

# Equality Analysis Form

An Equality analysis enables us to target our services, and our budgets, more effectively and understand how they affect all our communities. It also helps us comply with the Equality Act 2010.

For more information about when you should carry out equality analysis, who should do this and the support available, go to the equality analysis intranet page.

This form has four sections

- 1: decide whether a full equality analysis is needed. If not, you do not complete sections 2-4.
- 2: gathering evidence
- 3: determining actions
- 4: decision and next steps

Appendix One – Decision-making process

Appendix Two - data broken down by Protected Characteristics

<b>Name of document</b>		
Version		
1		

## 1. Decide whether a full equality analysis is needed

### 1.1 What are you analysing?

Question	Guidance	Answer
<b>What is the name of your change or review?</b>	<p>The change or review may involve:</p> <ul style="list-style-type: none"> <li>o policies, strategies and frameworks</li> <li>o budgets</li> <li>o plans, projects and programmes</li> <li>o staff structures (including outsourcing)</li> <li>o the use of buildings</li> <li>o commissioning (including re-commissioning and de-commissioning)</li> <li>o services (for example, how and where they are delivered )</li> <li>o processes (for example thresholds, eligibility, entitlements, and access criteria)</li> </ul>	<p>The proposed London Borough of Croydon (Whitgift Centre) (land bounded by and including Poplar Walk, Wellesley Road, George Street And North End) Compulsory Purchase Order 2014 .</p>
<b>Why are you doing this?</b>	<p>For example, we are considering cutting a service.</p>	<p>Croydon Council (the Council) is considering whether to make a compulsory purchase order (CPO) to support the redevelopment of Central Croydon by the Croydon Limited Partnership (The Partnership). The Partnership is a joint venture between Hammerson UK Properties plc. and Westfield Shoppingtowns Ltd.</p> <p>The Partnership is proposing to deliver</p>

		<p>comprehensive, retail led mixed use redevelopment of the Whitgift Centre and surrounding land including the former Alders department store, car parks, parts of North End and land extending to George Street to the south, Wellesley Road to the east and Poplar Walk to the north and associated redevelopment ("the Scheme").</p>
<p><b>What is likely to be different when you have finished?</b></p>		<p>The redevelopment is a retail led mixed use scheme which includes residential (400-600 new homes including affordable housing), leisure and office elements as well as community facilities, new and improved pedestrian routes across the site linking it to other parts of the town centre, new and improved public realm, open space and amenity space, new and improved vehicular access and parking and improved public safety.</p> <p>The vision for the project is that the existing town centre would be renewed and revitalized when the Scheme is finished.</p> <p>Use of the Council's CPO powers would result in changes to the ownership of this part of the town centre with The Partnership controlling and managing the development.</p>
<p><b>What will be the main outcomes or benefits from making this change?</b></p>		<p>The potential use of the Council's CPO powers would enable The Partnership to bring forward their redevelopment proposals for Croydon town centre. In</p>

doing so, it is envisaged that in excess of £1 billion private investment would be secured for the area. As a direct result it is envisaged that over 5,000 permanent local jobs would be created by the proposals. The latest Office for National Statistics unemployment rates at time of writing (figures from 19<sup>th</sup> February 2014) show that unemployment stood at 8.8% of the working age population which was slightly above the London average figure of 8.7% and Outer London average of 8.1%. The creation of employment and training opportunities will assist the Council in addressing unemployment issues.

Additionally, between 400 and 600 new homes would be provided including affordable housing for those in housing need in the borough. Similar to other London boroughs, Croydon's Housing Strategy (2011-15) and accompanying evidence base demonstrate a considerable housing need in the borough, The provision of housing on this site will assist in seeking to address housing need in the borough.

It is envisaged that the proposals would provide a range of improvements to the town centre including to the public realm, safety and security as well as to the retail, leisure, office and residential offer in the area.

It must also be noted that use of the

		<p>Council's CPO powers in this case would result in a number of existing business owners, freeholders and leaseholders being required to sell their interests under the terms of the compulsory purchase legislation. If a CPO is made and confirmed by the Secretary of State, where reasonably practicable, efforts will be made to enable existing business to temporarily relocate within the town centre and/or return to the completed redevelopment where required.</p> <p>Some business premises would have access and fire escape arrangements altered and there would be disruption to the town centre during the development phases.</p> <p>If a CPO is made and confirmed and the Scheme is implemented, the Council will seek to ensure, including through the planning conditions, that suitable and practicable assistance and mitigation measures will be put in place for all those affected by these proposals. Statutory compensation will also be payable to affected landowners and businesses.</p> <p>If the Council resolves to make a CPO the process will be undertaken in accordance with the Council's public sector equality duty under the Equality Act 2010 with due regard to the need to eliminate unlawful discrimination, advance equality of</p>
--	--	--

		<p>opportunity for protected groups and foster good relations between protected groups and other members of the community.</p>
<p><b>What stage is your change at now?</b></p>	<p>See appendix one for the main stages at which equality analyses need to be started or updated. In many instances, an equality assessment will be started when a report is being written for a committee. If that report recommends that a project or programme takes place, the same equality assessment can be updated to track equality impacts as it progresses. If the project or programme includes commissioning or de-commissioning, the same equality assessment can be updated again.</p>	<p>Members of the Council's Strategic Planning Committee resolved to grant planning permission for the Scheme on 25 November 2013, subject to the relevant referrals, conditions and a legal agreement.</p> <p>Outline planning permission and conservation area consent were issued by the Council on 5 February 2014</p> <p>A decision on whether to proceed with a CPO is likely to be considered at Cabinet early in 2014.</p> <p>If the Scheme is to proceed, construction is forecast to start on site in 2015.</p> <p>It is intended that this EqIA will be kept under review and updated at key milestones subject to the CPO being granted. This will ensure that any changes during the process will be captured and addressed where possible.</p>
<p><b>An equality analysis must be completed before any decisions are made.</b></p> <p><b>If you are not at the beginning stage of your decision making process, you must inform your Director that you have not yet completed an equality analysis.</b></p>		

## 1.2 Who could be affected and how?

Question	Guidance	Answer
<b>Who are your internal stakeholders?</b>	For example, groups of council staff, members	Spatial Planning Development Management Housing Development and Regeneration Adult Services Health and Housing Highways Economic Development Legal Services
<b>Who are your external stakeholders?</b>	For example, groups of service users, service providers, trade unions, community groups and the wider community?	<p>In order to deliver the proposed Scheme hundreds of individual land interests and rights need to be acquired.</p> <p>Preliminary consultation letters have been sent out to potentially affected properties which seek an opportunity to explain what is proposed and what the potential implications are likely to be.</p> <p>These letters have been followed up with formal requisition notices seeking details of land ownership and occupation. Local business groups have also been briefed.</p> <p>External stakeholders would also include current and future residents as well as current and future visitors to the site. The Partnership is actively seeking the views of these stakeholders through a series of engagement events inviting current and</p>

		<p>future users to voice their preference for how the area should be developed as well as identifying current management and physical issues which need to be improved.</p>
<p><b>Does your proposed change relate to a service area where there are known or potential equalities issues?</b></p>	<p>Please answer either "Yes", "Don't know" or "No" and give a brief reason for your response. If you don't know, you may be able to find out on the Croydon Observatory  <a href="http://www.croydonobservatory.org/">(http://www.croydonobservatory.org/)</a></p>	<p>Yes.</p> <p>Given the scale of the Scheme, it is possible that a number of service areas will be affected by this proposal (e.g. Housing, Environment, Education, Economic Development etc.) and there will be opportunities to mitigate for and improve on existing equality issues where they exist.</p> <p>The use of CPO powers in relation to the redevelopment of Central Croydon would impact upon the wider community whose daily lives may be affected during the land acquisition and development processes and by the completed development.</p> <p>These groups would include:</p> <ol style="list-style-type: none"> <li>1) Those who currently own or occupy land within the affected area including business and land owners in the area;</li> <li>2) Current visitors to the affected area for work or leisure and to use the retail and other town centre facilities;</li> <li>3) Future visitors to the area for work</li> </ol>



		<p>or leisure activities and to use the retail and other town centre facilities; and</p> <p>4) Those who live within the affected area now or will do in the future;</p> <p>.</p> <p>The impact of the proposals on members of the community who share protected characteristics for the purpose of the Equality Act 2010 is considered within the following answers.</p>
<p><b>Does your proposed change relate to a service area where there are already local or national equality indicators?</b></p>	<p>You can find out from the Equality Strategy (<a href="http://intranet.croydon.net/corpdept/equalities-cohesion/equalities/docs/equalitiesstrategy12-16.pdf">http://intranet.croydon.net/corpdept/equalities-cohesion/equalities/docs/equalitiesstrategy12-16.pdf</a> ). Please answer either "Yes", "Don't know" or "No" and give a brief reason for your response</p>	<p>Yes</p> <p>It is considered that certain service areas (as set out within the Croydon Equalities Strategy 2012-16) may be impacted. This is expanded upon further within the following answers.</p>
<p><b>Would your proposed change affect any protected groups more significantly than non-protected groups?</b></p>	<p>Please answer either "Yes", "Don't know" or "No" and give a brief reason for your response. For a list of protected groups, see Appendix Two.</p>	<p>Yes</p> <p>It is considered that there are certain aspects of the proposals that may have greater impact on protected groups than on others.</p> <p>As set out previously, the wider general groups considered to be directly affected by this proposal would include:</p> <ol style="list-style-type: none"> <li>1) Those who currently own or occupy land within the affected area;</li> <li>2) Current visitors to the affected area for work or leisure and to use the retail and other town centre</li> </ol>

facilities;

- 3) Future visitors to the area for work or leisure activities and to use the retail and other town centre facilities; and
- 4) Those who live within the affected area now or will do in the future;

Impact on the wider general groups is explored further in analyzing impact on the specific protected groups below.

**-Age** – Census information (2011) shows no major age disparities between age groupings in the local wards (Fairfields and Broad Green) and the wider Croydon borough population.

In general there will be a positive impact from the completed development in terms of accessible design and housing provision on younger and older people. It is envisaged that the proposals will deliver an improved town centre public realm, improved linkages and an improved retail, leisure, office and community facilities upon completion. The benefits would be felt across the identified wider groups.

New housing will meet Lifetime Home requirements and be accessible and adaptable. Affordable housing lettings policy will not negatively impact this group as this policy is subject to the Equality Act 2010.

		<p>The demolition and construction phases of the development may have a short term negative impact on particular age groups – in particular the very young and older groups - due to a temporary decrease in local retail offer and the accessibility of the town centre area. Certain age groups may be restricted in their ability to travel for goods or services and may be dependent on the wide range of options currently on offer in Croydon town centre. An example of accessibility barriers would include physical barriers such as temporary pavement closures which may be required during the construction phases and such measures may cause temporary accessibility issues for certain age groups.</p> <p>These possible short term disruptions affecting particularly the above age groups will be mitigated through:</p> <ul style="list-style-type: none"><li>- Managed temporary relocation of retail outlets within the town centre ensuring continuity of retail offer as far as possible;</li><li>- Planning conditions which require the developer to adhere to Environmental Management and Construction Logistics Plans approved by the Council and undertake a risk assessment prior to any demolition, aimed at ensuring that the development does not prejudice the safety or free flow of pedestrians or vehicular traffic, cause other inconvenience to users or impact adversely on the amenities of</li></ul>
--	--	--

nearby properties.

- Adoption of the principles of the Considerate Construction Scheme. Adherence to this scheme would mean provisions being put in place to ensure as little disruption as possible.

In the medium term, an enhanced retail, leisure, office, community and housing offer will be available for all age groups. This will include enhanced public realm including resting and meeting points.

It has been noted by the Council and The Partnership that the North End area has experienced antisocial behavior problems when large groups of young people congregate in the area at certain times of the day. This has resulted in a public perception that certain parts of North End are poorly managed and undesirable locations due to the impact caused by these groups.

The comprehensive redevelopment proposals and future management of the area will improve the town centre environment. It is considered that the mitigation measures proposed within the development proposals will alleviate impact on this protected group.

The Land Acquisition and Relocation Strategy, the proposed Exceptional Hardship scheme and the statutory CPO

		<p>compensation code provide for fair treatment regardless of age.</p> <p><b>-Disability –</b> The construction phase may temporarily reduce access and mobility for those with disabilities.</p> <p>The demolition and construction phases of the development may have a short term negative impact due to a temporary decrease in retail offer and the accessibility of the area. This will be mitigated through managed temporary relocation of retail outlets within the town centre where possible ensuring continuity of retail offer. As noted above, planning conditions and developer adherence to the Considerate Construction Scheme will seek to minimise disruption to the town centre and any reduction in accessibility.</p> <p>The Council will work with The Partnership during the construction process to ensure that there is no significant reduction in the availability of disabled parking spaces in the town centre.</p> <p>The final development will offer enhanced public realm including resting and meeting points which will be of benefit to this protected group.</p> <p>It is envisaged that a fully accessible scheme will be on offer to all visitors once completed. This includes a shop mobility facility and “changing places” toilet facilities</p>
--	--	--

The new shopping centre and directly surrounding public realm as well as the private and affordable housing which will be built to Lifetime Homes standards ensuring accessibility for all.

Whilst there may be short term negative effects for some people with disabilities, steps will be taken to minimize any such effects and that in the long term, the completed development should bring benefits for this protected group.

It is considered that those with disabilities within the 4 wider groups will benefit from the proposed improvements.

The Land Acquisition and Relocation Strategy, the proposed Exceptional Hardship scheme and the statutory CPO compensation code provide for fair treatment regardless of disability.

**-Gender Reassignment** – It is not considered that these proposals would have a significant impact on people with this protected characteristic;

**-Pregnancy and Maternity** – During the construction period there may be a negative impact on this protected group through changes in access and possible reduction in necessary retail options in the town centre.

As set out above, a managed temporary relocation of retailers will be adopted

		<p>where practicable and measures will be put in place to ensure minimum disruption to the town centre throughout the demolition and construction phases.</p> <p>In the longer term the proposed Scheme will provide a more accessible environment for visitors, workers and dwellers.</p> <p>The completed scheme will provide enhanced pedestrian permeability through the town centre for all of the directly impacted town centre users. Pedestrian resting and meeting point provision will be improved upon in the completed development.</p> <p>It is envisaged that the Scheme will provide improvements for this protected group across the 4 wider general groups of impacted people.</p> <p><b>-Race</b> – Census (2011) information shows that there is a significantly higher concentration of people identifying themselves as ‘Indian’ or ‘White Other’ living within the Fairfield and Broad Green wards in comparison with the Croydon average. Unfortunately, data in relation to the ethnic make-up of business owners within the CPO land itself was not available at the time of writing.</p> <p>The Council and The Partnership are committed to working with business owners in order to ensure that support is</p>
--	--	--

offered to all parties impacted regardless of race..

In the area surrounding the proposed redevelopment site, and in particular West Croydon, it has been identified that many business owners are from an ethnic minority group. These businesses are typically small and dependent on existing local trade dynamics.

Examples of potential impacts arising might include:

- A reduction in normal footfall in the area as a result of a reduction in normal retail offer in the town centre during the CPO process;
- A changed town centre environment which could possibly discourage visitors to West Croydon to visit the London Road area.

If the CPO is made and the scheme is implemented, the Council will work with The Partnership to ensure that the development interacts well with the surrounding retail town centre and creates a suitable environment to cater for a diverse range of ethnic business owners and workers in Croydon.

Specialist business advice and translation services are available from the Council to assist with any negative impacts associated with the development for these groups and others during the CPO land



		<p>acquisition process and beyond. The Council currently offers support to these businesses in the form of the Croydon Retail Support Programme and the West Croydon Investment Strategy.</p> <p>It is envisaged that the increased footfall, enhanced town centre permeability and a broader range of uses within the completed proposal will benefit existing local businesses.</p> <p>There will also be an additional 400-600 households living in the area using existing local business for their day to day needs which will be of benefit to existing business in the area.</p> <p>Additionally the measures set out within the Section 106 planning agreement between the Council and The Partnership will act to support local business and growth.</p> <p>The letting of any affordable housing on the site will be under the terms of Croydon Council's Housing Allocation policy which is also subject to the Equality Act 2010. This will ensure a fair and non-discriminatory lettings policy is in place in respect of these new homes.</p> <p>Any party responsible for the disposal and management of non-housing related property will be also subject to duties under</p>
--	--	---

the Equality Act 2010.

The Land Acquisition and Relocation Strategy, the proposed Exceptional Hardship scheme and the statutory CPO compensation code provide for fair treatment regardless of race.

It is considered that the Scheme will provide improvements for this protected group across the 4 wider general groups of impacted people. Appropriate mitigation measures will be put in place to protect this protected group during the period before completion.

**-Religion and Belief** – Census information (2011) shows that Broad Green and Fairfield are home to concentrations of Hindu and Muslim faiths which are above the Croydon wide averages.

It is not however considered that the proposed development or the proposed CPO would impact negatively upon this protected group. Opportunities for employment and training as well as retail and leisure activity will be available to all. Existing business owners or workers from this protected group who are affected by the CPO would not be discriminated against in terms of their religious belief.

The Land Acquisition and Relocation Strategy, the proposed Exceptional

		<p>Hardship scheme and the statutory CPO compensation code provide for fair treatment regardless of religion or belief.</p> <p>As set out above, specialist business advice and translation services are available from the Council to assist with any issues which arise for these groups and others during the CPO and development process and beyond.</p> <p>The Council wishes to ensure that the opportunities presented by the proposals will be available for everyone to access.</p> <p>It is not considered that any places of worship will be significantly impacted by the proposals either during the construction phases or upon completion of the final Scheme.</p> <p>The new proposals will make provision for a multi faith prayer room.</p> <p>It is envisaged that the Scheme will provide improvements for this protected group across the 4 wider general groups of impacted people.</p> <p><b>-Sex</b> – Census information shows no significant disparity between the percentage of men and women living in the area measured against the Croydon wide comparable average.</p>
--	--	---

No disproportionate adverse impacts on either men or women are predicted, but should any such effects be identified during subsequent reviews, suitable mitigation measures will be put in place where practicable.

Housing Allocations policy for any new affordable housing delivered as part of the proposals will be subject to the Equality Act 2010 safeguards as set out within the Croydon Allocations Policy (2013). The Council will seek to ensure that the opportunities presented by the proposals can be accessed by all.

It is envisaged that the 4 wider groups will not be impacted adversely because of their sex.

- **Sexual Orientation** – It is not considered that these proposals would have a significant impact on people with this protected characteristic

It is considered that the proposed improvements to safety and security within the town centre will help all groups feel more secure whether they live in, work in, have interests in or visit the area;

- **Marriage and Civil Partnership** - It is not considered that these proposals would have a significant impact on this protected characteristic (although this is not a

		<p>"relevant protected characteristic" for the purpose of s149(b) and (c) of the Equal Act 2010, it has been considered throughout this analysis for completeness);</p>
<p><b>Would your proposed change help or hinder The Council in eliminating unlawful discrimination, harassment and victimisation in relation to any of the protected groups?</b></p>	<p>Please answer either "Yes", "Don't know" or "No" and give a brief reason for your response</p>	<p>It is considered that the proposed change would help the Council in tackling certain unlawful discrimination, harassment and/or victimisation.</p> <p>Fear of crime related incidents will be mitigated for protected groups visiting, working or living within the community by increasing the provision of secure well lit inclusive public realm in the proposed development and linking communities through provision of well connected, safe improved pedestrian links. New inclusive public spaces would be incorporated within the development.</p> <p>This will help to reduce the risks of unlawful discrimination, harassment and/or victimisation of those with the following protected characteristics:</p> <ul style="list-style-type: none"> <li>- Age;</li> <li>- Disability;</li> <li>- Gender reassignment;</li> <li>- Marriage and civil partnership;</li> <li>- Pregnancy and Maternity;</li> <li>- Sexual Orientation;</li> <li>- Race;</li> <li>- Religion and Belief; and</li> <li>- Sex.</li> </ul>

		<p>Specific impacts on people who share these protected characteristics are explored further in the previous answer and in Section 3.</p> <p>In terms of existing owners and occupiers within the proposed CPO area, any acquisition of land interests will be subject to provisions contained within the Equality Act 2010.</p> <p>The Land Acquisition and Relocation Strategy, the proposed Exceptional Hardship scheme and the statutory CPO compensation code will assist the Council in ensuring fair treatment for all groups without discrimination, harassment or victimisation of any of the protected groups.</p>
<p><b>Would your proposed change help or hinder the Council in advancing equality of opportunity between people who belong to any protected groups and those who do not?</b></p>	<p>Please answer either "Yes", "Don't know" or "No" and give a brief reason for your response</p>	<p>This proposed change would help the Council in advancing equality of opportunity.</p> <p>New, well connected and well-designed public spaces proposed within the area will create quality meeting places for the public. These new spaces will be inclusive and will be to the benefit of all groups.</p> <p>The design of the redevelopment encourages community cohesion and wellbeing by enabling coherent way finding and movement for all those who will live,</p>

		<p>work in or visit the redeveloped area.</p> <p>Additionally, the development is expected to create around 5000 permanent new jobs across retail, leisure and hospitality sectors and thousands of construction jobs. Job opportunities will be available for all groups.</p> <p>The Partnership is committed to supporting communities through the provision of training and new business opportunities as well as supporting programmes which enable young people and other groups to get into employment or training initiatives. A community programme is currently being developed in line with these aspirations with focus around youth engagement and local enterprise.</p> <p>The Council will work with The Partnership to ensure that none of the protected groups are precluded from these opportunities.</p> <p>If a CPO is made, landowners, tenants and occupiers who would be affected by the CPO will have the opportunity to object to the Secretary of State. The process will be subject to the provisions contained within the Equality Act 2010.</p> <p>The Council and The Partnership will work with these parties to agree appropriate provision for relocation and business continuity. Professional advice and</p>
--	--	--

		<p>translation services will be offered by the Council's professional advisors and a Communications and Land Acquisition and Relocation Strategy are in place to ensure a consistent approach which to secure equality of opportunity throughout.</p> <p>Additionally, the Council will prepare an Exceptional Hardship scheme which will supplement existing statutory provisions. The scheme will allow owner occupiers whose property interest is included in a compulsory purchase order to require the acquisition of their properties in defined circumstances.</p> <p>The Exceptional Hardship scheme will extend the range of people who can seek early acquisition to include owner-occupiers who would not be eligible to serve a blight notice but who are able to show that failure to acquire their property interest would lead to exceptional hardship.</p>
<p><b>Would your proposed change help or hinder The Council in fostering good relations between people who belong to any protected groups and those who do not?</b></p>	<p>Please answer either "Yes", "Don't know" or "No" and give a brief reason for your response</p>	<p>This proposal would help the Council in fostering good relations between people who belong to protected groups and those who do not.</p> <p>As set out above, The Partnership and the Council are committed to creating jobs, training and other opportunities for local residents and businesses which will be generated by the investment attracted to this development. The Council and The Partnership will seek to promote equality of opportunity for protected groups to share in</p>



		<p>these benefits.</p> <p>Additionally new, well connected attractive public spaces proposed within the redevelopment area will create quality meeting places for the public to foster good relations between different groups and communities. These spaces will be lively, pleasant to use and designed to facilitate various events that will encourage community cohesion.</p> <p>It is envisaged that the proposed Scheme will deliver a revitalised town centre with new and old businesses complementing one another in offering a diverse and interesting retail and leisure environment. Both existing and new businesses will benefit.</p> <p>Additionally, both The Partnership and the Council are committed to improving the management of the area to improve public safety and perception of the town centre. It is envisaged that everybody within the community will benefit from these opportunities and improvements and relations between particular groups will be enhanced as a result</p>
--	--	--

**1.3 Decision**

**If you answer "yes" or "don't know" to ANY of the questions in section 1.2, you should undertake a full equality analysis. This is because either you already know that your change or review could have a different/significant impact on protected groups (compared to non-protected groups) or because you don't know whether it will (and it might).**

Decision	Guidance	Response
<p><b>No, further equality analysis is not required</b></p>	<p>Please state why not and outline the information that you used to make this decision. Statements such as 'no relevance to equality' (without any supporting information) or 'no information is available' could leave The Council vulnerable to legal challenge. <b>You must include this statement in any report used in decision making, such as a Cabinet report</b></p>	<p>N/A</p>
<p><b>Yes, further equality analysis is required</b></p>	<p>Please state why and outline the information that you used to make this decision. Also indicate</p> <ul style="list-style-type: none"> <li>- when you expect to start your full equality analysis</li> <li>- the deadline by which it needs to be completed (for example, the date of submission to Cabinet).</li> <li>- where and when you expect to publish this analysis (for example, on The Council website).</li> </ul> <p><b>You must include this statement in any report used in decision making, such as a Cabinet report.</b></p>	<p>Further information is required as the Council is required to have due regard to the need to:</p> <ul style="list-style-type: none"> <li>i. Eliminate discrimination, harassment and victimisation and other conduct prohibited under the Equality Act 2010;</li> <li>ii. Advance equality of opportunity for those who share a relevant protected characteristic and those who do not; and</li> <li>iii. Foster good relations between groups who share a relevant protected characteristic and those that do not share that characteristic.</li> </ul> <p>The information used to make this decision is derived from the development proposals</p>

		<p>set out within the Partnership's planning application and the investigative work being undertaken in relation to a potential CPO.</p> <p>Now that outline planning permission has been granted, it is expected that The Council will consider whether or not to make a CPO to support the proposals early in 2014. In the event that the scheme proceeds, the equality analysis is expected to be updated at key milestones during the process.</p> <p>The EqIA may be submitted as part of the information provided to the Secretary of State if a CPO is made.</p>
<b>1.4 Feedback from the corporate equalities team</b>		
<b>Name of equalities officer</b>	Yvonne Okiyo	
<b>Date received by equalities officer</b>	26/03/2014	

Should a full equality analysis be carried out?	The document as reviewed can be circulated.	
<b>Please send this document to</b> - the person responsible for making the decision - democratic services, the corporate programme office or procurement as appropriate in time for the relevant decision making meeting		

## 2. Evidence Considered

**List the documents and information that have been considered as part of this review to enable reasonable judgments to be made on the assessment of impact.**

**This section needs to include consultation data and desktop research (local and national data).**

Under the current programme the Council's Cabinet will consider whether to resolve to make a CPO early in 2014 following completion of the tasks set out below:

- The physical examination of the site, preliminary investigations of ownership and the extent of land and rights needed if a CPO is to be made. An analysis of the range of other consents needed, if any new rights are required or "special kinds of land" is drawn in and confirming the provisional site boundary;
- The Partnership commencing discussions with owners and tenants in order to seek to acquire property through negotiation;
- The statutory requisition letters being issued;
- The preparation of a CPO timetable;
- The preparation of a land Acquisition and Relocation Strategy;
- The preparation of an employment support package through the Section 106 Planning agreement.

Preliminary consultation letters have been sent out to owners, tenants and occupiers of affected properties which seek to explain what is proposed and what the potential implications are likely to be. This has been followed by the formal requisition notices being sent to parties requesting information in relation to land ownership.

Further consultation will be undertaken by The Partnership with a wide range of users of the area in order to better understand the community's aspirations for the area.

Information has been collected from relevant recent projects such as the Croydon Local Plan – Strategic Policies, Mid Croydon Masterplan and Opportunity Area Planning Framework (OAPF) as well as secondary data sources such as the Census and Health Service which has provided the profile of residents with different protected characteristics in the borough. This forms part of the evidence

base to inform the EqIA.

## 2.1 Analysing Impact

Use the table below plot and identify where there is a potential impact on any of the staff and customers/service users by protected characteristic arising from the change.

The cells of the matrix should be filled in as below:

Key	
<b>O</b>	Indicates where the impact is unknown on Service Users/Staff, This is due to evidence not being available to indicate otherwise (neither positive nor negative impact).
<b>P</b>	Indicates the change may have a potential Positive Impact on Service Users/Staff
<b>N</b>	Indicates the change may have a potential Negative Impact on Service Users/Staff
<b>P/N</b>	Indicates the change may have both Positive and Negative Impacts on Service Users/Staff

An example of the chart filled in below:

		Protected Characteristics										
Services	Age	Disability	Gender Reassignment	Pregnancy and Maternity	Race	Religion and Belief	Sex	Sexual Orientation	Marriage and Civil Partnership			
Service Provision	Service Design	Capacity	P	P	P	P	P	P	P	P	P	P
		Availability	P	P	P	P	P	P	P	P	P	P
		Continuity	O	O	O	O	O	O	O	O	O	O
		Security	P	P	P	P	P	P	P	P	P	O

Protected Characteristics											
Services	Age	Disability	Gender Reassignment	Pregnancy and Maternity	Race	Religion and Belief	Sex	Sexual Orientation	Marriage and Civil Partnership		
		Supplier Management	○	○	○	○	○	○	○	○	○
Service Provision	Service Design	Service Level Availability Capacity	○	○	○	○	○	○	○	○	○
		Service Catalogue Management	○	○	○	○	○	○	○	○	○

**Description of Impact – Service User Related**

Service Area	Protected Group	Description of Potential Positive Impact	Description of Potential Negative Impact	Evidence Source
Age	0–18 years	The Partnership is committed to working with young people to provide training opportunities through its	Possible initial displacement brought about by construction phases and changes to management of North End which will be mitigated through the provision of enhanced public realm and public spaces.	Redevelopment Proposals (Planning application) and draft S106 agreement.

**Description of Impact – Service User Related**

	<p>development programme and this will benefit this protected group.</p> <p>Other benefits of the proposals include:</p> <ul style="list-style-type: none"> <li>- Improved access to public transport.</li> <li>- Improvements to the environmental quality of the area by providing places to meet;</li> <li>- Improved access to leisure and local retail offer</li> </ul>	<p>Temporary loss of retail offer during the CPO process.</p>	<p>Census (2011)</p>
<p><b>19-35</b></p>	<p>The redevelopment will be integral to providing new jobs and homes, the provision of substantial numbers of new homes of mixed tenure including some affordable and access to varying job types will have a positive impact on</p>	<p>Possible temporary displacement and inconvenience experienced during the construction phase.</p> <p>Possible relocation or disruption of retail/business during the CPO process.</p>	<p>Redevelopment Proposal (Planning application) and draft S106 agreement</p> <p>Census (2011)</p>

**Description of Impact – Service User Related**

this group. Training opportunities will also become available.

The redevelopment will enable the provision of convenient, safe and reliable access to local amenities and public transport as well as an improved retail offer within the area

**36-65**

The Scheme would deliver new accessible, mixed tenure homes and new employment opportunities for this key working age demographic.

Possible temporary inconvenience brought about by the construction phases as well as possible relocation of key retail offering during the CPO process

Redevelopment Proposal (Planning application)

Census (2011)

The development will provide convenient, safe and reliable access to local amenities and public transport.



## Description of Impact – Service User Related

### Over 65

Proposals within the redevelopment which will specifically benefit older people include:

- Improved access to public transport.
- Improvements to the environmental quality of the area by providing good quality street furniture and places to meet and provide temporary rest.
- Improved access to public realm; and
- Improved permeability through the town centre;
- Improved access to leisure and local retail offer

Possible temporary inconvenience during the construction phase.

Disruption to business for service users during the CPO process.

Possible temporary loss of retail provision which is relied upon locally for this age group.

Redevelopment Proposal (Planning application)

Census (2011)

### Learning disability

The public realm proposed within the development will be inclusive providing legible public realm with clear way finding and improvements to

Possible temporary disruption during the construction phase and movement or loss of current retail offer during the CPO process.

Possible temporary loss of retail or leisure offer which this group may find difficult to travel long distances

Redevelopment Proposal (Planning application)

Census (2011)

## Description of Impact – Service User Related

signage and customer information.

to.

These measures will provide opportunities for a diverse sustainable community which promotes independence and opportunity.

Training, equal employment opportunities and other community projects will be promoted by The Partnership and The Council.

### **Physical disability**

Redevelopment will allow for better movement of pedestrians and access to North /South to and from Mid Croydon. Proposals allow for the provision of a shop mobility unit and “changing places” toilets.

Temporary restrictions may exist during the construction period but measures will be put in place to reduce impact on specific groups during this period.

Possible temporary disruption to the current wide ranging retail offer during the CPO process.

Redevelopment Proposal (Planning application)

Census (2011)

## Description of Impact – Service User Related

Any public realm proposed will be inclusive, with minimal level changes and good quality street furniture providing opportunities for a diverse sustainable community. Increased accessibility in the area will promote independence.

Housing built as part of the development will be built to Lifetime Homes standards and will be adaptable for those with disabilities. A number of fully adapted wheelchair units will also be provided as part of the housing offer.

Equal opportunity employment and

## Description of Impact – Service User Related

### Mental health

training opportunities will be promoted by the Partnership and The Council.

Public realm improvement will specifically benefit those with mental health disabilities including legible public realm with clear way finding, improvements to signage and customer information within the station, and maximizing greening within the Central Croydon area, providing an inclusive public realm as well as opportunities for a diverse sustainable community.

Training, employment and community engagement

Possible temporary inconvenience for service users and shoppers during the construction and relocation of business phases (CPO).

This may have temporary negative impacts on groups who cannot travel long distances for alternatives.

Redevelopment Proposal (Planning application)

Census (2011)

## Description of Impact – Service User Related

	opportunities will be provided by The Partnership together with The Council as part of the proposals.		
	The proposal enhanced retail and leisure offer will be accessible.		
<b>Deaf or hard of hearing</b>	Proposals that will specifically benefit those who are deaf or hard of hearing include legible urban design and public realm with clear way finding.	Possible temporary inconvenience for service users and shoppers during the construction and relocation of business phases.	Redevelopment Proposal (Planning application)  Census (2011)
	Opportunities for employment, training, and other opportunities presented by the proposals will be open to all groups.		
<b>Visually impaired</b>	New links will enable coherent way- finding and movement. Public realm improvements	Possible disruption during the construction phase and relocation of business phase (CPO).  Possible temporary disruption to	Redevelopment Proposal (Planning application)

## Description of Impact – Service User Related

	<p>will provide tactile paving, handrails, and uncluttered spaces cross the area.</p> <p>These measures will provide opportunities for a diverse sustainable community which promotes independence and opportunity.</p> <p>All groups will have opportunity to benefit from the wider benefits on offer as a direct result of the proposals.</p>	<p>the current wide ranging retail offer during the CPO process. This may have temporary negative impacts on groups who cannot travel long distances for alternatives.</p>	<p>Census (2011)</p>
<p><b>Other, incl Carers</b></p>	<p>The redevelopment will enable the provision of convenient, safe and reliable access to public toilets, places to meet and rest and good quality street furniture.</p>	<p>Possible disruption during the construction phase and relocation of business phase (CPO). This will be mitigated by adoption of Consideration Construction best practice.</p>	<p>Redevelopment Proposal (Planning application)</p> <p>Census (2011)</p>

**Description of Impact – Service User Related**

**Female**

Independence, accessibility and diversity will be promoted.

Any public realm provided will be inclusive, for example by providing easy access and permeability in central Croydon for those with buggies or prams.

The redevelopment will seek to mitigate crime and the fear of crime through providing natural surveillance, well designed lighting, street furniture careful detailing and attractive planting to encourage the use of public space for all groups within the community.

Redevelopment proposals will work

Possible temporary inconvenience for service users and shoppers during the construction and relocation of business phases.

Possible temporary loss of retail offer in town centre which may require certain protected groups to travel longer distances for retail amenity.

Redevelopment Proposal (Planning application)

Census (2011)

**Description of Impact – Service User Related**

towards providing convenient, safe and reliable access to local amenities and public transport.

Equality of opportunity will be promoted by The Partnership and The Council who will seek to ensure that the benefits of the proposals can be accessed without fear of discrimination.

**Male**

Redevelopment plans helps to mitigate crime and the fear of crime through providing natural surveillance, well designed lighting, street furniture careful detailing and attractive planting to encourage the use of public space for

Possible temporary inconvenience for service users and shoppers during the construction and relocation of business phases.

Possible temporary loss of retail offer in town centre which may require certain protected groups to travel longer distances for retail amenity.

Redevelopment Proposal (Planning application)

Census (2011)



## Description of Impact – Service User Related

	all groups of the community.		
	The redevelopment would provide convenient, safe and reliable access to local amenities and public transport.		
	Equality of opportunity will be promoted by The Partnership and The Council.		
<b>Gender reassignment</b>	The redevelopment will help to mitigate crime and the fear of crime through providing natural surveillance, well designed lighting, street furniture careful detailing and attractive planting to encourage the use of public space for all groups of the community.	Possible temporary inconvenience for service users and shoppers during the construction and relocation of business phases.	Redevelopment Proposal (Planning application)
		Possible temporary loss of retail offer in town centre which may require certain protected groups to travel longer distances for retail amenity.	Census (2011)
	Any redevelopment would work towards		

## Description of Impact – Service User Related

### Asian

providing convenient, safe and reliable access to local amenities and public transport.

The Council and The Partnership will work to ensure that the opportunities presented by the proposals can be accessed by all groups.

New development is required to meet the needs of all communities, in alignment with Local Plan policies (2013) and the Croydon Equality Strategy (2012-16).

Improved safety in the town centre will be to the benefit of all groups.

It is intended that all groups will have an opportunity to

Possible temporary inconvenience for service users and shoppers during the construction and relocation of business phases.

Possible temporary loss of retail offer in town centre which may require certain protected groups to travel to other locations for retail amenity.

Redevelopment Proposal (Planning application)

Census (2011)

## Description of Impact – Service User Related

	benefit from the physical regeneration of the town centre as well as the economic and other benefits arising.		
<b>Black</b>	<p>It is envisaged that the proposed Scheme would ensure safety is improved in the town centre so that all groups can feel safe when visiting, working or living in the area.</p> <p>New development is required to meet the needs of all communities, in alignment with Local Plan policies (2013) and the Croydon Equality Strategy (2012-16).</p> <p>The Council and the Partnership will work to ensure</p>	<p>Possible temporary inconvenience for service users and shoppers during the construction and relocation of business phases.</p> <p>Possible temporary loss of retail offer in town centre which may require certain protected groups to travel longer distances for retail amenity.</p>	<p>Redevelopment Proposal (Planning application)</p> <p>Census (2011)</p>

**Description of Impact – Service User Related**

equality of opportunity arising as a result the Scheme. This would include the opportunities arising in relation to training and employment.

**WhiteMixed**

The Council and The Partnership will seek to ensure equality of opportunity for all groups regardless of race. Benefits would include increased numbers of jobs and training opportunities as well as improved safety in the town centre.

The Scheme will improve security and safety in the town centre for all groups.

Possible temporary inconvenience for service users and shoppers during the construction and relocation of business phases.

Possible temporary loss of retail offer in town centre which may require certain protected groups to travel longer distances for retail amenity.

Redevelopment Proposal (Planning application)

Census (2011)

**Other, such as Travelers**

It is intended that all

Possible temporary inconvenience for service users and shoppers

Redevelopment Proposal

## Description of Impact – Service User Related

	<p>groups will have an opportunity to benefit from the physical regeneration of the town centre as well as the economic and other benefits arising.</p> <p>Other benefits would include equal opportunities for training as well as employment.</p> <p>Safety for all groups will be improved in the town centre regardless of race or other characteristics.</p>	<p>during the construction and relocation of business phases.</p> <p>Possible temporary loss of retail offer in town centre which may require certain protected groups to travel longer distances for retail amenity.</p>	<p>(Planning application)</p> <p>Census (2011)</p>
<b>Buddhist</b>	<p>All groups including this one will have an opportunity to benefit from the physical regeneration of the town centre as well as the economic</p>	<p>Possible temporary inconvenience for service users and shoppers during the construction and relocation of business phases.</p> <p>Possible temporary loss of retail offer in town centre which may require certain protected groups to</p>	<p>Redevelopment Proposal (Planning application)</p> <p>Census (2011)</p>

**Description of Impact – Service User Related**

and other benefits arising.  
 The Partnership and The Council will seek to ensure equality of opportunity.

The new proposals will make provision for a multi faith prayer room.

travel longer distances for retail amenity.

**Christian**

New development in Croydon is required to meet the needs of all communities, in alignment with Local Plan policies (2013) and the Croydon Equality Strategy (2012-16).

Safety for all groups will be improved in the town centre regardless of race or other characteristics.

The new proposals

Possible temporary inconvenience for service users and shoppers during the construction and relocation of business phases.

Possible temporary loss of retail offer in town centre which may require certain protected groups to travel longer distances for retail amenity.

Redevelopment Proposal (Planning application)

Census (2011)

**Description of Impact – Service User Related**

will make provision for a multi faith prayer room.

It is intended that all groups regardless of their specific characteristics will have an opportunity to benefit from the physical regeneration of the town centre as well as the economic and other direct benefits arising.

**Hindu**

It is noted that 2011 census data shows that in the development area and surrounding wards have a higher than average proportion of Hindus living there than compared with the Croydon average.

This group will have the opportunity to benefit from the

Possible temporary inconvenience for service users and shoppers during the construction and relocation of business phases.

Possible temporary loss of retail offer in town centre which may require certain protected groups to travel longer distances for retail amenity.

Redevelopment Proposal (Planning application)

Census (2011)

## Description of Impact – Service User Related

opportunities provided by the proposed Scheme as the Partnership and The Council will seek to ensure equal opportunity for all.

Safety for all groups will be improved in the town centre regardless of race or other characteristics.

The new proposals will make provision for a multi faith prayer room.

### **Jewish**

This group will be afforded the opportunity to access the many opportunities offered by the proposals as an equal opportunities approach will be

Possible temporary inconvenience for service users and shoppers during the construction and relocation of business phases.

Possible temporary loss of retail offer in town centre which may require certain protected groups to travel longer distances for retail

Redevelopment Proposal (Planning application)

Census (2011)



**Description of Impact – Service User Related**

**Muslim**

employed by the Council and The Partnership.

amenity.

Safety for all groups visiting or living in the town centre will be improved.

The new proposals will make provision for a multi faith prayer room.

It is noted that 2011 census data shows that in the development area and surrounding wards have a higher than average proportion of Muslims living there than compared with the Croydon average.

Possible temporary inconvenience for service users and shoppers during the construction and relocation of business phases.

Redevelopment Proposal (Planning application)

Possible temporary loss of retail offer in town centre which may require certain protected groups to travel longer distances for retail amenity.

Census (2011)

Opportunities arising from the

## Description of Impact – Service User Related

Scheme proposals including employment, training and housing will be available to all regardless of faith. The Council and The Partnership will ensure provisions are put in place to ensure this in line with the Equality Act.

The new proposals will make provision for a multi faith prayer room.

### Sikh

It is intended that the proposals will improve the town centre for all group regardless of faith or belief. Safety will be improved so all groups can feel more secure.

Opportunities arising from the

Possible temporary inconvenience for service users and shoppers during the construction and relocation of business phases.

Possible temporary loss of retail offer in town centre which may require certain protected groups to travel longer distances for retail amenity.

Redevelopment Proposal (Planning application)

Census (2011)

## Description of Impact – Service User Related

	<p>Scheme will be open to all groups regardless of faith.</p> <p>The new proposals will make provision for a multi faith prayer room.</p>		
<b>No religion/faith</b>	<p>It is intended that all groups will have an opportunity to benefit from the physical regeneration of the town centre as well as the economic and other benefits arising.</p> <p>It is envisaged that safety and security in the town centre will be improved for all groups regardless of belief.</p>	<p>Possible temporary inconvenience for service users and shoppers during the construction and relocation of business phases.</p> <p>Possible temporary loss of retail offer in town centre which may require certain protected groups to travel longer distances for retail amenity.</p>	<p>Redevelopment Proposal (Planning application)</p> <p>Census (2011)</p>
<b>Other</b>	<p>New development is required to meet the needs of all</p>	<p>Possible temporary inconvenience for service users and shoppers during the construction and</p>	<p>Redevelopment Proposal (Planning</p>

## Description of Impact – Service User Related

		<p>communities, in alignment with Local Plan policies (2013) and the Croydon Equality Strategy (2012-16).</p> <p>All groups will be able to benefit from the proposals regardless of belief,</p> <p>The new proposals will make provision for a multi faith prayer room.</p>	<p>relocation of business phases.</p> <p>Possible temporary loss of retail offer in town centre which may require certain protected groups to travel longer distances for retail amenity.</p>	<p>application)</p> <p>Census (2011)</p>
<b>Sexual Orientation</b>	<b>Heterosexual</b>	<p>New development is required to meet the needs of all communities, in alignment with Local Plan policies (2013) and the Croydon Equality Strategy (2012-16).</p>	<p>Possible temporary inconvenience for service users and shoppers during the construction and relocation of business phases.</p> <p>Possible temporary loss of retail offer in town centre which may require certain protected groups to travel longer distances for retail amenity.</p>	<p>Redevelopment Proposal (Planning application)</p> <p>Census (2011)</p>
	<b>Lesbian</b>	<p>The Council and The Partnership intend that all groups will have an</p>	<p>Possible temporary inconvenience for service users and shoppers during the construction and relocation of business phases.</p>	<p>Redevelopment Proposal (Planning application)</p>

## Description of Impact – Service User Related

	<p>opportunity to benefit from the physical regeneration of the town centre as well as the economic and other benefits arising. This is regardless of sexual orientation in all cases.</p> <p>It is envisaged that safety and security in the town centre will be improved for all groups regardless of sexual orientation.</p>	<p>Possible temporary loss of retail offer in town centre which may require certain protected groups to travel longer distances for retail amenity.</p>	<p>Census (2011)</p>
<b>Gay</b>	<p>New development is required to meet the needs of all communities, in alignment with Local Plan policies (2013) and the Croydon Equality Strategy (2012-16).</p> <p>It is intended that all</p>	<p>Possible temporary inconvenience for service users and shoppers during the construction and relocation of business phases.</p> <p>Possible temporary loss of retail offer in town centre which may require certain protected groups to travel longer distances for retail amenity.</p>	<p>Redevelopment Proposal (Planning application)</p> <p>Census (2011)</p>

## Description of Impact – Service User Related

groups will have an opportunity to benefit from the physical regeneration of the town centre as well as the economic and other benefits arising.

It is envisaged that safety and security in the town centre will be improved for all groups regardless of belief.

### **Bisexual**

New development is required to meet the needs of all communities, in alignment with Local Plan policies (2013) and the Croydon Equality Strategy (2012-16).

It is intended that all groups will have an opportunity to benefit from the physical

Possible temporary inconvenience for service users and shoppers during the construction and relocation of business phases.

Possible temporary loss of retail offer in town centre which may require certain protected groups to travel longer distances for retail amenity.

Redevelopment Proposal (Planning application)

Census (2011)

## Description of Impact – Service User Related

	<p>regeneration of the town centre as well as the economic and other benefits arising.</p> <p>Additional improvements to the town centre will improve safety and security for all groups.</p>		
<b>Pregnancy and maternity</b>	<p>The public realm proposed within the centre of Croydon area will be inclusive. This would help to mitigate crime and the fear of crime through providing natural surveillance, well designed lighting, street furniture, careful detailing and attractive planting to encourage the use of public space for all groups of the community.</p>	<p>Possible temporary inconvenience for service users and shoppers during the construction and relocation of business phases.</p> <p>Possible temporary loss of retail offer in town centre which may require certain protected groups to travel longer distances for retail amenity.</p>	<p>Redevelopment Proposal (Planning application)</p> <p>Census (2011)</p>

## Description of Impact – Service User Related

The redevelopment would contribute significantly towards providing convenient, safe and reliable access to local amenities and public transport.

It is intended that all groups will have an opportunity to benefit from the physical regeneration of the town centre as well as the economic and other benefits arising.

### **Marriage/civil partnership**

The public realm improvements proposed would be inclusive for all. This would mitigate crime and the fear of crime through providing natural surveillance, well designed lighting, street furniture

Possible temporary inconvenience for service users and shoppers during the construction and relocation of business phases.

Possible temporary loss of retail offer in town centre which may require certain protected groups to travel longer distances for retail amenity.

Redevelopment Proposal (Planning application)

Census (2011)



## Description of Impact – Service User Related

careful detailing  
and attractive  
planting to  
encourage the use  
of public space for  
all groups of the  
community.

Redevelopment  
would work towards  
providing  
convenient, safe  
and reliable access  
to local amenities  
and public  
transport.

It is intended that all  
groups will have an  
opportunity to  
benefit from the  
physical  
regeneration of the  
town centre as well  
as the economic  
and other benefits  
arising.

**Description of Impact – Employment Related**

Service Area	Protected Group	Description of Potential Positive Impact	Description of Potential Negative Impact	Evidence Source
All Groups		<p>Croydon's Sustainable Community Strategy 2013 - 2018 sets out the Council's priorities for developing and maintaining Croydon as an attractive place in which to live, work, visit and socialise. The Scheme will help to achieve the following specific priorities:</p> <ul style="list-style-type: none"> <li>• An Enterprising City</li> <li>• A Connected City</li> <li>• A Sustainable City</li> </ul> <p>Goal One: A better borough.</p> <p>Priority One – A great place to invest, work and</p>	<p>In terms of local business, temporary displacement may occur but this will be mitigated through a Land Acquisition and Relocation Strategy facilitated by The Partnership in partnership with The Council.</p> <p>The Council will prepare an Exceptional Hardship scheme which will supplement existing statutory provisions. The scheme will allow owner occupiers whose property interest is included in a compulsory purchase order to require the acquisition of their properties in defined circumstances.</p> <p>The scheme will extend the range of people who can seek early acquisition to include owner-occupiers who would not be eligible to serve a blight notice but who are able to show that failure to acquire their property interest would lead to exceptional hardship.</p>	<p>Redevelopment Proposal. (Planning application)</p> <p>Census (2011)</p>

## Description of Impact – Employment Related

live.

Improving  
Croydon's town  
centre by:

- Development of the retail realm to ensure a mixed economy;
- Encouraging stronger town centre offer and developing a mixed night-time economy.

Priority Two – More educational opportunities, skills and jobs;

Goal Two: Protect vulnerable people;

Priority Three – Ensure a choice of housing.

The Scheme will contribute to the achievement of a number of objectives identified in the Community Strategy and make

## Description of Impact – Employment Related

a significant contribution to the economic, social and environmental well-being of the area, including:

- The creation of up to 5,000 additional jobs in the town centre (approximately 3,320 full time equivalents depending on precise final use classes) with a potential further 330 indirect jobs such as in new supply chains;
- Approximately 4,300 'person years' of construction employment;
- Investment in targeted

## Description of Impact – Employment Related

- training and employment support initiatives during both the construction and retail phases;
- Targeted programmes to support and engage local young people;
- New homes including the provision of affordable housing;
- Infrastructure and public realm benefits including the provision of public art;
- Improvements to community safety and security;
- High standards of

## Description of Impact – Employment Related

sustainable  
design and  
construction  
methods;

The redevelopment  
will result in excess  
of £1 billion  
investment in  
Croydon town  
centre.

The redevelopment  
will contribute  
significantly towards  
providing  
convenient, safe  
and reliable access  
to local amenities  
and public transport.

The Partnership is  
committed to  
working with the  
existing community  
to achieve a  
revitalized town  
centre which  
compliments and  
works with its  
surrounding  
environment.



## 2.2 Is there any evidence missing? If so, how will you gather this missing evidence?

If you do not have all the evidence you need to make an informed decision, talk to your departmental equality lead about practical ways to gather it. For example, if you do not have time to conduct a survey, is there a way can increase your understanding before undertaking more robust research at a later date? Perhaps by meeting with stakeholders. The depth and degree of any consultation or research will be determined by the relevance of the change or review to different groups. Those who are likely to be directly affected should be consulted. Read the corporate public consultation guidelines before you begin ([http://intranet.croydon.net/finance/customerservices/public\\_consultation/default.asp](http://intranet.croydon.net/finance/customerservices/public_consultation/default.asp)).

If you really cannot gather any useful information in time, then note its absence as a potential negative impact and describe the action you will take to gather it in section 3. Insert new rows as required.

**Do not continue onto stage 3 until your departmental equality lead is satisfied that you have gathered all the evidence you need.**

Protected Group	Evidence missing	Description of potential negative impact
N/A	N/A	N/A



### 3. Determining Actions

The overall potential impact is the likelihood of the impact multiplied by the strength of that impact. The higher the score, the more significant the impact. The tables below identify actions to be taken to minimise negative impacts or maximise positive impacts within the programme.

#### Key

##### Likelihood score

5	Most certain	In more than 80% of the circumstances
4	Most likely	In 51-80% of circumstances
3	Possible	In 21-50% of circumstances
2	Unlikely	In 6-20% of circumstances
1	Rare	In 5% of circumstances or less

Strength score	Degree of impact	Proportion of protected groups affected
5	Very great impact	Several protected groups in more than one category (e.g. religion and gender) would be differently affected (compared to non-protected groups).
4	Great impact	Several protected groups in one category (e.g. religion) would be differently affected (compared to non-protected groups)
3	Some impact	All of one protected group would be differently affected (compared to non-protected groups)
2	Little impact	The majority of one protected group would be differently affected (compared to non-protected groups)
1	Minimal impact	A minority of one protected group would be differently affected (compared to non-protected groups).

### 3.1 Minimising Potential Negative Impacts

Ref	Protected Group	Potential Negative Impact	Likelihood Score	Strength Score	Overall Impact Score	Action	Action Owner	Date Action will be completed
3.1 A	All groups	<p>Disruption during CPO process/construction phases.</p> <p>Local business owners required to sell their business as a result of the CPO.</p>	3	3	9	<p>Developer to put in place mitigation measures during the construction phases in order to reduce impact.</p> <p>A Land Acquisition and Relocation strategy to be agreed between The Partnership and The Council to ensure a fair, non – discriminatory and reasonable process is in place.</p> <p>Additionally, the Council will prepare</p>	The Croydon Limited Partnership (CLP)	Upon Scheme practical completion

### 3.1 Minimising Potential Negative Impacts

an  
Exceptional  
Hardship  
scheme  
which will  
supplement  
existing  
statutory  
provisions.  
The scheme  
will allow  
owner  
occupiers  
whose  
property  
interest is  
included in a  
compulsory  
purchase  
order to  
require the  
acquisition of  
their  
properties in  
defined  
circumstance  
s.

The scheme  
will extend  
the range of  
people who  
can seek  
early

### 3.1 Minimising Potential Negative Impacts

acquisition to include owner-occupiers who would not be eligible to serve a blight notice but who are able to show that failure to acquire their property interest would lead to exceptional hardship.

### 3.1 Maximising Positive Impacts

Ref	Protected Group	Potential Negative Impact	Likelihood Score	Strength Score	Overall Impact Score	Action	Action Owner	Date Action will be completed
	<b>Age 0–18 years</b>	Some impact such as disruption caused by the construction process and/or temporary loss of local retail offer.	3	3	9	Early introduction will aid infrastructure investment for all	CLP/LBC	Planning Resolution/Scheme practical completion/certain training opportunities will be on-going.

### 3.1 Maximising Positive Impacts

age groups including the disadvantaged.

The redevelopment arising from the CPO will consider and provide for the delivery of infrastructure needed, particularly for young people to meet the requirements for potential growth in the central Croydon

### 3.1 Maximising Positive Impacts

19-35

Some impact including temporary loss of local retail offer during the

3

3

9

area.

The Croydon Limited Partnership is also committed to engaging with residents to provide training initiatives, work experience, curriculum support, apprenticeships and interview practice for young people.

The Council and The

CLP/LBC

Planning Resolution

### 3.1 Maximising Positive Impacts

construction period  
or loss of business  
ownership as a  
result of the CPO

Partnership will ensure all communities are consulted through the planning consultation process.

Upon Scheme practical completion

The development will be accessible to all groups.

The CPO process will be undertaken in line with the Equality Act 2010

### 3.1 Maximising Positive Impacts

						<p>and those impacted by any CPO will be compensated appropriately (if this proceeds).</p>		
<p><b>36-65</b></p>	<p>Some impact which may include temporary disruption to the normal town centre offer and/or loss of ownership in the town centre as a result of a CPO.</p>	<p>3</p>	<p>3</p>	<p>9</p>	<p>The Council and The Partnership will need to ensure all communities are consulted through the planning consultation process.</p>	<p>CLP/LBC</p>	<p>Planning Resolution</p>	<p>Upon practical completion.</p>



### 3.1 Maximising Positive Impacts

						The CPO process will be undertaken in line with the Equality Act 2010 and those impacted by any CPO will be compensated appropriately (if this proceeds).		
Over 65	Possible temporary inconvenience during the construction phase.  Disruption to business for service users during the CPO process.  Possible temporary	3	3	9		The Council and The Partnership will need to ensure that all communities are consulted	CLP/LBC	Planning Resolution  Upon Scheme practical completion

### 3.1 Maximising Positive Impacts

loss of retail provision which is relied upon locally for this age group.

d through the planning consultation.

The redevelopment will ensure all implementation schemes for new public realm and access routes are in line with the provisions of the Equality Act 2010.

Mitigation

### 3.1 Maximising Positive Impacts

						<p>measures will be put in place during the construction process to ensure minimal disruption.</p>		
<p><b>Learning disability</b></p>	<p>Possible temporary disruption during the construction phase and movement or loss of current retail offer during the CPO process.</p> <p>Possible temporary loss of retail or leisure offer which this group may find difficult to travel long distances to.</p>	3	3	9	<p>The Council and The Partnership will ensure all communities are consulted through the planning consultation process.</p>	CLP/LBC	<p>Planning Resolution</p> <p>Upon Scheme practical completion</p>	

### 3.1 Maximising Positive Impacts

Any redevelopment will ensure all implementation schemes for new public realm and access routes are compliant with the Equality Act 2010 provisions.

Mitigation measures will be put in place during the construction process

### 3.1 Maximising Positive Impacts

<b>Physical disability</b>	<p>Temporary restrictions may exist during the construction period..</p> <p>Possible temporary disruption to the current wide ranging retail offer during the CPO process.</p>	3	3	9	<p>to ensure minimal disruption</p> <p>The Council and The Partnership will need to ensure that all communities are consulted through the planning consultation process.</p> <p>Suitable measures will be put in place to reduce impact on specific</p>	CLP/LBC	<p>Planning Resolution</p> <p>Upon Scheme practical completion</p>
----------------------------	--	---	---	---	---	---------	--

### 3.1 Maximising Positive Impacts

					groups during the necessary periods.		
					Implementation schemes for new public realm and access routes will be compliant with the Equality Act 2010 provisions.		
<b>Mental health</b>	Possible temporary disruption to the current wide ranging retail offer during the CPO process. This may have temporary negative impacts on groups who cannot travel long distances for alternatives.	3	3	9		CLP/LBC	Planning Resolution.  Upon Scheme practical completion.
					Suitable measures will be put in place (e.g. the relocation		

### 3.1 Maximising Positive Impacts

					<p>n strategy) to reduce impact on specific groups during the necessar y periods.</p>		
<b>Deaf or hard of hearing</b>	Possible temporary inconvenience for service users and shoppers during the construction and relocation of business phases	3	3	9	<p>The Council and The Partnership will ensure all communities are consulted through the planning consultation process and seek</p>	CLP/LBC	<p>Planning Resolution.</p> <p>Upon Scheme practical completion.</p>

### 3.1 Maximising Positive Impacts

to ensure redevelopment is accessible to all groups.

Suitable measures will be put in place (e.g. the relocation strategy) to reduce impact on specific groups during the necessary periods

**Visually impaired**

Some possible impact during the construction phases

3

3

9

The

CLP/LBC

Upon Scheme practical



### 3.1 Maximising Positive Impacts

where change will occur in the town centre.

delivery of new links will enable coherent way-finding and movement. Public realm improvements will provide tactile paving, handrails, and uncluttered spaces across the area.

completion.

**Other, incl Carers**

Some possible impact during the construction period including temporary disruption in the town centre.

3

3

9

The Council and The Partnership will ensure all communi

CLP/LBC

Planning Resolution

### 3.1 Maximising Positive Impacts

ties are consulted through the planning consultation process.

Considerate construction principles and appropriate relocation of business during the construction period would be adopted.

The delivery of improve

Upon Scheme practical completion.

### 3.1 Maximising Positive Impacts

					ments to the town centre public realm will improve amenity provision for all groups		
<b>Female</b>	<p>Possible temporary inconvenience for service users and shoppers during the construction and relocation of business phases.</p> <p>Possible temporary loss of retail offer in town centre which may require certain protected groups to travel longer distances for retail amenity.</p>	2	3	6	<p>The Council and The Partnership will ensure all communities are consulted through the planning consultation process.</p> <p>Considerate construct</p>	CLP/LBC	<p>Planning Resolution</p> <p>Upon Scheme practical completion.</p>

### 3.1 Maximising Positive Impacts

						ion principles and appropriate relocation of business during the construction period would be adopted.		
<b>Male</b>	<p>Possible temporary inconvenience for service users and shoppers during the construction and relocation of business phases.</p> <p>Possible temporary loss of retail offer in town centre which may require certain protected groups to travel longer distances for retail amenity.</p>	2	3	6	The Council and The Partnership will ensure all communities are consulted through the planning consultation process.	CLP/LBC	<p>Planning Resolution</p> <p>Upon Scheme practical completion.</p>	

### 3.1 Maximising Positive Impacts

						Consider ate construct ion principle s and appropri ate relocatio n of business during the construct ion period would be adopted.		
<b>Gender reassignme nt</b>	Possible temporary inconvenience for service users and shoppers during the construction and relocation of business phases.  Possible temporary loss of retail offer in town centre which may require certain	2	3	6	The Council and The Partners hip will ensure all communi ties are consulte d through	CLP/LBC	Planning Resolution  Upon Scheme practical completion.	

### 3.1 Maximising Positive Impacts

protected groups to travel longer distances for retail amenity.

the planning consultation process.

Considerate construction principles and appropriate relocation of business during the construction period would be adopted.

**Asian**

Census information shows higher proportions of people identifying themselves as Asian in Fairfield and Broad Green wards than the Croydon average.

3

3

9

The Council and The Partnership will ensure all communities are

CLP/LBC

Planning Resolution

On-going.

### 3.1 Maximising Positive Impacts

Possible negative impact on this group could include temporary loss of retail offer in town centre which may require certain protected groups to travel to other locations for retail amenity.

consulted through the planning consultation process.

Upon Scheme practical completion.

The Council and The Partnership, as part of any CPO would seek to support local business

A considerate business relocation strategy would be employed

### 3.1 Maximising Positive Impacts

<b>Black</b>	<p>Census information shows higher proportions of people identifying themselves as Black in Fairfield and Broad Green wards than the Croydon average.</p>	3	3	9	<p>d. The Council and The Partnership will ensure all communities are consulted through the planning consultation.</p> <p>The Council and The Partnership, as part of any CPO would seek to support local business.</p>	CLP/LBC	<p>Planning Resolution</p> <p>On-going.</p> <p>Upon Scheme practical completion.</p>
--------------	---	---	---	---	---	---------	--



### 3.1 Maximising Positive Impacts

					A consider ate business relocatio n strategy would be employe d		
<b>White</b>	Possible negative impact could include the temporary loss of retail offer in town centre which may require certain protected groups to travel to other locations for retail amenity	2	2	4	The Council and The Partnership will ensure all communities are consulted through the planning consultation.	CLP/LBC	Planning Resolution
					A consider ate business relocatio		

### 3.1 Maximising Positive Impacts

					<p>n strategy would be employe d if a CPO was successf ul.</p>		
<p><b>Mixed</b></p>	<p>Possible negative impact could include the temporary loss of retail offer in town centre which may require certain protected groups to travel to other locations for retail amenity</p>	<p>2</p>	<p>2</p>	<p>4</p>	<p>The Council and The Partnership will ensure all communities are consulted through the planning consultation process.</p> <p>A consider ate business relocatio n</p>	<p>CLP/LBC</p>	<p>Planning Resolution</p>

### 3.1 Maximising Positive Impacts

<b>Other, such as Travellers</b>	Possible negative impact could include the temporary loss of retail offer in town centre which may require certain protected groups to travel to other locations for retail amenity	2	2	4	strategy would be employed if a CPO was successful.	CLP/LBC	Planning Resolution
					The Council and The Partnership will ensure all communities are consulted through the planning consultation process.		
					A considerate business relocation strategy		

### 3.1 Maximising Positive Impacts

<b>Buddhist</b>	Little impact	2	2	4	would be employed if a CPO was successful. The Council and The Partnership will ensure all communities are consulted through the planning consultation process and will seek to ensure that new developments incorporate or contribute to	CLP/LBC	Planning Resolution  Upon Scheme practical completion
-----------------	---------------	---	---	---	--	---------	---

### 3.1 Maximising Positive Impacts

						community facilities for this group and others in alignment with the Core Strategy and Infrastructure Delivery Plan.		
<b>Christian</b>	Little impact	2	2	4	The proposal will provide a multi faith facility for all groups.	The Council and The Partnership will ensure	CLP/LBC	Planning Resolution

### 3.1 Maximising Positive Impacts

all communities are consulted through the planning consultation process and will seek to ensure that new developments incorporate or contribute to community facilities for this group and others in alignment with the Core Strategy and Infrastru

Upon Scheme practical completion



### 3.1 Maximising Positive Impacts

ensure that new developments incorporate or contribute to community facilities for this group and others in alignment with the Core Strategy and Infrastructure Delivery Plan.

Upon practical completion.

Upon Scheme practical completion

The Council and the Partnership will seek to ensure appropriate



### 3.1 Maximising Positive Impacts

support  
is offered  
to local  
existing  
business  
where a  
CPO  
proceeds  
.

The  
temporar  
y  
relocatio  
n of  
existing  
business  
in the  
town  
centre  
will be  
manage  
d.

The  
proposals  
will  
provide a  
multi  
faith  
facility  
for all

### 3.1 Maximising Positive Impacts

Jewish	Little impact	2	2	4	<p>groups.</p> <p>The Council and The Partnership will ensure all communities are consulted through the planning consultation process and will seek to ensure that new developments incorporate or contribute to community facilities for this group and</p>	CLP/LBC	<p>Planning Resolution</p> <p>Upon Scheme practical completion</p>
--------	---------------	---	---	---	--	---------	--

### 3.1 Maximising Positive Impacts

					others in alignment with the Core Strategy and Infrastructure Delivery Plan.		
					The proposals will provide a multi faith facility for all groups.		
<b>Muslim</b>	Census (2011) information shows higher than average Croydon proportions of people identifying themselves as Muslim faith in Fairfield and Broad Green wards.  Where people live and work in the	3	3	9	The Council and The Partnership will ensure all communities are consulted through	CLP/LBC	Planning Resolution

### 3.1 Maximising Positive Impacts

same locality it may be possible that there could be some temporary disruption to local business and access to local retail offering.

the planning consultation process and will seek to ensure that new developments incorporate or contribute to community facilities for this group and others in alignment with the Core Strategy and Infrastructure Delivery Plan.

On-going

Upon practical completion.

Upon Scheme practical completion

The Council

### 3.1 Maximising Positive Impacts

and the  
Partners  
hip will  
seek to  
ensure  
appropri  
ate  
support  
is offered  
to local  
existing  
business  
where a  
CPO  
proceeds

The  
temporar  
y  
relocatio  
n of  
existing  
business  
in the  
town  
centre  
will be  
manage  
d

### 3.1 Maximising Positive Impacts

<b>Sikh</b>	Little impact	2	2	4	The proposals will provide a multi faith facility for all groups.	CLP/LBC	Planning Resolution	Upon Scheme practical completion
					The Council and The Partnership will ensure all communities are consulted through the planning consultation process and will seek to ensure that new developments incorporate or			

### 3.1 Maximising Positive Impacts

<p><b>No religion/faith</b></p>	<p>Little impact</p>	<p>2</p>	<p>2</p>	<p>4</p>	<p>contribute to community facilities for this group and others in alignment with the Core Strategy and Infrastructure Delivery Plan.</p> <p>The proposals will provide a multi faith facility for all groups.</p> <p>The Council and The Partners</p>	<p>CLP/LBC</p>	<p>Planning Resolution</p>
---------------------------------	----------------------	----------	----------	----------	--	----------------	----------------------------

### 3.1 Maximising Positive Impacts

hip will ensure all communities are consulted through the planning consultation process and will seek to ensure that new developments incorporate or contribute to community facilities for this group and others in alignment with the Core Strategy

Upon Scheme practical completion





### 3.1 Maximising Positive Impacts

and will seek to ensure that new developments incorporate or contribute to community facilities for this group and others in alignment with the Core Strategy and Infrastructure Delivery Plan.

The proposals will provide a multi-faith facility

completion

### 3.1 Maximising Positive Impacts

Heterosexual I	Little impact	2	2	4	<p>for all groups.</p> <p>The Council and The Partnership will ensure all communities are consulted through the planning consultation process. The redevelopment will seek to ensure maintenance plans are in place for each development in the Mid</p>	CLP/LBC	Planning Resolution
-------------------	---------------	---	---	---	---	---------	---------------------

### 3.1 Maximising Positive Impacts

<b>Lesbian</b>	Little impact	2	2	4	Croydon area from the start to guarantee the long-term success of public realm and reduce crime and the fear of crime for this particular group	CLP/LBC	Planning Resolution
					The Council and The Partnership will ensure all communities are consulted through the planning		

### 3.1 Maximising Positive Impacts

consultation process. The redevelopment will seek to ensure maintenance plans are in place for each development in the Mid Croydon area from the start to guarantee the long-term success of public realm and reduce crime and the fear of

### 3.1 Maximising Positive Impacts

<b>Gay</b>	Little impact	2	2	4	crime for this particular group	CLP/LBC	Planning Resolution
					The Council and The Partnership will ensure all communities are consulted through the planning consultation process.		Upon Scheme practical completion/On-going
					The redevelopment proposals will seek to ensure maintenance plans are in place		

### 3.1 Maximising Positive Impacts

						for each development in the central Croydon area from the start to guarantee the long-term success of public realm and reduce crime and the fear of crime for this particular group		
<b>Bisexual</b>	Little impact	2	2	4	The Council and The Partnership will ensure all communi	CLP/LBC	Planning Resolution	Upon Scheme

### 3.1 Maximising Positive Impacts

ties are consulted through the planning consultation process.

practical completion/On-going

The redevelopment proposals will seek to ensure maintenance plans are in place for each development in the Mid Croydon Area from the start to guarantee the long-term success of public



### 3.1 Maximising Positive Impacts

<b>Pregnancy and maternity</b>	Some possible impact during the construction phases whereby the town centre may offer temporary accessibility barriers for mothers with small children including temporary loss of retail offer..	3	3	9	realm and reduce crime and the fear of crime for this particular group The redevelopment would help ensure all communities are consulted through the planning consultation process.	CLP/LBC	Planning Resolution	Upon Scheme practical completion.	On-going
					Managed relocation of retail offer will be				

### 3.1 Maximising Positive Impacts

undertaken.

The redevelopment proposals will seek to ensure maintenance plans are in place for each development in the mid Croydon Area from the start to guarantee the long-term success of public realm and reduce crime

### 3.1 Maximising Positive Impacts

<b>Marriage/civil partnership</b>	Some impact	2	1	2	and the fear of crime for this particular group. The Council and The Partnership will ensure all communities are consulted through the planning consultation process and seek to ensure maintenance plans are in place for each development in the mid	CLP/LBC	Planning Resolution	Upon Scheme practical completion/On-going
-----------------------------------	-------------	---	---	---	--	---------	---------------------	---

### 3.1 Maximising Positive Impacts

Croydon area from the start to guarantee the long-term success of public realm and reduce crime and the fear of crime for this particular group

## 4. Decisions

### 4.1 Based on the information in sections 1-3, what are you going to do?

Decision	Definition	Yes/no
<b>We will not make any major change to our project because it already includes all appropriate actions</b>	Our assessment shows that there is no potential for discrimination, harassment or victimisation and that our project already	No

	includes all appropriate actions to advance equality and foster good relations between groups.	
<b>We will adjust our project</b>	We have identified opportunities to lessen the impact of discrimination, harassment or victimisation and better advance equality and foster good relations between groups through our project. We are going to take action to change our project to make sure these opportunities are realised.	Yes
<b>We will continue our project as planned because it will be within the law</b>	We have identified opportunities to lessen the impact of discrimination, harassment or victimisation and better advance equality and foster good relations between groups through your project. However, we are not planning to implement them as we are satisfied that our project will not lead to unlawful discrimination and there are justifiable reasons to continue as planned.	Yes
<b>We will stop our project</b>	Our project would have adverse effects on one or more protected groups that are not justified and cannot be lessened. It would lead to unlawful discrimination and must not go ahead.	No
<b>4.2 Next steps</b>		
<b>You may find it useful to consult Appendix One before completing this section.</b>		
<b>Does this analysis have to be considered at a scheduled meeting?</b>	If so, please give the name and date of the meeting.	LBC Cabinet meeting. Date TBC
<b>When and where will this equality</b>	An equality analysis should be published	Alongside submission of CPO to Secretary

<b>analysis be published?</b>	alongside the policy or decision it is part of. As well as this, the equality assessment could be made available externally at various points of policy development. This will often mean publishing your analysis before the policy is finalised, thereby enabling people to engage with you on your findings.	of State if Cabinet resolves to make a CPO
<b>When will you update this analysis?</b>	Please state at what stage of your project you will do this and when you expect this update to take place. If you are not planning to update this analysis, say why not.	On a regular basis throughout the process at key milestones.

#### **4.3 I confirm that the information in sections 1 - 4 is accurate, comprehensive and up-to-date**

<b>Officers that must approve this decision</b>	<b>Name and position</b>	<b>Date</b>
<b>Report author</b>	Kieran Gilmore (Planning Project Officer)/Damien Lynch (Regeneration Officer)	19/03/2014
<b>Director of Corporate Services</b>	Jo Negrini	27/03/2014

*Email this completed form to [data.equalities@croydon.gov.uk](mailto:data.equalities@croydon.gov.uk), together with an email trail showing that the director is satisfied with it.*

#### **4.4 Feedback from the corporate equalities team**

<b>Name of equalities officer</b>	Yvonne Okiyo	
<b>Date received by equalities team</b>	26/03/2014	
<b>Feedback on decision</b>	Ok to circulate	

*Please send this to the report author and democratic services, corporate programme office and procurement team as appropriate*

## Appendix one: decision making processes

**You may only need to develop one equality analysis, updating it as you move from proposing the change to monitoring its implementation.**

In many instances, an equality assessment will be started when a report is being written for a committee. If that report recommends that a project or programme takes place, the same equality assessment can be updated to track equality impacts as it progresses. If the project or programme includes commissioning or de-commissioning, the same equality assessment can be updated again.

### **Budget setting**

For department budget setting, check that each line will have already have appropriate equality analysis under one of the other decision making processes. The corporate budget will be covered under the process for the report to full council.

### **How to use this table**

This table outlines the key council decision making processes. Select the process on the top row that you are currently involved in, and then read down the column to find out what to do when.

Decision making process	Report to committee, cabinet or full council	Project management	Programme management	Commissioning
Key contact	Solomon Agutu	Tony Snook	Tony Snook	Dawn Jolley
Link to process	<a href="#">Report Writing Instructions and Templates</a>	<a href="#">Corporate Programme Office (CPO)</a>	<a href="#">Corporate Programme Office (CPO)</a>	<a href="#">Procurement Board</a>
Develop section one of the equality analysis	When you start writing your report	Business case	Gateway 1/2	When you start writing your procurement strategy report
Develop full equality analysis	Before you submit your report to CMT	Project initiation document	Gateway 3	
Revise full equality analysis	When full council, cabinet or committee decision made or at key stages in any action plan included in the report	At the end of each project stage	At the end of each tranche	If the award report goes to Corporate Services Committee and as part of contract monitoring schedule

Write final full equality analysis	At the final stage of any action plan included in the report	Post project review	Gateway 6	Final monitoring stage
Who to send the equality analysis to	Corporate equality team and democratic services	Corporate equality team and project team	Corporate equality team and programme team	Corporate equality team and procurement team

## Appendix two: data broken down by Protected Characteristics (Croydon Wide)

The information below is taken from the 2011 census unless otherwise indicated.

The full Croydon dataset can be found at

<http://www.croydonobservatory.org/population/2011census/>

Age groups	Number of people	Percentage
0-4 years	27,972	7.7%
5-7 years	14,388	4.0%
8-9 years	8,708	2.4%
10-14 years	23,130	6.4%
15 years	4,912	1.4%
16-17 years	9,934	2.7%
18-19 years	8,720	2.4%
20-24 years	23,591	6.4%
25 -29 years	27,692	7.6%
30-44 years	82,439	22.7%
45-59 years	70,488	19.4%
60-64 years	17,029	4.7%
65-74 years	23,155	6.4%
75-84 years	15,318	4.2%
85-89 years	3,881	1.1%
Over 90 years	2,021	0.6%
<b>People with long term illnesses or disabilities</b>	<b>363,378</b>	
Blind or visually impaired	These categories were not recorded as such in the 2011	



Deaf or hearing impaired	census. However, this did record that there were 24,380 people (6.7%) whose day to day activities were limited a lot by long term illness or disability and 28,733 (7.9%) whose day to day activities were limited a little (Office of National Statistics)	
Other communication impairment		
Mobility impairment		
Learning difficulty or disability		
Mental health condition		
HIV, multiple sclerosis or cancer		
Other (please specify)		
<b>Gender</b>		
Male	176,224	48.5%
Female	187,154	51.5%
<b>Ethnicity</b>	<b>Number of people</b>	<b>Percentage</b>
White British	171,740	47.3%
White Irish	5,369	1.5%
White Gypsy or Irish Traveller	234	0.1%
Other White background	22,852	6.3%
Black African	28,981	8.0%
Black Caribbean	31,320	8.6%
Other Black background	12,955	3.6%
Bangladeshi	2,570	0.7%
Chinese	3,925	1.1%
Indian	24,660	6.8%
Pakistani	10,865	3.0%
Other Asian background	17,607	4.8%
Mixed White and Black Caribbean	9,650	2.7%
Mixed White and Black African	3,279	0.9%
Mixed White and Asian	5,140	1.4%
Other Mixed background	5,826	1.6%
Arab	1,701	0.5%
Other ethnic group (please specify)	4,704	1.3%
<b>Religion</b>	<b>Number of people</b>	<b>Percentage</b>

Buddhist	2,381	0.70%
Christian	205,022	56.40%
Hindu	21,739	6.00%
Jewish	709	0.20%
Muslim	29,513	8.10%
Sikh	1,450	0.40%
No religion/faith	72,654	20.00%
Other (please specify)	2,153	0.60%
<b>Sexual orientation</b>		
Lesbian	There are no figures from the 2011 census. However, it is estimated that there were 20,370 lesbians, gay men, bisexual and transgender people living in Croydon in 2001. (London LGBT)	
Gay		
Bisexual		
<b>Transgender</b>		
Transgender	See above	
<b>Pregnancy or maternity</b>		
Pregnant	These categories were not recorded as such in the 2011 census. However, there were 5,720 live births in 2011 (Office of National Statistics)	
On compulsory maternity leave		
<b>Marriage or civil partnership</b>		
Married	122,013	42.9%
In civil partnership	796	0.3%