
**Local Development
Framework
Core Strategy
Direction of Travel
Equalities Impact
Assessment**

November 2009

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1. Introduction

- 1.1.1 This Equalities Impact Assessment (EqIA) is an opportunity to think carefully about whether a policy or approach, affects all groups in the same way or whether there are an significant positive, negative or no impact on particular groups before a policy is formally introduced. On the whole, EqIAs should make sure that equality is placed at the centre of policy development and review.
- 1.1.2 This EqIA presents the key findings of an assessment of the potential impact of the Core Strategy “Direction of Travel” for identified key equalities groups. The Core Strategy “Direction of Travel” which provides the strategic planning vision for the Council over the next 15 years.
- 1.1.3 The EqIA process is not just a legal requirement, under a number of acts including the Race Relations [Amendment] Act 2000. It actually helps to improve policies, strategies, procedures, functions, projects, reviews and organisational change for the whole community and not just minority groups. The EqIA will help to anticipate and recommend ways to avoid any discriminatory or negative consequences or particular groups, on the grounds of race, disability, gender, age, faith of sexuality. It will highlight the likely impact of the policy or project on the target groups and to take action to improve the policies where appropriate as a result or to demonstrate the potential benefits.
- 1.1.4 The EqIA will ensure that the Core Strategy Direction of Travel, integrates the best possible outcomes for those affected by how Barnet changes as a place and will mitigate against any potential adverse impact.
- 1.1.5 This paper has been prepared by the Planning Policy Team in consultation with Barnet’s Strategic Equalities Advisor. The methodology employed for the assessment is based on guidance published by the Greater London Authority (GLA) combined with a review of best practice in EqIAs.
- 1.1.6 The EqIA has been informed by a number of national and regional equalities policy documents. These include:
- Equality Act 2006
 - Sex Discrimination Act 1975
 - Race Relations Act 1976
Amendment 2000. Amendment
Regulations 2003
 - Disability Discrimination Act
2005
 - Special Educational Needs and
Disability Act 2001
 - GLA Gender Equality Scheme
 - GLA Race Equality Scheme
 - GLA Disability Equality Scheme
 - GLA Faith Equality Scheme
- 1.1.7 The ‘Planning for Equality and Diversity in London’ SPG was published by the GLA in October 2007.
- 1.1.8 Of particular relevance to the EqIA is the GLA’s SPG Equality and Diversity, which identifies key equality and diversity issues in London, and their implications for the built environment.
- 1.1.9 These issues provide a useful framework against which to judge the equality impact of the Core Strategy “Direction of Travel”.
- 1.1.10 Within the London context, the SPG states that the overarching principles for consideration when planning for equality are:

- Celebrating London’s diversity;
- Promoting equality of opportunity and social inclusion;
- Promoting community cohesion; and
- Sustainable and healthy communities.

1.1.11 It identifies the key issues regarding spatial planning and inequality to be:

- Urban design and public realm;
- Accessible, inclusive and safe environments;
- Access to appropriate, affordable housing;
- Access to employment and training opportunities;
- Access to social infrastructure and community facilities;
- Access to high quality open space;
- Access to public transport, walking and cycling facilities; and
- Access to retail, leisure and recreation facilities.

1.1.12 The SPG provides a series of implementation policies as a starting point from which to address each of these issues through spatial planning.

1.2 Barnet’s local policy

- Equality Scheme 2007/08 – 2010/11
- The Race Equality Scheme 2006-2007
- The Disability Scheme 2006-2007

1.3 Barnet’s Equalities scheme

1.3.1 The London Borough of Barnet’s Equalities Scheme 2007/08 presents the Council’s three priorities regarding inequality, and their approach towards equality promotion in these areas.

1.3.2 The three priorities are:

- Racial inequality: To promote equality of opportunity, challenge discrimination and promote good relations between people from different racial groups
- Disability inequality: to promote equality of opportunity, eliminate harassment and discrimination, promote positive attitudes, encourage the participation of disabled people in active life and take steps to favourably treat a disabled person
- Gender inequality: to proactively eliminating sex discrimination and harassment and promote equality for women and men in the workforce

2. The Core Strategy

- 2.1.1 The Core Strategy will set out the framework for spatial planning policy in the borough over the next 15 years. The Core Strategy will contribute to achieving the vision and objectives of Barnet’s Sustainable Community Strategy and will help our partners and other organisations to deliver relevant parts of their organisations and to deliver relevant parts of their programmes. It will cover the physical aspects of location and land use traditionally covered by planning but also addresses other factors that make places attractive and distinctive as well as sustainable and successful. It will help to shape the kind of place that Barnet will be in the future, balancing the needs of residents, businesses and future generations.
- 2.1.2 The Core Strategy must also be shown to be viable and flexible as to allow for future changes in circumstances, including different policy frameworks or changes to local, regional or national economy. This is important as the current economic climate presents significant challenges for place shaping. When investment in house building or job creation starts to flow again the Core Strategy will provide the framework and certainty that will attract capital investment to Barnet allowing us to guide and steer that investment in ways that the community has signed up to.
- 2.1.3 The Core Strategy “ Direction of Travel” comprise the following:
- A long-term spatial vision and strategic objectives for the Borough;
 - The strategic pattern of development, indicating the broad areas where new development will take place;
 - A monitoring and implementation framework

2.2 The vision of Barnet’s emerging Core Strategy is:

- 2.2.1 ‘It is 2026. Barnet is known nationally and internationally as a successful city suburb. Its new, inclusive and thriving neighbourhoods have made it one of the largest boroughs in London. Residents enjoy access to large green open spaces, clean streets, an excellent transport network and affordable, decent homes. It is a place where both young and old can enjoy fulfilling and healthy lives. There is consistently high educational attainment and new local employment opportunities. Crime and the fear of crime remains low and communities – established and recently formed – take pride in their area. Public services are of a consistently high standard and meet the needs of the diverse population they serve.
- 2.2.2 Barnet is a successful city suburb where people want to live and enjoy a high quality of life. We aim to continue to promote this vision by building on the known and relevant success factors. However, a truly successful suburb will be one where all residents have the opportunity to share in wider success. We therefore also need to tackle disadvantage by securing an improved quality of life for those experiencing multiple disadvantage’.
- 2.2.3 The objectives below have been developed to achieve the vision and develop policies and proposals that will set out a clear action plan with targets and milestones to be delivered. The objectives have been devised to be relevant, unambiguous and easily understood by all those to whom the strategy applies.

2.3 Barnet's core objectives

2.3.1 We have developed a series of core objectives in order to deliver the LDF vision.

A. To manage housing growth to meet housing aspirations

- to promote the development of the major growth areas, priority estates and town centres in order to provide in the range of 25,000 new homes by 2026 to meet local and regional housing needs
- to regenerate the priority housing estates at Dollis Valley, Grahame Park, Stonegrove - Spur Road and West Hendon to replace 3,000 existing homes with a greater range of accommodation that provides access to affordable and decent new homes
- to provide a range of housing, including family and extra care accommodation, that enables choice between types and tenures, as well as over lifetimes and within neighbourhoods

B. To meet social infrastructure needs

- to ensure provision for community needs arising from housing growth including education, health, social care and integrated community facilities
- to develop new schools through Primary Schools Capital Investment Programme and Building Schools for the Future
- to provide community facilities to meet the changing needs of Barnet's diverse communities

C. To promote Barnet as a place of economic growth and prosperity

- to support the continued vitality and viability of 20 town centres, focusing commercial investment in our priority centres of Chipping Barnet, Edgware, Finchley Central, New Barnet, North Finchley and Whetstone
- to ensure that the regeneration of Brent Cross - Cricklewood creates a new metropolitan town centre and commercial district of greater than sub-regional reach
- to ensure that in the borough's main commercial areas including designated employment locations and town centres there are sufficient opportunities available to help business grow and prosper
- to ensure that residents are equipped with the skills to access the 21,000 jobs that the regeneration of the major growth areas will deliver by 2026/27

D. To reduce the need to travel

- to keep Barnet moving in a sustainable way which provides choice by encouraging the use of convenient, reliable and affordable transport including the private car, public transport, cycling and walking
- reducing the need to travel by promoting home working and new technologies, whilst recognising that car ownership is important to many and ensuring it is appropriately planned for.
- to promote strong and cohesive communities
- to enable communities to become confident and cohesive by providing facilities through which residents can play a part, diversity is valued and local pride is promoted.

- to create the conditions for a safer and more secure Barnet by designing out crime and reducing anti-social behaviour, particularly in known 'hotspots'.

E. To promote healthy living and well-being

- to secure a healthier Barnet by addressing the factors underpinning poor health and well-being
- to provide opportunities for vulnerable people to live more independent lives by planning for appropriate facilities and support services that can meet their future needs.

F. To protect and enhance the suburbs

- to respect and enrich Barnet's distinctive built heritage by protecting the historic environment and enhancing the high quality suburban character of townscapes and conservation areas.

G. To ensure efficient use of land and natural resources

- to promote mixed use development of previously developed land in the major growth areas and larger town centres
- to reduce energy demand through highest possible standards for design and construction
- to minimise waste and maximise re-use and recycling and promote an appropriate framework for integrated waste management.

H. To enhance and protect our green and natural open spaces

- to improve access to, and enhance the quality of the Green Belt, Metropolitan Open Land and other open spaces as places for recreation and biodiversity
- to create new and enhanced public open spaces in support of Barnet's growth, including at least 22 ha in the three major growth areas

3. Barnet's Core Strategy Direction of Travel

3.1.1 The linkage between these objectives, the themes and ambitions of the Sustainable Community Strategy themes and the Core Strategy policies that help deliver each objective are set out below

Table 1 – Linkage between Core Strategy and Barnet's Sustainable Community Strategy

Sustainable Community Strategy for Barnet 2008-2018; Themes & Ambitions	Core Strategy Objectives	Core Strategy Policies
<p>Theme - Growing Successfully</p> <p>Ambition: Delivering Sustainable Housing Growth</p>	<p>To manage housing growth to meet housing aspirations</p> <p>To protect and enhance the suburbs</p>	<p><input type="checkbox"/> Distribution of Housing Growth</p> <p><input type="checkbox"/> Protecting and Enhancing Barnet's Character</p> <p><input type="checkbox"/> Providing Quality Homes and Housing Choice in Barnet</p>
<p>Ambition: Keep Barnet moving</p>	<p>To ensure efficient use of land and natural resources</p> <p>To reduce the need to travel</p>	<p><input type="checkbox"/> Providing integrated and efficient travel</p> <p><input type="checkbox"/> Ensuring the efficient use of natural resources</p>
<p>Ambition: People are equipped with the right skills to take advantage of employment opportunities</p>	<p>To promote Barnet as a place of economic growth and prosperity</p>	<p><input type="checkbox"/> Promoting a strong and prosperous Barnet</p>
<p>Ambition: Environmentally sensitive</p>	<p>To ensure efficient use of land and natural resources</p> <p>To enhance and protect our green and natural open spaces</p> <p>To reduce the need to travel</p>	<p><input type="checkbox"/> Enhancing and protecting Barnet's open spaces</p> <p><input type="checkbox"/> Ensuring the efficient use of natural resources</p> <p><input type="checkbox"/> Providing integrated and efficient travel</p>
<p>Ambition: Creating vibrant and viable town centres</p>	<p>To promote Barnet as a place of economic growth and prosperity</p>	<p><input type="checkbox"/> Promoting a strong and prosperous Barnet</p> <p><input type="checkbox"/> Promoting Barnet's Town Centres</p>
<p>Theme - Safer, Stronger and Cleaner Barnet</p> <p>Ambition: Reduce crime and make residents feel safe</p>	<p>To promote Barnet as a place of economic growth and prosperity</p> <p>To promote strong and cohesive communities</p>	<p><input type="checkbox"/> Promoting Barnet's Town Centres</p> <p><input type="checkbox"/> Making Barnet a Safer Place</p>
<p>Ambition: Strong and cohesive communities</p>	<p>To meet social infrastructure needs</p> <p>To promote strong and cohesive communities</p> <p>To protect and enhance the suburbs</p>	<p><input type="checkbox"/> Enabling integrated community facilities and uses</p> <p><input type="checkbox"/> Making Barnet a Safer Place</p> <p><input type="checkbox"/> Protecting and Enhancing Barnet's Character</p>
<p>Ambition: Clean and green</p>	<p>To ensure efficient use of land and natural resources</p> <p>To enhance and protect our green and natural open spaces</p>	<p><input type="checkbox"/> Enhancing and protecting Barnet's open spaces</p> <p><input type="checkbox"/> Ensuring the efficient use of</p>

	To promote Barnet as a place of economic growth and prosperity	natural resources <input type="checkbox"/> Promoting Barnet's Town Centres
Theme - Investing in Children and Young People Ambition: Every school a good school for every child	To meet social infrastructure needs	<input type="checkbox"/> Enabling integrated community facilities and uses
Ambition: Improving employability	To promote Barnet as a place of economic growth and prosperity	<input type="checkbox"/> Promoting a strong and prosperous Barnet
Ambition: Ensuring children are safe at home, safe at school and safe in the community	To meet social infrastructure needs	<input type="checkbox"/> Enabling integrated community facilities and uses <input type="checkbox"/> Making Barnet a Safer Place
Ambition: Personalising services for children and young people in vulnerable groups	To meet social infrastructure needs To manage housing growth to meet housing aspirations	<input type="checkbox"/> Enabling integrated community facilities and uses <input type="checkbox"/> Providing Quality Homes and Housing Choice in Barnet
Ambition: Building resilience, supporting independence	To meet social infrastructure needs To manage housing growth to meet housing aspirations	<input type="checkbox"/> Enabling integrated community facilities and uses <input type="checkbox"/> Providing Quality Homes and Housing Choice in Barnet
Ambition: Helping children and their families to make healthy choices	To meet social infrastructure needs To promote healthy living and well-being To enhance and protect our green and natural open spaces	<input type="checkbox"/> Enabling integrated community facilities and uses <input type="checkbox"/> Improving health and well being in Barnet <input type="checkbox"/> Enhancing and protecting Barnet's open spaces
Theme - Healthier Barnet (including older people) Ambition: Creating a health supporting environment	To meet social infrastructure needs To promote healthy living and well-being To manage housing growth to meet housing aspirations	<input type="checkbox"/> Improving health and well being in Barnet <input type="checkbox"/> Enabling integrated community facilities and uses <input type="checkbox"/> Providing Quality Homes and Housing Choice in Barnet
Ambition: Bringing user experience to healthcare improvement	To meet social infrastructure needs To promote healthy living and well-being	<input type="checkbox"/> Improving health and well being in Barnet <input type="checkbox"/> Enabling integrated community facilities and uses
Ambition: Improving health and well-being	To manage housing growth to meet housing aspirations To meet social infrastructure needs To promote healthy living and well-being	<input type="checkbox"/> Improving health and well being in Barnet <input type="checkbox"/> Providing Quality Homes and Housing Choice in Barnet <input type="checkbox"/> Enabling integrated community facilities and uses
Ambition: Promoting choice and maximising the independence of adults, particularly those who need additional support.	To manage housing growth to meet housing aspirations To meet social infrastructure needs To promote healthy living and well-being	<input type="checkbox"/> Improving health and well being in Barnet <input type="checkbox"/> Providing Quality Homes and Housing Choice in Barnet <input type="checkbox"/> Enabling integrated community facilities and uses

Policy CS1 – Barnet’s Place Shaping Strategy – Protection, Enhancement and Growth – The Three Strands Approach

Barnet’s place shaping strategy is to concentrate housing growth in well located areas that provide opportunities for growth, creating a sustainable quality environment that will have positive economic impacts on the deprived neighbourhoods that surround them. The key diagram sets out the areas where we expect housing growth and illustrates the need to provide more orbital public transport links between such areas.

The Council, along with its partners, will focus major housing and economic growth in the most suitable locations and manage it to ensure that we deliver sustainable development, while continuing to conserve and enhance the distinctiveness of Barnet as a place to live work and visit.

As our focus of housing and employment growth we will promote opportunities on the west side of the borough in the strategically identified North West London – Luton Coordination Corridor. We will promote the following **growth** areas in the west of the Borough

- Brent Cross – Cricklewood
- Colindale
- Mill Hill East

Major **growth** will be complimented by

Protection of

- Green Belt and Metropolitan Open Land that covers over one third of Barnet,

Enhancement of

- our six largest town centres (Chipping Barnet, Edgware, Finchley Central, New Barnet, North Finchley and Whetstone) where we will promote mixed use development in accordance with the place making policies set out within the Core Strategy and
- the historic suburban environment comprising 18 conservation areas and areas of special locally distinctive character.

Policy CS 2 - Distribution of Growth in Meeting Housing Aspirations

On the basis of our Three Strands Approach we expect that in the range of 28,000 new homes will be provided within the lifetime of this Core Strategy 2011/12 to 2026/27.

As our focus of growth we will promote opportunities on the west side of the borough in the strategically identified North West London – Luton Coordination Corridor. We will promote the following growth areas in the Corridor

- Brent Cross - Cricklewood - 7,500 new homes
- Colindale - 10,000 new homes
- Mill Hill East - 2,000 new homes

We will also promote the following sustainable locations with good access to public transport as the main focus of enhancement and major infill housing development:

- Through a programme of town centre strategies we will develop frameworks for the town centres of Chipping Barnet, Edgware, Finchley Central, New Barnet, North Finchley and Whetstone which will provide for residential uses above ground floor level,
- North London Business Park and Oakleigh Road South - develop 400 new homes by 2019/20 as part of a mixed use development in accordance with adopted Planning Brief of June 2006
- major transport routes including the A5 (Edgware Road - Burnt Oak Broadway), A1000 (Great North Road - High Road), A504 (Hendon Lane - Finchley Lane), A598 (Finchley Road) and A110 (Cat Hill - East Barnet Road)

We will, in order to meet the Decent Homes standard, and deliver a greater range and variety of accommodation, also promote the regeneration of housing estates at

- Grahame Park - developing 3,400 new mixed tenure homes by 2024/25 as replacement for 1,342 homes that will be demolished (net increase of 2,058)
- West Hendon - developing 2,171 new mixed tenure homes by 2026/27 as replacement for 684 homes that will be demolished (net increase of 1,487 homes)
- Stonegrove and Spur Road - developing 999 new mixed tenure homes as replacement for 603 homes that will be demolished (net increase of 396 homes) by 2020/21 and
- Dollis Valley - developing 950 to 1, 0001 new mixed tenure homes (net increase of 544 to 594 homes) by 2026/7

Our strategic approach on further development opportunity sites will be set within the context of the density matrix in the existing London Plan. We will seek to optimise rather than simply maximise housing density to reflect local context, public transport accessibility and provision of social infrastructure.

Policy CS 3 - Protecting and Enhancing Barnet's Character

The Council will ensure that development in Barnet respects local context and distinctive local character and creates

- safe and attractive building layouts
- vibrant, attractive and accessible public spaces
- sustainable and adaptable buildings and spaces of the highest quality that further enhance the borough's high quality suburbs and historic areas

In order to further protect the borough's high quality suburbs we will seek, outside of the existing conservation areas, to identify places of special locally distinctive character. The Barnet Characterisation Study forms the baseline for the identification of places with a consistent and coherent architectural character.

We will continue to provide protection for front and back gardens from redevelopment and ensure that the conversion of front gardens and highway verges for off-street car parking is managed in order to protect character and mitigate climate change.

Within established residential streets where buildings have been identified as having a clear rhythm and cohesive character we will encourage development of a similar scale in order to address needs for family accommodation. We will produce detailed design guidelines for those areas of the borough where:

- further flatted development will not detract from the dominant character of the street (such as the main thoroughfares identified in the Key Diagram) and
- the residential typology remains dominant but the character has been undermined by inappropriate flatted development

Policy CS 4 – Promoting Barnet's Town Centres

The Council will realise development opportunities for the town centres of Edgware, North Finchley, Finchley Church End, Chipping Barnet, New Barnet and Whetstone. We will pursue the individual planning objectives for each centre as set out in their Town Centre Frameworks through the delivery of environmental, design, transport and community safety measures:

- We will promote Brent Cross / Cricklewood as a new metropolitan town centre and an Outer London Development Centre following successful mixed use regeneration which delivers an additional 55,000m² (net) of comparison floorspace and 370,000 m² of office floorspace.
- We will promote successful and vibrant centres throughout Barnet to serve the needs of residents, workers and visitors and ensure that new development is of an appropriate scale and character for the centre in which it is located.
- We will ensure that food, drink, entertainment uses do not have a harmful effect on residents and the local area
- We will ensure the efficient use of land and buildings in town centres, encouraging a mix of compatible uses including retail, managed affordable and flexible workspace, leisure and residential that add to the vibrancy of the area whilst respecting character
- In order for them to compete with other centres and particularly out of centre retail parks and shops we will support retail uses in town centres by improvements to the public realm, the public transport network, short-trip parking and accessibility by cyclists and pedestrians.
- We will seek to protect and enhance more 'local' neighbourhood centres and parades of shops in terms of their potential contribution to sustainable suburbs and shopping
- We will, where appropriate, use S106 contributions to ensure the provision of 'affordable shops' in new retail development.

Policy CS 5 - Enhancing and Protecting Barnet's Open Spaces

In order to create a greener Barnet the Council will enhance and protect Barnet's Open Spaces by:

- Protecting designated open spaces, including Green Belt and Metropolitan Open Land, and other suitable land with the potential to be used as open space

Meeting increased demand for open space and tackling deficiencies and under provision by:

- Securing additional on-site open space or other open space improvements in the identified growth areas including 11.27 ha of new provision at Brent Cross – Cricklewood, 5.5 ha of new provision at Mill Hill East and 5 ha at Colindale.
- Securing improvements to open spaces including provision for children's play, sports facilities and improvements to access arrangements, where opportunities arise, from all developments that create an additional demand for open space
- Maintaining and improving the greening of the environment through the protection of incidental greenspace, trees and hedgerows
- Protecting existing Sites of Nature Conservation Importance and working with our partners including the London Wildlife Trust to improve protection and enhancement of biodiversity in Barnet

- Ensuring that development protects existing site ecology and makes the fullest contributions to enhancing biodiversity, both through on-site measures and by contribution to local biodiversity improvements.
- Enhancing local food production through the protection of allotments

Policy CS 6 – Promoting a Strong and Prosperous Barnet

The Council will ensure a strong and prosperous Barnet that provides opportunity for economic advancement.

We will support businesses by :

- Safeguarding existing employment sites that meet the needs of modern business. Development that improves the quality of existing employment provision will be encouraged.
- Employing a Business Links Officer to act as a conduit for support and advice, enabling small and medium sized enterprises to successfully bid for contracts arising from regeneration opportunities from local developers.
- Encouraging new mixed use commercial floorspace in town centres where access to public transport is good.
- In order to support small to medium enterprises new employment provision should include a range of unit sizes and types such as affordable and flexible workspaces and home working hubs
- Through the Skills Development Group building an understanding about the experience of local businesses and their skills needs
- Encouraging partnership working between providers of further and higher education and local business

We will support Barnet residents in accessing work by :

- Requiring major developments to provide financial contributions and to deliver employment and training initiatives in line with the Skills Development Plan.
- Working in partnership with the Skills Development Group in delivering the skills agenda required for a growing borough in a successful city-suburb of London.

Policy CS 7 - Providing Quality Homes and Housing Choice in Barnet

The Council will aim to create successful communities in Barnet by:

- Seeking to ensure a mix of housing products in the affordable and market sectors to provide choice for all households and enable Barnet residents to progress on a housing journey that can meet the aspirations of home ownership
- Seeking a range of dwelling sizes and types of housing including lifetime homes that meets our identified housing priorities and does not undermine suburban character or local distinctiveness

- Seeking a variety of housing types including family homes and provide housing related support options that maximise the independence of vulnerable residents including young people, people with disabilities, older people, homeless people and other vulnerable adults.
- Securing an appropriate level and mix of affordable housing for Barnet that will support our objectives of widening home ownership and providing family homes. This level will be based on an assessment of viability of affordable housing and will have regard to the Mayor's strategic housing target that 50% of housing provision should be affordable and that the threshold for negotiating provision should be set at 10 units. With regard to the London Plan objective of a 70:30 social rented to intermediate ratio, we will negotiate an appropriate affordable mix which delivers wider sustainable development and regeneration objectives.
- On sites which are suitable for the provision of an element of affordable housing, the council may exceptionally accept the provision of off-site housing, or a commuted payment instead of such provision.

Within the Site Allocations DPD we will seek to identify land to meet the long term needs of Gypsies and Travellers, having regard to:

- Potential of site for good management
- Impact on local environment, character and amenity
- Access to essential services including water and waste disposal.

We will monitor the delivery of additional housing against the target (of 20,055 new homes by 2016/17) set within the London Plan and will seek to maintain supply at the rate necessary to meet or exceed the target. In seeking to maintain the housing supply we will adjust the type and mix of housing sought, having regard to the financial viability of development, the sales of capital value of different house types and tenures, and the needs of different groups.

Policy CS 8 – Providing integrated and efficient travel

The Council will promote the delivery of integrated transport infrastructure and the increased availability of travel choices in order to support growth, relieve pressure on Barnet's transport network and reduce the environmental impact of travel.

Promoting transport choice

- We will make public transport, especially buses, a more attractive travel option by promoting a review of Barnet's bus network in order to better match demand and capacity, particularly on orbital routes.
- We will seek a network of 'express' services in the borough joining town centres, stations and key interchange points.
- We will promote public transport provision that is accessible to people with physical or sensory impairment
- We will make walking and cycling a more attractive option through improvements to off-road walking and cycling routes, making maximum use of the 'green' routes provided by Barnet's open spaces and rivers.
- We will continue to make travel safer and attractive by improving street lighting and security coverage at transport interchanges and around bus stops.

More efficient use of the local road network

- In order to enable traffic to flow more smoothly we will prioritise the reduction of congestion.

- We will continue to work with schools to develop travel plans and will implement improvements in the neighbourhoods around our schools.
- We will continue to invest in improvements to the condition of roads and footways in the borough to ensure that the local road network operates efficiently.

More environmentally friendly transport networks

- We will promote the use of low emission vehicles including electric cars through provision of charging points utilising 'green energy' in public places and in new development
- We will promote the use of car clubs in new development as an alternative to the private car

Reducing the need to travel

- We will continue to influence behaviour in order to reduce the need to travel.
- We will promote modern ways of working through provision of e-infrastructure in major residential development and through encouraging access to flexible workspace such as enterprise hubs in town centres and employment sites which enables home workers to be fully productive

Delivery of high quality transport provision

We will promote key transport infrastructure proposals to support Barnet's growth, in particular :

- Public transport on the A5 corridor
- Rapid Transit System - Brent Cross to Cricklewood
- Improvements on the strategic road network, especially the A406 (North Circular Road).
- Town centre development and enhancement programmes to improve the public realm, public transport services, short-trip parking and accessibility
- Improvements to rail services in the borough including upgrades to the Northern Line, Thameslink and bus enhancements
- Targeted increases in road capacity in order to improve conditions for users including motorists, cyclists and pedestrians and reduce congestion

Policy CS 9 – Enabling Integrated Community Facilities and Uses

The Council will work with our partners to ensure that community facilities including schools, libraries, leisure centres and pools, community meeting places and facilities for younger and older people, are provided for Barnet's communities.

We will:

- Ensure that our programmes for youth services including improvements to the schools estate through the Primary Schools Capital Investment Programme and Building Schools for the Future address the needs of a growing, more diverse and increasingly younger population
- Support new religious schools that want to enter the maintained sector, meet proven demand within the borough and are capable of providing an appropriate learning environment

- Support the retention and enhancement of existing community facilities ensuring their efficient use and the provision of multi-purpose community hubs that can provide a range of services to the community at a single accessible location
- Expect development that increases the demand for community facilities and services to make appropriate contributions towards new and accessible facilities, particularly within the growth areas of the Borough or improving existing facilities, particularly within town centres

Policy CS 10 – Improving Health and Well Being in Barnet

We will improve health and well-being in Barnet by:

- Supporting the plans of NHS Barnet to deliver modern primary care
- Supporting healthier neighbourhoods through targeting of unhealthy lifestyles such as obesity and addressing health inequalities in terms ill health and access to health facilities as identified in the Joint Strategic Needs Assessment
- Supporting the remodelling of residential care homes to other forms of special accommodation in order to widen housing choice and to reduce over supply
- Ensuring that additional residential care homes in the Borough, in the absence of demonstrable evidence of local need supported by NHS Barnet and the Council's Adult Social Services, will not be regarded favourably

Policy CS 11 - Making Barnet a Safer Place

The Council will aim to make Barnet a safer place. We will:

- Work with our partners to tackle crime, fear of crime and anti-social behaviour;
- Work with the Metropolitan Police to provide re-modelling of its estate as a basis for an effective and responsive police service in Barnet;
- Encourage appropriate security and community safety measures in buildings, spaces and the transport system
- Require development to demonstrate that they have incorporated design principles which contribute to community safety and security
- Ensure that through the town centre strategy programme we promote safer and more secure town centre environments which encourage community ownership and engender pride
- Promote safer streets and public areas including open spaces

Policy CS 12 - Ensuring the Efficient Use of Natural Resources

The Council will seek to minimise Barnet's contribution to climate change and ensure that through the efficient use of natural resources the borough develops in a way which respects environmental limits and improves quality of life.

- We will promote the highest environmental standards for development through our SPD on Sustainable Design and Construction and continue working to deliver exemplary levels of sustainability throughout Barnet.

- We will expect all development to be energy-efficient and seek to minimise any wasted heat or power. We will require a Carbon Reduction Strategy in support of major development.
- We will maximise opportunities for implementing new district-wide networks supplied by decentralised energy (including renewable generation) in partnership with key stakeholders in areas of major mixed use growth including town centres.
- We will make Barnet a water efficient borough and minimise the potential for fluvial and surface flooding by ensuring development does not cause harm to the water environment, water quality and drainage systems.
- We will improve air and noise quality by requiring Air Quality Assessments and Noise Impact Assessments from development in line with Barnet's SPD on Sustainable Design and Construction.

Policy CS 13 – Dealing with our waste

We will encourage sustainable waste management by:

- Promoting waste prevention, re-use, recycling, composting and resource efficiency over landfill
- Requiring developments to provide waste and recycling facilities which fit current and future collection practices and targets
- Designating sites through the NLWP to meet an aggregated apportionment target across the seven North London boroughs. These sites will be the principle locations considered suitable for waste facilities
- Safeguarding a Waste Management Facility in the Brent Cross - Cricklewood Regeneration Area

Policy CS 14 - Delivering the Core Strategy

The Council will work with Barnet's Local Strategic Partnership and other partners to deliver the vision, objectives and policies of this Core Strategy. We will

- Work with relevant providers to ensure that necessary infrastructure is secured to support Barnet's growth and provide the facilities needed for the borough's communities. Information on the key infrastructure schemes in Barnet up to 2026 are set out in the Core Strategy Infrastructure Delivery Plan
- Use planning obligations and other suitable funding mechanisms, where appropriate, to secure infrastructure, facilities and services to meet needs generated by development and mitigate the impact of development;
- Work with neighbouring boroughs to co-ordinate delivery across boundaries; and
- Monitor the implementation of the Core Strategy against the indicators set out in our Annual Monitoring Report.

4. Identification of target groups

4.1.1 The EqIA process is not just a legal requirement, under a number of acts including the Race Relations [Amendment] Act 2000; EqIAs can be used to focus on particular equality aspects. For example, certain sections of the community may be known to experience more disadvantage than others. They may be adversely affected by a policy or omitted from the benefits arising from a policy. Therefore the EqIA is aimed at target groups which are deemed to be at particular risk of discrimination and inequality of opportunity. As set out in the GLA's guidance on EqIAs, these groups are:

- Black and minority ethnic people
- Disabled People
- Women
- Young people and children
- Older people
- Lesbians
- Gay men
- Bisexuals
- Trans people; and
- People from different faith groups.

4.1.2 In addition, EqIA targets a number of groups where plans and policies may create inequality.

- Gender
- Race
- Disability
- Age
- Faith; and
- Sexuality

4.1.3 The groups are not homogeneous and people within these groups have different and individual needs. Many will be members of several of the targeted groups. Their experience of unlawful discrimination can involve a variety of factors.

5. Impacts on target groups

5.1 Impact can be defined as follows:

- 5.1.1 **A negative or adverse impact** disadvantages one equality target group, or some equality target groups. This disadvantage may be differential, where the negative impact on one particular group of individuals or one equality target group is likely to be greater than on another. It should be noted that some negative impacts may be intended.
- 5.1.2 **A positive impact** will improve equal opportunities for an equality target groups, or some equality target groups and /or relationships between groups. The positive impact may be differential, where the positive impact on one particular group of individuals or one equality target groups is likely to be greater than on another.

6. Barnet's people

- 6.1.1 In 2008 having a population of 331,500 Barnet is the second most populous borough in London. Based on GLA figures Barnet's population is projected to reach 384,615 by 2026, an increase of 16% on present levels. According to GLA estimates, Barnet could be the most populous London Borough by 2012.
- 6.1.2 The growth in Barnet's population will change our existing communities, attracting a much younger and diverse population. Over the next ten years there will be a marked increase in the number of children aged between 5-14 years old and number of people over the age of 65.
- 6.1.3 Barnet has the second largest population of children and young people in London. In 2008 almost 84,000 children, aged 0 – 19, lived in Barnet who are more diverse than the adult population. Our young population is becoming increasingly diverse, 40% of Primary school pupils in the borough and 37% of Secondary school pupils have English as a second language.
- 6.1.4 The 2001 Census records that nearly 73% of Barnet's population described their health as good. Residents are healthier overall measured by mental illness, death rates from major causes, sickness benefit claimants and alcohol related hospital admissions.
- 6.1.5 Nearly a third of Barnet's population belongs to a black and minority ethnic minority group. Projections are that this will grow to 36% by 2018. Our workforce analysis shows that 23 percent of our workforce are from BME communities, who make up 26 percent of the local population as a whole. Barnet has the largest Jewish community in the UK and one of the largest populations of Chinese.
- 6.1.6 Barnet has a historical legacy of new communities being welcomed and feeling involved. The borough is considered a place where people from different backgrounds get on well. National Indicator 1 measures community cohesion. Barnet is the place with the greatest diversity of communities that has scored highly on this indicator. Nearly 84% of residents agreed in the 2008 Place Survey that their local area is a place where people from different backgrounds get on well.

6.2 Deprivation in Barnet

- 6.2.1 Barnet has six areas within the top 10% most deprived nationally. Overall deprivation is substantially higher in Burnt Oak and Colindale than the rest of the borough. One area in Colindale has over a fifth of its working age population in employment deprivation (i.e. involuntarily excluded from work)
- 6.2.2 Whilst Barnet is a generally prosperous borough there is significant deprivation in certain areas with a wide gap between the richest and the poorest. According to CACI Paycheck data for 2008 10.5% of Barnet households have incomes in excess of £75,000 a year while 11.6% have incomes less than £15,000. Residents living in these areas suffer more from higher crime, lower educational attainment, higher unemployment and poorer health. In some areas life expectancy can vary by as much as four years between the most affluent and most deprived areas.
- 6.2.3 The average life expectancy of residents is almost 2 years above the English average, though it is about a year below this in the most deprived wards.
- 6.2.4 By developing our understanding of lifestyles and related public health challenges in Barnet's disadvantaged areas we have developed an innovative preventative screening programme for the 5,000 residents identified most at risk of cardio-vascular disease. Some forms of disability are associated with deprivation. There is an association between levels

of deprivation and the effects of ill-health such as increased levels of coronary heart disease which would “impair a person’s ability to carry out normal day to day activities” as defined within the Disability f Discrimination Act (1995). This would then impact upon the earning capacity of an individual resulting in people only being able to purchase lower priced accommodation in the more deprived areas of the borough.

6.3 Black, Asian and minority ethnic groups (BMEs):

6.3.1 Just over a quarter (26%) of the population of Barnet belong to a minority ethnic community. The largest of which are Indian and Black African. Minority groups generally suffer from inequality of opportunity, discrimination and poor relationships between people from different racial groups. BMEs would generally benefit from core policies which address crime and safety, housing, health, consultation on council policies and improving communication links with the council. General improvements to safety will help people from BME backgrounds to be able to feel safe from harassment and abuse when accessing public transport or as pedestrians on the street.

6.3.2 Records show that there are few gypsies currently residing in Barnet. However there have been a number of encampments over the past few years. In accordance with Circular 01/94 we will seek to ensure that adequate site provision is made in the borough to meet the needs of any gypsies and also the needs of travelling show-people.

6.4 Young people and children:

6.4.1 Children and young people make up almost a quarter of Barnet’s total population and, in numerical terms, Barnet has the second largest population of children and young people in London. Child poverty is a serious problem and has implications on health, nutrition and levels of educational attainment. Living in overcrowded and poor quality housing is often linked to lack of access to free and inclusive play and open space. Core policies targeting the provision of and access to social facilities in the borough and the provision of high quality open space and play space facilities would be beneficial to young people and children. Young Children often lack the opportunities to be independently mobile. Young people and children would benefit from policies which promote healthy lifestyles and provides a greater range of transport choices in order to make movement around the borough safer, more convenient and affordable.

6.5 Women:

6.5.1 Sex discrimination and harassment and inequality in the workplace are experienced by both women and men. Generally, women suffer from limited work opportunities and lower pay distribution. Female employees are more likely to be in low-paid, part time work. Personal security concerns, particularly after dark, are important aspects for the safety and well being of women in the borough. Domestic violence occurs across society, irrespective of race, gender, culture, nationality, faith, sexuality, disability, age, social or economic status, and education or health status but it is mainly perpetrated by men against women. Women are likely to benefit from the elements of the plan providing a range of housing, shops, community facilities, transport choices, employment and recreation activities that will also be beneficial to all other groups. Core policies promoting improved design and security features would be beneficial for all women.

6.6 Older People:

6.6.1 The contribution older people make to public life should be recognised and appropriately planned for. Many of London’s older people experience unacceptably high levels of isolation and poverty. To prevent isolation and fear of going out, improved street lighting, crime prevention measures and design of naturally defensive and accessible public spaces would be beneficial. Older people also tend to make fewer journeys and travel shorter distances as they tend to drive less and may be dependent on public transport. Core policies are needed to address this issue, in particular access to and location of health,

community facilities and public transport. The bus is the key element of the public transport network in Barnet. We will support a major review of the bus network in London, with the aim of better matching demand and capacity, and also to seek a network of “express” services joining town centres, stations and key interchange points.

6.6.2 About 31% of older people in Barnet live alone and this proportion is expected to increase and the numbers of Barnet residents living into their 70s and 80s is set to increase.

6.6.3 Older people in Barnet are more likely to be owner occupiers without a mortgage and more likely to under occupy their properties and national research reveals that the a majority of older people would prefer to either remain in their own homes, or would prefer accommodation which is part of the ordinary housing stock but is designed to meet their need rather than designated housing such as sheltered accommodation which may not be popular with people who are fit and well. Lifetime homes specifically designed to address a wide-range of mobility difficulties without being tailored to the specific circumstances of the household. In order to deliver well-designed homes where people will want to live and stay a proposal will be expected to meet Building for Life standards. These standards are included in the Sustainable Design and Construction Supplementary Planning Document.

6.7 Disabled People:

6.7.1 According to The Disability Equality Scheme it is estimated that there are approximately 60,000 people living in Barnet with a long-term illness, health problem or disability that affects their daily activities or the work that they can do. Nearly 6,000 people in Barnet are visually impaired. Disabled people generally experience worklessness and are more likely to live in unsuitable or inaccessible housing. Disabled people face restricted choices in accessing housing. Harassment and discrimination, inequality of opportunity and poor participation in active life are common experiences. Barnet’s disabled population would generally benefit from core policies which promote positive attitudes, eliminate harassment and discrimination, encourage participation and provide appropriate housing.

6.7.2 All new residential buildings must internally meet Lifetime Homes standards, and provide a commensurate strategy for building access, car parking access, and all new external public and private realm. This must be in accordance with the Mayor of London’s SPG Accessible London: Achieving an Inclusive Environment (April 2004). All Major and Large Scale Developments, and any location which will be publicly accessible, must be designed in accordance with an agreed Access Strategy.

6.8 Lesbians, Gay Men, Bisexuals and Trans People:

6.8.1 Lesbian, Gay man, Bisexuals and Trans people can face hate crime and harassment in the public realm. A lack of awareness with regard to housing, employment and health services means they are often reluctant to access such services. Policies opposing discrimination, planning for personal safety by applying the principles of inclusive design and well overlooked places and the provision of specialist and accommodation, for vulnerable members of the LGBT communities would benefit this target group.

6.9 Faith groups:

6.9.1 Barnet has the highest proportion of Jewish residents in the country and significant numbers of Muslim, Hindu and Buddhist groups. Faith groups often face discrimination because of their religious beliefs. Amongst some faith groups extended families may create overcrowding. The lack of appropriate provision of places of worship and burial space are issues. Policies aimed at providing a range of accommodation types and sizes, the protection of existing and provision of future community facilities and the provision of suitable burial sites would be beneficial to all faith groups.

7. Methodology

- 7.1.1 The EqIA methodology has been prepared on the basis of the SPG Planning For Equality and Diversity in London, Barnet's Equalities Scheme 2007/08 - 2010/11, the GLA's guidance on production of EqIAs and other guidance documents regarding EqIA.
- 7.1.2 Equalities Impact Assessment fulfils Local Authorities' duties to carry out race, disability and gender impact assessments as required under the Race Relations (Amendment) Act 2000, the Disability Discrimination Act 2005 and the Equality Act 2006 respectively, and ensures that local plans reflect the needs of the community they serve.
- 7.1.3 According to the approach set out in the GLA's SPG Planning for Equality and Diversity, the project team first gathers evidence on needs and priorities and the likely effects of the policy, strategy or project. The project team then looks at ways to:
- minimise known unintended and unjustifiable negative impacts
 - fill gaps in understanding about needs
 - find evidence to predict what will actually happen
 - maximise positive outcomes
- 7.1.4 The following step-by-step methodology was therefore adopted for this EqIA:
- 7.1.5 Information gathering regarding evidence on needs and priorities
- Review of legislation and policy
 - Review of baseline analysis to identify affected groups and key equalities issues for the "Direction of Travel" – Local Development Framework Strategy Strategic Policies
 - Liaison with the Strategic Equalities Advisor to help identify issues and target groups

7.2 EqIA Assessment

- 7.2.1 The formal Equality Impact assessment of the Direction of Travel will take the form of a matrix. This follows the approach identified in the Mayor's SPG.
- 7.2.2 The matrix utilises the objectives as set out in the Core Strategy- "Direction of Travel". It is used to assess the impact of the option – predicting the significant effects. As the guidance states, the Council is only required to assess the likely significant effects of the proposed policies, not all possible effects. The matrix will do this in terms of neutral, positive or negative impacts
- 7.2.3 The EqIA process considers the impact of potential issues and option which are being considered as part of Barnet's Core Strategy on certain target equality groups. This is not an exact and definitive process and it is therefore not intended to create scores for the alternative options but rather to highlight where there may be impacts on certain target groups.
- 7.2.4 It is very important to remember that individuals may find themselves in more than one group, for example, men and women are also young, people in Barnet achieve higher than average exam results and leave school for higher education and professional qualifications. Only a small minority leaving school are not in education or training or have low expectations of job prospects. An impact is considered to have a negative impact on young people if the proposed option would detrimentally affect that minority; the majority of young people may not be adversely affected.
- 7.2.5 The Direction of Travel – LDF Core Strategy strategic policies will provide a framework for

development in Barnet for the next 15 years.

8. Equalities Impact Assessment matrix

↑	Local net positive impact
↕	Local combination of positive and negative impacts
↓	Local net negative impact
↔	Local impacts or unknown

<h3>CS1 – Barnet’s Spatial strategy PEG - The Three Strands Approach</h3> <p>Planned regeneration with increased access to new jobs and homes will help to reduce economic and social disparities in Barnet. Planned rather than piecemeal regeneration will also help ensure the timely delivery of infrastructure. There will be new schools, open spaces, health and leisure facilities that will have a positive impact on young people, gender older and disabled people and provide for the needs of BME communities.</p> <p>Substantial construction activity will have a negative impact on the local environment and there may also be an uncertain impact on community cohesion within the wards affected which are the most deprived in Barnet and contain the highest proportions of BME groups.</p> <p>Overall, there is likely to be benefits that bring improvement to the local residents. An uncertain impact on BME groups and a positive impact on young, older and disabled people.</p> <p>Recommendations The implementation of Area Action Plans and plans for the regeneration of housing estates will meet the objectives of CS1</p>			
<p>Summary</p>	<p>AGE</p> <div style="border: 1px solid black; width: 40px; height: 40px; margin: 0 auto; display: flex; align-items: center; justify-content: center;">↑</div>	<p>GENDER</p> <div style="border: 1px solid black; width: 40px; height: 40px; margin: 0 auto; display: flex; align-items: center; justify-content: center;">↑</div>	<p>DISABILITY</p> <div style="border: 1px solid black; width: 40px; height: 40px; margin: 0 auto; display: flex; align-items: center; justify-content: center;">↑</div>
	<p>RACE</p> <div style="border: 1px solid black; width: 40px; height: 40px; margin: 0 auto; display: flex; align-items: center; justify-content: center;">↑</div>	<p>FAITH</p> <div style="border: 1px solid black; width: 40px; height: 40px; margin: 0 auto; display: flex; align-items: center; justify-content: center;">↔</div>	<p>SEXUALITY</p> <div style="border: 1px solid black; width: 40px; height: 40px; margin: 0 auto; display: flex; align-items: center; justify-content: center;">↔</div>
<h3>Policy CS2: Distribution of Growth in Meeting Housing Aspirations</h3> <p>Regenerative development will predominately be delivered in three growth areas – Brent Cross – Cricklewood, Colindale and Mill Hill east. These areas are the primary focus of housing and employment growth and are identified in the London Plan as having significant potential for accommodating substantial growth in homes and jobs. Regeneration of housing estates in order to meet Decent Homes Standards and the focus of growth in the North West London - Luton Coordination Corridor, Brent Cross, Cricklewood, Colindale, Mill Hill , Stonegrove, Spur Road Estate and Dollis Valley Estate</p> <p>The scheme will provide more and better housing, particularly in the affordable sector, community facilities, employment and open space provision. The regeneration objectives will address some aspect of multiple deprivation by increasing the supply of good quality social housing will alleviate overcrowding, job creation, positive health outcomes and environmental improvements and will have a positive impact on deprivation and intermediate housing may provide a way into home ownership for those on low incomes.</p> <p><i>This will have a positive impact on all target groups.</i></p> <p>Recommendations The Core Strategy - Direction of Travel polices need to be in conformity with the reviewed London Plan.</p>			

Summary	AGE 	GENDER 	DISABILITY 
	RACE 	FAITH 	SEXUALITY 

Policy CS 3: Protecting and Enhancing Barnet's Character

Ensuring that high standards of design are applied, helping to maintain and enhance the quality of landscapes and townscapes to be delivered across the borough, providing good quality surroundings for all. An urban characterisation and local distinctiveness study has been commissioned to better understand the suburban context of the borough. Throughout Barnet the pressure to accommodate new development and housing is increasing. There is the need for major development in appropriate locations however in order to protect the distinct character growth will need to be accommodated in a variety of forms. Also the renewal of an area and improvements to the townscape can provide opportunities for innovative design and promote a positive sense of community identity, especially if the views of local people are taken into account.

Recommendations

Completion of the Characterisation study which forms the baseline for the identification of places with a consistent coherent architectural character. Further detailed assessment will set out the boundaries of such areas, why they are worthy of protection and how they will be protected.

Summary	AGE 	GENDER 	DISABILITY 
	RACE 	FAITH 	SEXUALITY 

Policy CS 4: Promoting Barnet's town centres

Town centres with greater access to services and facilities can provide sustainable locations for substantial retail led development. Focused investment on the larger town centres where there is developer interest there may be a positive impact on prosperity and jobs for local people as it enables them to compete with town centres in neighbouring boroughs. This will provide opportunities for jobs, especially less skilled and part-time jobs, a positive impact for those with fewer skills or with caring responsibilities, including **young and disabled people and women**.

Town centre retail is more accessible by public transport and therefore those residents without cars will have a better chance of getting development that meets their demands. This will have a positive impact on those without the use of a car including **young and disabled people and women** and would be useful for lower income groups **within the BME groups**

Protection of convenience stores, local shopping including neighbourhood centres will benefit less mobile members of the community such as *older people or disabled people*. Enhancement of shopping centres should benefit those with disabilities, benefiting from public transport links to services.

Protection and enhancement of street markets and provision of affordable retail units may help ethnic communities groups as often street markets are a popular shopping destination. Retail park sin out of centre locations are the focus of car-borne shopping and their promotion would impact on congestion and would make services less accessibility for residents. *Impacts are positive for women, young, BME and disabled people.*

Recommendations

Refer to Town Centre Floorspace needs assessment

Summary	AGE 	GENDER 	DISABILITY 
	RACE 	FAITH 	SEXUALITY 

Policy CS 5: Enhancing and Protecting Barnet's Open Spaces

The leisure strategy will promote the provision of outdoor recreational space. Green spaces account for a significant proportion of the borough's area and most household have excellent access to open space. A significant proportion of the borough is currently in agricultural use. Access to open space can help increase physical activity and combat obesity – inducing environments. This policy will have a positive impact on all in particular, carers **women, older, young** and **disabled** people. Ensuring local access will have a positive impact, particularly for those who live in areas of open space deficiency, live in flatted developments without individual garden/amenity spaces. It may also encourage greater self-sufficiency encouraging individuals and communities to grow their own fruit and vegetables e.g allotments.

The protection and support of open spaces provides access to recreational provision and opportunities to improve social cohesion by improving social and community infrastructure. The Leisure Strategy including outdoor recreational facilities will focus on improving unmet demand form target groups.

The natural, ecological environment is both a good indicator of a healthy environment to live in and provides natural resources to the urban system, such as shading and reducing the heat island effect. It is important to protect natural habitats, and encourage more plant and animal life blend with the built environment in ways that mutually support each other. Such open space as contribute to urban cooling, reducing flood risk and act as the "green lungs" of Barnet as more development takes place. Trees and other vegetation can act as carbon reservoirs, absorbing and storing carbon over long periods of time. The objective is to protect and enhance the natural ecological environment, maintained and improve biodiversity at natural levels and harness the benefits from healthy local habitats.

The impact is positive for all especially for older, younger, disabled people and BME groups.

Recommendations

Refer to findings of the PPG17 assessment in due course and the continued use of the SPD on Sustainable Design and Construction.

Production of the Biodiversity Action Plan will further objectives relating to enhancing natural open space.

Summary	AGE	GENDER	DISABILITY
	RACE	FAITH	SEXUALITY

Policy CS 6: Promoting strong and prosperous Barnet

Promoting economic activity by safeguarding employment sites, focussing on town centres, support smaller businesses and joint working with the education sector to match skills to employment opportunities would help to address priorities identified which will seek to tackle inequalities in the borough particularly those areas with high levels of multiple deprivation. Encouraging economic growth will help to address economic and income inequalities across some of the most deprived parts the borough. This will have a positive impact the most disadvantaged within the employment sector by creating increased opportunity for jobs or support for those self-employed.

People of working age will benefit from new business opportunities, including affordable, small and medium sized business space.

This may potentially benefit those within the following groups: *age, gender, disability, race, faith and sexuality.*

Recommendations

The development of the Business Development Group will build an understanding about the experience of local business and their skills need, the Employment Land Review informs supply and demand issues relating to employment land and the production of a Local Economic Assessment will update the existing evidence.

Summary	AGE	GENDER	DISABILITY
	RACE	FAITH	SEXUALITY

Policy CS 7: Providing quality homes and housing choice in Barnet

The policy aims to provide more, and better homes that meet people's needs in terms of size and special needs, including those with specialist housing requirements. The variety of housing related support options will maximise the independence of vulnerable residents including young people, people with disabilities, older people, homeless people and other vulnerable adults. In addition it seeks the provision of a mix of affordable housing groups.

Housing designed to Lifetime Homes standards are accessible both externally and internally to occupants and visitors who have problems with mobility, including wheelchair users, and can be easily adapted to meet the changing needs throughout the course of one's life which may include having children, having a disability, older relative

Having greater choice will include having land identified to meet the long terms needs of gypsies and travellers.

*A positive impact for **age, gender, disability, faith & race groups.***

Recommendations

The Strategic Housing Market Assessment (SHMA) is currently underway and will provide analysis on the housing needs of black and ethnic minority communities, older people, people with disabilities and other groups. The SHMA will provide the main source of data on the size of homes needed in Barnet.

Summary	AGE	GENDER	DISABILITY
			
	RACE	FAITH	SEXUALITY
			

Policy CS 8: Providing integrated and efficient travel

Growth and change and provision of infrastructure e.g. new bus routes, "express service", new rail station, improvements to stations, improvements to strategic road network, more environmentally friendly transport network, improvements to walking, cycling routes, improvements to make transport safer, improved stations and underground lines will help to minimise carbon dioxide emission, create more accessible environments for *disabled people* and those with mobility problems, carers and *women*.

The development would involve some disruption during construction which could disrupt family life by virtue of noise, debris, and general disruption. However, it would be for a temporary period, there would be as many safeguards as possible e.g. limited hours of working, and on completion there would be an overall benefit.

These improvements choice and access to public transport modes will particularly help those on lower incomes and the environmental improvements will be to the benefit of everyone in the community. Safer transport will have a positive impact on those who are more vulnerable to specific crimes such as "hate crime" given *gender, age, race, faith or sexuality*.

*Impacts are positive for **women, elderly, young, BME, LGBT and disabled people.***

Recommendations

The promotion of the key transport infrastructure proposals to support Barnet's growth will meet objectives for more integrated and efficient travel.

Summary	AGE	GENDER	DISABILITY
			
	RACE	FAITH	SEXUALITY
			

Policy CS 9: Enabling Integrated Community Facilities and Uses

Supporting the multi purpose community facilities makes efficient use of premises providing a range of services at one accessible locational. Joint use is, however, likely to result in improved viability of resources and help to increase community cohesion by facilitating the use of space for different groups, including **faith, age, sexuality and gender**. In addition, community facilities can contribute to the local distinctiveness of an area. Community facilities that provide specialist services to **young people, older and disabled people** may have a positive impact by helping them to access jobs and training.

However greater intensity of use could have a negative impact on residential amenity from increased noise and traffic.

*Positive impact on **faith, groups, various sexual orientations, older and younger people.***

Recommendations

Completion of the Community Facilities Audit is an important part of the evidence base and will in inform policy making.

Summary	AGE	GENDER	DISABILITY
			
	RACE	FAITH	SEXUALITY
			

Policy CS 10: Improving Health and well being in Barnet

Health and well-being is a cross-cutting issue which is reflected in the Corporate Plan and Sustainable Community Strategy priorities. This policy approach aims to ensure that everyone has equal chances in life. The provision of modern primary care, supporting healthier neighbourhoods, remodelling residential care homes and provision of additional ones will allow communities to adopt healthier lifestyles.

Given the demographic profile of Barnet, the age group that generates the highest demand on health care, social care and support services are the older age group. Also health inequalities exist in Barnet spatially by gender and race. Barnet's Health and Well-being Commissioning Framework targets services to meet the aspirations and needs of all and in particular the most vulnerable groups.

The Leisure Strategy will focus on improving unmet demand from target groups.

*All impacts are positive and for **BME, women, older and disabled people** in particular.*

Recommendations

Development of the Leisure Strategy and support of healthier neighbourhoods through targeting of unhealthy lifestyles and Addressing health inequalities as identified in the Joint Strategic Needs Assessment.

Summary	AGE	GENDER	DISABILITY
			
	RACE	FAITH	SEXUALITY
			

Policy CS 11: Making Barnet a Safer Place

Compared to London the crime rate is average and it is amongst the safest borough in London, crime and anti-social behaviours are key to concern of local residents and there are geographical differentials. Some crimes affect target groups in particular for example domestic violence in the main is perpetuated by men against women.

Also good design principles are consistent with objectives for a safer borough and poor design can create opportunities for crime and reduce the usage of these spaces. Good design can improve natural surveillance and accessibility and may create more opportunities for social interaction in the public realm and in public buildings. High quality accessible public realm also plays an important part in encouraging people to adopt a more physically active lifestyle e.g. walking more.

Impacts are positive for all groups especially groups who may be potentially the victims of "hate crime" based on race or sexuality.

A safer community is to the advantage of all but in particular target all groups **women, faith, older aged and youth, BME, LGBT and disabled.**

Recommendations

We expect development to reflect guidance in the government publication Safer Places : The Planning System and Crime Prevention (2004) and principles of Secured by Design

Summary	AGE	GENDER	DISABILITY
			
	RACE	FAITH	SEXUALITY
			

Policy CS 12: Ensuring efficient Use of natural resources

The efficient use of natural resources and the efficient use of land are a central focus of all policies within the Core Strategy in keeping with government guidance and the London Plan and it is vital to ensure a sustainable future for all.

This benefits all but no additional impact on target groups in particular.

Recommendations Development of Carbon Reduction Strategy Requirement of Air quality and Noise Impact Assessments from development We expect development to reflect guidance in the SPD Sustainable Design and Construction.			
Summary	AGE	GENDER	DISABILITY
			
	RACE	FAITH	SEXUALITY
			

Policy CS 13 Dealing with our waste

The Sustainable Community Strategy highlights that in order to minimise and address the impact of climate change we need to reduce the amount of waste we create and increase the amount we recycle. As part of the proposals for Brent Cross – Cricklewood a rail linked waste handling and recycling facility is proposed on a site adjoining Edgware Road (A5). We need to identify sufficient land to provide capacity to deal with this waste target and have joined with six other North London boroughs to produce the North London Waste Plan (NLWP). The NLWP will sit alongside the North London Joint Waste Strategy to secure the sustainable management of waste.

Positive impact for all resulting in a cleaner and quieter better environment but no additional impact on target groups in particular.

	Recommendations Completion of NLWP		
Summary	AGE	GENDER	DISABILITY
			
	RACE	FAITH	SEXUALITY
			

Policy CS 14 – Delivering the Core Strategy

During the preparation of this Core Strategy we have worked with, and secured the involvement and commitment of, our delivery partners including Barnet’s Local Strategic Partnership (LSP) and other key bodies. The Local Strategic Partnership recognises that it has an important role to play in relation to the delivery of this Core Strategy, in particular in bringing forward the infrastructure requirements that will be identified in Barnet’s Infrastructure Delivery Plan.

This policy benefits all but no additional impact on target groups in particular.

	Recommendations Completion of the Infrastructure Delivery Plan		
Summary	AGE	GENDER	DISABILITY
			
	RACE	FAITH	SEXUALITY
			

9. Summary

- 9.1.1 This report has presented an equalities impact assessment of the Core Strategy “Direction of Travel” by assessing the impacts of the individual options raised at the Issues and Options and this current of the Local Development framework process.
- 9.1.2 Positive impacts on equality groups arising from the policies have been identified and measures suggested to ensure that these impacts are delivered. Adverse impacts on equality groups arising from the policies have been identified and most have not been taken forward to the “Direction of Travel” stage. Those which have are accompanied by mitigation measures to reduce their adverse impacts.

9.2 Summary of key findings

- 9.2.1 The assessment has found that the Direction of Travel policies will have a significantly positive impact on the equalities target groups identified. New development will bring a variety of benefits to the equality target groups, mainly focussed around better access to a wider range and choice of homes, jobs, services and community facilities. Improved transport infrastructure will support this process by ensuring affordable and safe access from residential areas to its services and facilities, and to areas beyond the borough boundary.

9.3 Monitoring

- 9.3.1 The importance of monitoring is recognised in both the Planning and Compulsory Purchase Act 2004 and the London Plan, which place a duty on every local planning authority to keep under review matters affecting the planning and development of its area, and to carry out surveys where necessary in order to test the effectiveness of the policies.
- 9.3.2 An important aspect of the new planning system is the flexibility to update components of the Local Development Framework, including the Core Strategy Direction of Travel policies to respond quickly to changing priorities.
- 9.3.3 The Council, as part of its Annual Monitoring Report, will monitor and measure progress against the monitoring frameworks contained within the Direction of Travel policies.

