list-style-type: none"> <li>○ Text was added to the SPD to clarify that developers should follow the guidance set out in the adopted Greening SPD.</li> </ul> </li> <li>● Connectivity of the site including the railway bridge, the road junctions, bus network capacity and the Elizabeth Line station <ul style="list-style-type: none"> <li>○ Text was added to clarify that a local network traffic model created for the Council in conjunction with TFL to assess any forthcoming applications. The bus stop reprovision and expected contributions to the underground stations were also clarified in the text.</li> </ul> </li> </ul> <p>A number of other text changes were made to clarify the position of the SPD and these are set out in the Schedule of Responses.</p> <p>One response highlighted concerns about the accessibility of a bridge over the railway. The SPD already states that <b>all connections should be inclusively designed and accessible to all</b>. No further comments were related to equalities or the protected characteristics were raised.</p>
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<b>Section 05</b>	<b>Analysis of impact and outcomes</b>
<b>Analysis</b>	The KCOA SPD will be used as a material consideration in determining planning applications. Analysis of the impacts and outcomes of the SPD on equalities is undertaken as part of the process of determining a planning application.

<b>Section 06</b>	<b>Reducing any adverse impacts and recommendations</b>
<b>Outcome of Analysis</b>	The KCOA SPD will be used as a material consideration in determining planning applications. As such the impacts are not expected to change. If as part of determining planning applications any equalities issues arise, these will be taken into consideration by the Growth and Delivery team.

<b>Section 07</b>	<b>Action Plan</b>
<b>Action Plan</b>	Please see section 5 and 6 above.



<b>Section 08</b>	
<b>Chief Officers' sign-off</b>	Name: Amanda Reid Position: Director, Planning and place Email: amanda.reid@rbkc.gov.uk Telephone No:
<b>Key Decision Report (if relevant)</b>	Date of report to Cabinet/Cabinet Member: LT Meeting 7 July 2021 Key equalities issues have been included: Yes
<b>Lead Equality Manager (where involved)</b>	Name: Hannah Ralph Position: Head of Strategy Date advice / guidance given: 23/06/21 Email: Hannah.ralph@rbkc.gov.uk