



**London Borough of Richmond upon Thames**

**Local Development Framework**

**Pre-Publication**

**Twickenham Area Action Plan**

**Equalities Impact Assessment**

**November 2011**

# Equalities Impact Assessment of the LBRuT Local Development Framework Twickenham Area Action Plan

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## 1 Introduction

- 1.1 This document sets out the Equalities Impact Assessment (EqIA) of the London Borough of Richmond upon Thames (LBRuT) Local Development Framework (LDF) Twickenham Area Action Plan (TAAP).
- 1.2 The purpose of the EqIA is to highlight the likely impact of the proposed scenarios and options of the TAAP on the target groups and to take action to improve the approaches where appropriate as a result.

## 2 Twickenham Area Action Plan

- 2.1 The Twickenham Area Action Plan (AAP) will form part of the Local Development Framework (LDF) and set out an overall strategy for the future of Twickenham town centre. The plan will cover the period up to 2027 and will be vital to the promotion of a prosperous local economy and investment. The TAAP is now at Pre-Publication Stage, following consultation on the scenarios and options in June 2011.
- 2.2 Other Plans in the LDF are the [Core Strategy](#) (2009), which promotes the revitalisation of the town centre to create a high quality district centre, serving local residents, workers and visitors, and the [Development Management Plan](#) (2011), which sets out more detailed policies for the control of new development including policies for housing, retail and employment, design and limitations on building heights.
- 2.3 For Twickenham the AAP will focus on creating a strong employment location, district retail centre, visitor and tourist destination and centre for sports, leisure arts and cultural activities as well as a more diverse evening economy. High quality, sustainable and accessible design and improvements to the environment, traffic management, public transport and pedestrian and cycle links will be required through redevelopment and refurbishment of under utilised land and buildings and creation of new public spaces.

## 3 Borough Profile and Characteristics and Key Issues affecting the Borough

- 3.1 Refer to the Equalities Impact Assessment for the Core Strategy for the Borough profile and key issues affecting the Borough. In addition, detailed information on borough characteristics can be found in the Annual Monitoring Report<sup>1</sup>.

## 4 Protected Characteristics

- 4.1 There are nine protected characteristics as follows
  1. Age
  2. Disability
  3. Gender reassignment
  4. Marriage and Civil Partnership

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<sup>1</sup> LBRUT UDP/LDF Annual Monitoring Report for the financial year 2009/10, December 2010 - [http://www.richmond.gov.uk/ldf\\_udp\\_annual\\_monitoring\\_report](http://www.richmond.gov.uk/ldf_udp_annual_monitoring_report).

5. Race
  6. Religion or belief
  7. Sex
  8. Sexual orientation
  9. Maternity
- 4.2 Within this assessment these have been grouped as follows: Black and Minority Ethnic People (BME); gender/maternity/marriage; disabled people; younger people; older people; lesbians, gay men and transgender people; and faith groups. The relevant legislation is as follows:
- People from black and minority ethnic backgrounds: – The Race Relations Act 1976; as amended by the Race Relations (Amendment) Act (RRAA) 2000.
  - Disabled people: – The Disability Discrimination Act (DDA) 1995; and DDA 2005, the Disability Discrimination Act (Amendment) Regulations 2003.
  - Human Rights - Human Rights Act 1998.
  - Men and Women:- The Equal Pay Act 1970, Sex Discrimination Act 1975, and Equality Act 2006
  - Sexual Orientation and Religion - The Employment Equality (Sexual Orientation) Regulations 2003; Employment Equality (Religion and Belief) Regulations 2003 and Equality Act 2006
- 4.3 The Equality Act 2010 provides a new cross-cutting legislative framework to protect the rights of individuals and advance equality of opportunity for all; to update, simplify and strengthen the previous legislation; and to deliver a simple, modern and accessible framework of discrimination law which protects individuals from unfair treatment and promotes a fair and more equal society. On 5 April 2011 the new public sector Equality Duty came into force replacing the three previous duties on race, disability and gender, bringing them together into a single duty, and extends it to cover age, sexual orientation, religion or belief, pregnancy and maternity, and gender reassignment. The aim of the Duty is for public bodies to consider the needs of all individuals including in developing policy and in delivering services.

## **5 Richmond upon Thames Equality and Diversity Strategy**

- 5.1 The Council's Equality and Diversity Strategy document and action plan details how the Council intends to promote equality, value diversity and prevent discrimination through its roles as a service provider, employer and community leader. This is to be updated in April 2012.

### **The Council's Commitments**

- 5.2 The specific commitments from the Equality and Diversity Strategy (March 2004) are detailed as follows:
- We will identify, tackle and prevent any form of institutional discrimination.
  - We will promote equality of opportunity and fair treatment for all our communities.

- We will build on the strengths of diversity and aim to promote good relations between different communities.
- We will work with specific groups of people who are hard to reach and who may not have been provided with opportunities to voice their needs. We will particularly work with those groups who experience marginalisation, disadvantage and discrimination to discover previously unmet need.
- We will implement an equalities management framework, which is based on key requirements of the Equality Standard, Race Equality Scheme and the Disability Discrimination Act. This will help us towards our goal of the mainstreaming of equality/diversity considerations and objectives in all the work of the Council.
- We will ensure that all our partners and contractors are informed of our equality/diversity commitments and work towards the adoption of a shared code of practice.
- We will monitor and evaluate all aspects of service delivery and employment to inform our progress, objectives and review of outcomes. We will also initiate changes where necessary.
- We will develop corporate consultation and review mechanisms as part of our commitment to on-going consultation with key stakeholders, partners and community/voluntary groups.
- We will ensure that all Members, managers and staff are clear about their roles and responsibilities under equalities legislation and Council policy and are provided with learning and development opportunities to develop skills, knowledge and competencies to facilitate their roles.

### **Service delivery**

- 5.3 The Council's commitments are also translated through to its particular responsibilities on an ongoing basis in relation to service delivery. The Council's central duty is to provide and enable the provision of appropriate, effective, responsive and sensitive services to the whole community. We will do this by working in partnership with all sections of the community, contractors and local partners to promote the economic, social and environmental well being of the whole community.

## **6 Findings of the EQIA**

### **The Twickenham Area Action Plan**

- 6.1 It should be noted that the policies of the Core Strategy and the Development Management DPD will also be applied to Twickenham, unless the TAAP states otherwise. These policies have already been subject to an Equalities Impact Assessment, it is not intended to consider these again in this Assessment. The TAAP includes the following which were assessed
- The Spatial Strategy
  - Transportation Principles and Proposals
  - Environmental Improvement Principles and Proposals
  - Three new land use policies:
    - TWP 1 - Retail Development
    - TWP 2 – Employment

- TWP 3 – Economic Development
- Nine new proposal sites

### **Black and Minority Ethnic Groups (BME)**

- 6.2 The 2001 census figure for the borough showed within the 3 wards of St Margarets /North Twickenham, South Twickenham and Twickenham Riverside that people from minority ethnic backgrounds make up just 21% of the population; this includes 14% from white Irish and non British backgrounds and 7% from Black minority ethnic backgrounds.
- 6.3 The equivalent figures for the Borough are similar - 21% from minority ethnic background, 12% of people from white Irish and white non-British backgrounds and 9% from BME backgrounds.
- 6.4 It is not thought that the principles and proposals for either Transportation or the Environment would have any specific impact on these groups. Regarding the policies - the reinforcement of the retail core and the protection of employment land could help BME communities, if these groups are represented among business owners. With respect to the proposal sites there is not thought to be any particular impact on BME groups.

### **Gender/maternity/marriage**

- 6.5 Women generally have lower levels of access to cars than men and are more likely to travel by bus, whereas men are more likely to travel by train, underground or car. Women may also be pregnant and/or accompanied by children, perhaps in buggies. Women may also be particularly concerned about personal safety issues. This suggests that the principles and proposals for Transportation, which may affect non car users and those accompanied by children, and those for the Environment where there may be an effect on the nature of the street, particularly at night will therefore particularly impact on women. Policies which seek to maintain local employment or local shops and services within walking distance or accessible by public transport will therefore benefit anyone without access to a car for employment or other activities. It is not thought that the proposals would have a differing impact depending on marital status.
- 6.6 With respect to the proposals sites, TW1 for the station will impact on transport facilities, interchange and personal security so is likely to have the most impact on women of all of the proposals.

### **Disabled people**

- 6.7 The 2001 Census data show that 12.5% of the borough's population has a long term limiting illness and 2.5% of the working age population are permanently sick or disabled and unable to work as a result, although these figures are each significantly lower than the national average. Disabled Londoners comprise 16 per cent of London's working age population<sup>2</sup>.
- 6.8 Across London and the UK, disabled people experience relatively low rates of employment. The employment rate for disabled Londoners is 45%, significantly lower than the rate for non-disabled people of 74%. Disabled workers are also

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<sup>2</sup> Disabled people and the labour market in London: Key Facts, DMAG briefing 2007/05.

more likely to work part-time than non-disabled workers. In London, 28 per cent of disabled workers are employed on a part-time basis relative to 19 per cent for non-disabled workers<sup>3</sup>.

- 6.9 This data suggests that the initiatives within the TAAP to reinforce the retail area, protect employment and for economic development will improve the local economy, and therefore help to retain and increase employment opportunities, and the policies and principles for transportation and the environment where they increase accessibility, will have particular benefits for disabled people.
- 6.10 Access to a choice of transport should be made as easy as possible for all users, including those with disabilities. Disabled people will particularly benefit from the policies and principles in the DMDPD that improve the accessibility of public transport and the pedestrian environment (i.e. widening of footways, more secure and safer crossings etc.). Of the proposal sites, TW1 for the station will impact most on disabled people and it is hoped that the new proposals will improve accessibility to the platforms and also improve interchange.

### Younger people

- 6.11 Younger people tend to experience the same issues with transport as other groups but possibly more so during the day when they are more likely to be out rather than late at night. Using public transport and waiting at bus stops and railway stations during the darker winter months are likely to create the same sorts of issues as are experienced by other equality groups. Younger people are more likely to walk or cycle than other groups, so measures that aim to improve walking and cycling for the wider community will also benefit this group.
- 6.12 Younger people will also benefit from the proposed measures to increase the entertainment and cultural offer, as set out within the various proposal sites.
- 6.13 Specifically, proposal sites TW2 (Heatham House) and TW2 (Post Office Sorting Office) will particularly impact on younger people as they include the provision of youth facilities. In addition TW1 for the station will impact on young people as it proposes an improved station and waiting areas which could benefit younger people who would be using public transport rather than driving. Proposals for a new walking route alongside the River Crane which is likely to be heavily used by young people travelling to Richmond College and Harlequins Rugby Ground are within proposal sites TW1, TW2 and TW3. Younger people are a key group who will benefit from the improved open areas proposed on site TW9, Twickenham Riverside.
- 6.14 Younger people are a key group who will benefit from improved play space and open spaces for formal and informal recreation, such as those proposed at the Station, Twickenham Riverside site, and at the junction of Water Lane, King Street and Church Street.

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<sup>3</sup> Disabled people and the labour market in London: Key Facts, DMAG briefing 2007/05.

### **Older people**

- 6.15 The 2001 Census data suggest that the borough has a relatively high proportion of older persons particularly those aged 85 and over. Older people tend to make fewer journeys and travel shorter distances as they tend to drive less and may be more dependent on public transport.
- 6.16 Many of London's older people experience unacceptably high levels of isolation and poverty. It is necessary to ensure that appropriate housing is provided (various forms of housing for older people as well as support for independent living). To prevent isolation and fear of going out, better street lighting, crime reduction measures, and design of naturally defensive public spaces would be beneficial. The AAP proposes several measures that could benefit older people, such as an improved pedestrian environment, safer crossing and pedestrian links, new public and civic spaces, including cultural and entertainment activities for all age groups.
- 6.17 This group would benefit from the proposed scenarios within the AAP that improve accessibility to public transport including interchange facilities and enhance the pedestrian environment. They would also benefit particularly from improvements to the footways and access to the railway station as well as from increased accessibility to the new proposed open spaces.

### **Lesbians, gay men, bisexuals and transgender people**

- 6.18 Safety and security on trains, buses and stations is known to be of concern to people from this group who are often vulnerable to attack. Many of the same situations that apply to women, faith groups, and BME groups also apply to people in this community.

### **Faith groups**

- 6.19 The impact on faith groups of anti-social behaviour tends to relate to visible signs of a person's faith and is often linked to BME groups. Scenarios and options within the AAP are likely to benefit different faith groups in much the same way as other target groups. Any proposed community/cultural and entertainment centres should be designed not to exclude any faith or religious groups.

### **People outside the target groups**

- 6.20 These people will benefit from the measures proposed within the scenarios and options that benefit other groups, especially those relating to pedestrian environment, public transport, new retail and commercial development opportunities and in particular new job opportunities.
- 6.21 Retail, entertainment and cultural offers will benefit users from all groups. Easy access to services locally can have a significant impact on quality of life. The proposed mix of land uses including jobs and amenities as proposed for many of the opportunity sites within Twickenham could reduce the need to travel. Planning should facilitate and promote sustainable and inclusive patterns of development by ensuring that development supports existing communities and contributes to the creation of safe, sustainable, livable and mixed communities with good access to jobs and key services for all members of the community.

6.22 Areas of mixed use are likely to result in lower crime rates than areas where single uses dominate, because of natural surveillance and the regular circulation of people. This will be of particular importance for the Royal Mail site, Twickenham station and proposals for other key sites in the town centre. A variety of uses including those likely to be occupied during the working day will help to increase the likelihood of natural surveillance throughout the day.

**Appendix 1 sets out in detail the Equalities Impact Assessment for the Pre-publication version of the Twickenham Area Action Plan.**

## Appendix 1: Equalities Impact Assessment

### Impact of Policies on Equalities Categories

**L – Low**

**M – Medium**

**H – High**

EqIA	Equalities categories						
PRINCIPLES AND PROPOSALS	Race	Gender /maturity/marriage	Disability	Age	LBG TG	Religion/ Faith	Commentary
<p><b>The Spatial Strategy</b></p> <p>The Spatial Strategy is based on the following underlying principles:</p> <ul style="list-style-type: none"> <li>• Promotion of balanced mixed use development to include retail, leisure, business and residential uses</li> <li>• High quality design and townscape improvements which respect the character of Twickenham</li> <li>• Reducing the impact of through traffic on pedestrian and cycle movement and the environment and create good pedestrian connectivity between the key opportunity areas</li> <li>• Reconnecting the town centre with the riversides along the Thames and The Crane</li> <li>• Consolidating and enhancing of the core town centre retail offer with a more concentrated primary shopping area on London Road, King Street and Church Street and the development of a specialist retail zone on Heath Road</li> <li>• Creation of a strong entrance to the town centre through the development of the Northern approach to deliver new station and transport interchange facilities, high quality mixed use development and public realm improvements</li> <li>• Creation of an extended Cultural Quarter based on York House</li> <li>• Enhancement of the Thames riverside and encouragement of river related and leisure uses and improved linkages to the open areas up and down the river</li> <li>• Protection and enhancement of heritage assets</li> <li>• Provision of improved community facilities</li> <li>• Creation of new public spaces on the Riverside and in the Northern Approach</li> <li>• Extension of the River Crane Walkway and the network of green spaces</li> </ul>							

EqIA	Equalities categories						
PRINCIPLES AND PROPOSALS	Race	Gender /maternity/marriage	Disability	Age	LBG TG	Religion/ Faith	Commentary
	L	L	M	M	L	L	<p>The regeneration of the town, the promotion of a mix of uses and provision of a range of facilities as set out in the Spatial Strategy should benefit all groups. A more enhanced and consolidated retail offer will provide more services and facilities to all groups, particularly benefiting those less able to travel far, and therefore promotes equality across all the community. For further details on the proposed environmental and transport improvements, see below.</p>

EqIA	Equalities categories						
PRINCIPLES AND PROPOSALS	Race	Gender /maturity/marriage	Disability	Age	LBG TG	Religion/ Faith	Commentary
<p><b>Transport Principles and Proposals</b></p> <ul style="list-style-type: none"> <li>• Reduce through traffic in key periods, subject to no adverse impacts elsewhere.</li> <li>• Ensure motorised transport can access the centre conveniently whilst reducing its dominance in favour of the pedestrian, to improve the ambiance of the retail area and civic space</li> <li>• Widen footways where possible to ease pedestrian overcrowding and provide new areas for seating and landscaping improvements in appropriate locations. Footways to be resurfaced where necessary to create consistent and legible walking routes</li> <li>• Extension of shared surface treatment along Water Lane/Twickenham Embankment/Wharf Lane and Garfield Road, to create a more pedestrian friendly space</li> <li>• Improved pedestrian links between Grosvenor Road/London Road; Holly Road/King Street; River Crane up and downstream, River Thames up and downstream and on larger sites where opportunities arise</li> <li>• To improve interchange between all modes of travel, so that journeys can be seamless</li> <li>• Remove all unnecessary/ redundant street furniture including guard railing, signage, cycle racks, planters, telephone boxes and information/ advertising signs.</li> <li>• Improve the waiting environment and accessibility at bus stops, with real time information to be included where feasible.</li> <li>• Ensure that bus travel through and to the centre is convenient, with well designed and located accessible bus stops with real time information to be included where feasible.</li> <li>• To provide safe and convenient access to and through the centre for cyclists and enhance cycle parking</li> <li>• Ensure servicing facilities are convenient, safely positioned and properly used (this may in some parts of the centre include servicing from the front of the premises)</li> <li>• Ensure that off street parking is sufficient, well signed and easily accessible and re-locate on street parking from Twickenham Embankment to allow for improved riverside environment</li> </ul> <p>For street furniture and soft landscaping see under Environmental Improvement objectives</p>							

EqIA	Equalities categories						
PRINCIPLES AND PROPOSALS	Race	Gender /maternity/marriage	Disability	Age	LBG TG	Religion/ Faith	Commentary
	L	L	M	M	L	L	<p>These principles are likely to benefit all groups, particularly the improvements in the townscape and the pedestrian environment will have positive impacts on the health and well-being of the population. More extensive widening of the footways in the town centre, shared surfaces, raised and more secure pedestrians crossing including public realm improvements and removal of street clutter will benefit in particular people with physical disabilities and elderly people, providing the detailed designs are inclusive for all abilities. More detailed proposals will need to be designed with the needs of disabled people in mind at the outset. Any such proposals will be assessed against the needs of all users of all modes of transport.</p>
<p><b>Environmental Principles and Proposals</b></p> <ul style="list-style-type: none"> <li>• Preserve and enhance historic buildings and open spaces in line with adopted Policy.</li> <li>• Protect and enhance the River Thames and River Crane corridors and reconnect them with wider links up and down stream</li> <li>• Ensure that all new developments, environmental and transport improvements are designed to be sustainable</li> <li>• Ensure that new development positively enhances the town centre, and provide design briefs or guidance for key sites</li> <li>• Ensure that all new development, transport proposals and environmental improvements enhance accessibility for disabled people</li> <li>• Ensure that new transport proposals positively enhance the street scene (see above)</li> <li>• Upgrade the existing public open spaces and Civic Spaces and create new Civic Space within the town and improve links between these and to key parts of the centre</li> <li>• Encourage the improvement of shop fronts in line with the Shop front SPD and encourage owners to keep their upper floors and private forecourts in good repair.</li> </ul> <p>All unnecessary/ redundant street furniture to be removed, reduced, relocated or replaced (including guard railing, signage, cycle racks, planters, telephone boxes and information/ advertising signs) and provide new, well designed street furniture, coordinated signage for all modes, improved surfacing, lighting and soft landscaping where needed. The Boroughs Street Design Guide (2006) will be used for guidance</p>							

EqIA	Equalities categories						
PRINCIPLES AND PROPOSALS	Race	Gender /maturity/marriage	Disability	Age	LBG TG	Religion/ Faith	Commentary
	L	L	M	M	L	L	These principles are also considered to have likely benefits to all groups. All new developments have to be designed to be fully accessible and take account the needs of all users as will any environmental enhancement schemes. There will be the opportunity to make improvements for all groups to existing areas.
<p><b>Policy TWP1</b>  <b>Policy for Retail Development in Twickenham</b>                      The Council will seek to enhance retailing in the town centre through supporting proposals which either enhance the specialist role of Twickenham by providing a limited number of small retail units within the retail core or provide for the expansion or upgrading of existing units to meet modern needs. Retailing proposals outside the designated frontages will not normally be acceptable. Permanent and temporary markets will be encouraged in suitable locations where they will enhance the town centre offer.</p>							
	M	L	M	M	L	M	The policy seeks to enhance retailing and encourage upgrading of existing units (which might improve accessibility) and specialist retail which will widen the range of goods on offer, thereby reducing the need to travel which will benefit those who are less mobile or rely on public transport. There could be impacts on the race and religion/faith groups in terms of providing and promoting cultural and entertainment uses, which should not exclude any particular equalities strands.

EqIA	Equalities categories						
PRINCIPLES AND PROPOSALS	Race	Gender /maturity/marriage	Disability	Age	LBG TG	Religion/ Faith	Commentary
<p><b>Policy TWP 2</b>  <b>Policy for Employment in Twickenham</b>                      The Council will</p> <ul style="list-style-type: none"> <li>• Continue to ensure the retention of the existing supply of office floor space in order to meet the forecast demand</li> <li>• Continue to operate policies in Twickenham to protect and encourage new high quality office and industrial premises as set out in Core Policy CP 19 and Development Management DPD DM EM 2.</li> <li>• Retain existing B2/B8 employment land unless it is inherently unsuitable for employment uses or where appropriate permit a change of use to B1 or B1/mixed uses</li> <li>• Continue to support and encourage proposals for the refurbishment of existing employment premises and to upgrade both their external appearance and internally to meet modern day requirements</li> <li>• Consider proposals to bring unsuitable or under-utilised office space above shops into residential use. The intensification of office floor space if existing employment sites are redeveloped will be encouraged in line with Policy CP19 and DM EM1, subject to local character.</li> </ul>							
	M	L	M	M	L	M	The policy seeks to retain and upgrade existing employment land and buildings within Twickenham. The retention of the local economy is beneficial to all groups and the policy should help to provide local employment which will reduce the need to travel and particularly benefit those reliant on public transport. Upgrading of premises provides the opportunity to ensure that the building and its approaches are DDA compliant.

EqIA	Equalities categories						
PRINCIPLES AND PROPOSALS	Race	Gender /maturity/marriage	Disability	Age	LBG TG	Religion/ Faith	Commentary
<p><b>Policy TWP3</b>  <b>Policy for Economic Development in Twickenham</b>                      The Council will work in partnership to expand the local economy through;</p> <ul style="list-style-type: none"> <li>• Investigation of the potential for a Business Improvement District;</li> <li>• Promotion of the centre and riverside to residents and visitors;</li> <li>• Encourage new retailers and other businesses;</li> <li>• Environmental and transport proposals of the AAP.</li> </ul>							
	M	L	M	M	L	M	The policy seeks to expand the local economy which will be beneficial to all groups. The policy should help to provide local employment and local shops and services which will reduce the need to travel and particularly benefit those reliant on public transport.

EqIA	Equalities categories						
PROPOSALS FOR SITES	Race	Gender /maturity/marriage	Disability	Age	LBG TG	Religion/ Faith	Commentary
<p><b>TW1 Twickenham Station</b></p>							

EqIA	Equalities categories						
PROPOSALS FOR SITES	Race	Gender /maturity/marriage	Disability	Age	LBG TG	Religion/ Faith	Commentary
New station and mixed use development to include commercial, limited retail and residential uses and a new public square/piazza. retain and use link under railway line							
	L	L	M	M	L	L	A mixed use development on the station site is beneficial to all equalities categories, particularly if they meet local needs. Improvements to the station itself, including improved lift access to the platforms, will be of particular benefit to the physically disabled, elderly and parents with young children.
<b>TW2 Heatham House</b>							
Should the youth centre be relocated to a suitable new facility, the existing youth centre will remain open until the new facility is available for occupation. Consultation on any proposals to relocate the centre and the design of new facility will be undertaken with user groups, with consultation starting in January 2012. In the event of a satisfactory re-location of the Youth facility the acceptable alternative uses of Heatham House would be residential, employment or hotel use.							
	L	L	M	M	L	L	Retaining a dedicated youth centre has impacts on the younger age group. The existing youth centre is not DDA compliant.
<b>TW3 Royal Mail site</b>							
Mixed uses to include employment, residential including family housing, leisure (possibly a cinema), a substantial level of community use. retention of space for sports/outdoor activities, provision for extended open space alongside the River Crane and a riverside walk, retain and use the link under London road bridge. Retail use here is likely to detract from the main centre, so is not considered a suitable use.							

EqIA	Equalities categories						
PROPOSALS FOR SITES	Race	Gender /maturity/marriage	Disability	Age	LBG TG	Religion/ Faith	Commentary
	M	L	L	M	L	M	A purpose built community/youth/leisure facility for all ages on the Royal Mail site will be of benefit to the various age groups, particularly for the younger people. The new facility will have to be DDA compliant, therefore a positive benefit for disabled people. The facilities will need to be designed not to exclude any particular equalities strands such as different races and different religions. Regarding the other proposed uses, the leisure uses, sports, open space and riverside walk should also be designed for all and should bring considerable benefits to the whole community.
<b>TW4 Station Yard</b>							
Car park of 3 to 4 storeys from ground level to serve established needs of users of the town centre, landscaping, environmental improvements							
	L	L	M	L	L	L	Will need to be designed to meet the needs of disabled users and also to provide a safe and secure environment for all users.
<b>TW5 Regal House</b>							
Refurbished business space use of part as possible cinema / leisure use, possible cultural / entertainment / food and beverage uses on lower floors to create active street frontage on London Road							
	L	L	L	L	L	L	New entertainment, leisure space and cultural facilities as well as food and beverage uses are beneficial to all strands of equality, but they need to be designed not to exclude any particular equalities groups such as different races and different religions.
<b>TW6 York House</b>							

EqIA	Equalities categories						
PROPOSALS FOR SITES	Race	Gender /maturity/marriage	Disability	Age	LBG TG	Religion/ Faith	Commentary
Civic use retained and additional use of building to create a community / cultural hub with café / gallery / restaurant space, exhibition and performance space. Increased use of the former road outside the Civic Centre for occasional events and possibly one off or regular markets; Environmental improvements to Champions Wharf Sculpture Park to include more welcoming entrance to York House Gardens. All new building and uses must take account of the Listed status of York House and its Registered Garden, including taking account of the overall ambience of the House and Gardens and the importance of the setting of York House.							
	M	L	L	L	L	M	Improved public access and café/restaurant use is beneficial to all equalities categories. The community/cultural hub as well as the exhibitions and performances should be designed not to exclude any particular equalities strands such as different races and different religions.
<b>TW7 Telephone Exchange</b>							
In the event of the release of the site an active frontage would be required onto Garfield Road to include creative industries / indoor market / niche retail / cinema with residential above and to rear and fronting Arragon Road.							
	L	L	L	L	L	L	Additional retail uses and potential cinema should be of benefit to all equalities categories, particularly if they meet local needs.
<b>TW8 Police Station</b>							
In the event of a satisfactory re-location of Police station uses, acceptable uses of the site would be for a mixed use development to include retail uses or other active frontage on London Road, residential to rear, fronting Grosvenor Road.							
	L	L	L	L	L	L	Additional retail uses should be of benefit to all equalities categories, particularly if they meet local needs. Need to ensure continued police presence in centre to maintain a safe and secure environment for all of the equality groups. Improvements to the pedestrian links will have positive impacts for all, but particularly for the elderly and disabled.
<b>TW9 Twickenham Riverside, Santander block, rear of King Street frontage</b>							

EqIA	Equalities categories						
PROPOSALS FOR SITES	Race	Gender /maturity/marriage	Disability	Age	LBG TG	Religion/ Faith	Commentary
<p><u>Council owned land</u>                      Open space on the Council owned open land (excluding the area where there are currently buildings), a mixture of hard and soft landscaping to allow a variety of leisure activities, playground and cafe, and including some carefully landscaped car parking off the service road to enable relocation from the Embankment;</p> <p>Reuse or replacement of existing buildings to provide mixed uses with active frontages at ground floor level;</p> <p>In long-term, subject to agreement of the community, potential low rise leisure and community pavilions closer to the service road area, to enliven the area and allow public enjoyment of the riverside open space;</p> <p>Redevelopment or reuse of former public toilets fronting Water Lane for active uses such as specialist retailing, boat houses or other ground floor leisure use and/or cafe with residential over to form a comprehensive approach with redevelopment of the private car park site.</p> <p><u>Private land holdings</u>                      Redevelopment of 1, 1a and 1b King Street with setback or inset to create a public square or other civic space;</p> <p>Redevelopment of the car parking area in Water Lane to provide for the continuation of the service road and active uses such as specialist retailing and cafes with residential over.</p>							
	M	L	M	M	L	M	Community uses, café/restaurants and retail uses should be of benefit to all equalities categories. Children’s play space will be positive for parents with young children. Facilities will need to be designed not to exclude any particular equalities strands such as different races and different religions.