



**London Borough of Richmond upon Thames**

**Local Plan**

**Pre-publication Version**

**Site Allocations Plan**

**Equalities Impact Assessment**

**September 2013**

# Equalities Impact Assessment of the LBRuT Local Development Framework Pre-publication Site Allocations 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) Site Allocations Plan, Pre-publication version.
- 1.2 The purpose of the EqIA is to highlight the likely impact of the draft Site Allocations Plan on the target groups and to take action to improve the site-specific proposals where appropriate as a result.

## 2 Site Allocations Plan

- 2.1 The Site Allocations Plan is now at Pre-publication stage, and will be subject to six weeks Pre-publication consultation from 1<sup>st</sup> October to 12<sup>th</sup> November 2013. The draft Site Allocations Plan sets out site-specific proposals for 57 sites, to meet assessed present and future needs for housing, employment, retail, social and leisure facilities. The Plan will cover the whole Borough apart from the area covered by the Twickenham Area Action Plan and will cover the period up to 2030. The Plan will be finalised following the consultation, and the Publication version is expected to be agreed in spring 2014 with adoption in winter 2014/2015.
- 2.2 The Local Plan (formerly Local Development Framework) provides the strategic planning framework for the Borough, guiding development to 2024 and beyond. The Local Plan is a series of documents which has gradually superseded the saved Unitary Development Plan with Development Plan Documents (DPDs). Once the Site Allocations Plan is adopted the UDP will be fully superseded (with the exception of the policy on waste). The Local Plan comprises:
  - The Core Strategy DPD, sets out LBRuT's spatial vision and has 3 inter-related themes of 'A Sustainable Future', 'Protecting Local Character' and 'Meeting People's Needs'. This document was adopted in April 2009.
  - The Development Management DPD, takes forward the Core Strategy with more detailed policies for the management and control of new development. This document was adopted in November 2011.
  - The Twickenham Area Action Plan includes site-specific proposals and policies for central Twickenham and was adopted in July 2013.
  - The Site Allocations DPD, includes site specific proposals for the Borough excluding the area covered by the Twickenham Area Action Plan; currently at Pre-publication stage and subject to this Equalities Impact Assessment.

### **3 Borough Profile, characteristics and key issues affecting the borough**

- 3.1 The Equality Framework for Local Government is the national standard that assesses a Council's progress on equality and inclusion. It uses an inclusive definition of equality drawn from the 2007 Equalities Review:

*“An equal society protects and promotes equal, real freedom and substantive opportunity to live in the ways people value and would choose, so that everyone can flourish. An equal society recognises people’s different needs, situations and goals and removes the barriers that limit what people can do and can be.”*

The LBRuT Equality Mapping and Profile (2011) aims to provide a comprehensive baseline understanding of equality and inclusion issues in Richmond upon Thames using statistical data<sup>1</sup>.

- 3.2 Please also refer to the Equalities Impact Assessment for the Core Strategy for the characteristics and key issues affecting the Borough. In addition, detailed information on borough characteristics can be found in the Authority’s Monitoring Report<sup>2</sup>.

### **4 Protected Characteristics**

- 4.1 There are nine protected characteristics, which are as follows:

1. Age
2. Disability
3. Gender reassignment
4. Marriage and Civil Partnership
5. Race
6. Religion or belief
7. Sex
8. Sexual orientation
9. Pregnancy and Maternity

- 4.2 Within this assessment these have been grouped as follows:

Black and Minority Ethnic People (BME); women; disabled people; younger people; older people; lesbians, gay men and transgender people; and faith groups.

The relevant legislation is as follows:

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<sup>1</sup> Leap Research Ltd. (2011) London Borough of Richmond upon Thames Equality Mapping and Profile,

<sup>2</sup> LBRUT UDP/LDF Annual Monitoring Report for the financial year 2010/11, December 2011 [http://www.richmond.gov.uk/ldf\\_udp\\_annual\\_monitoring\\_report.htm](http://www.richmond.gov.uk/ldf_udp_annual_monitoring_report.htm)

- 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.
- 4.4 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 Policy 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. Further information can be viewed on this link: [http://www.richmond.gov.uk/equality\\_and\\_diversity](http://www.richmond.gov.uk/equality_and_diversity)

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

- 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**

- 5.2 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**

- 6.1 It should be noted that the policies of the Core Strategy and the Development Management Plan will also be applied to any proposals for sites within the Site Allocations Plan. These Plans have already been subject to an Equalities Impact Assessment, and it is therefore not intended to consider these again in this Assessment. The Site Allocations Plan includes proposals for specific sites and it is these which have been assessed.

Note: 2011 Census data has been incorporated into this report where available. However, some figures are still based on the 2001 Census data or other data, and this will be updated as and when a new the Equalities Impact Assessment is being carried out.

## Black and Minority Ethnic Groups (BME)

- 6.2 The following table shows the current ethnic group mix in the borough, compared to regional and national comparators:

	Richmond upon Thames	London	England
White; English/Welsh/Scottish/Northern Irish/British	71.4	44.9	79.8
White; Irish	2.5	2.2	1
White; Gypsy or Irish Traveller	0.1	0.1	0.1
White; Other White	11.9	12.6	4.6
Mixed/Multiple Ethnic Groups; White and Black Caribbean	0.7	1.5	0.8
Mixed/Multiple Ethnic Groups; White and Black African	0.4	0.8	0.3
Mixed/Multiple Ethnic Groups; White and Asian	1.5	1.2	0.6
Mixed/Multiple Ethnic Groups; Other Mixed	1	1.5	0.5
Asian/Asian British; Indian	2.8	6.6	2.6
Asian/Asian British; Pakistani	0.6	2.7	2.1
Asian/Asian British; Bangladeshi	0.5	2.7	0.8
Asian/Asian British; Chinese	0.9	1.5	0.7
Asian/Asian British; Other Asian	2.5	4.9	1.5
Black/African/Caribbean/Black British; African	0.9	7	1.8
Black/African/Caribbean/Black British; Caribbean	0.4	4.2	1.1
Black/African/Caribbean/Black British; Other Black	0.2	2.1	0.5
Other Ethnic Group; Arab	0.6	1.3	0.4
Other Ethnic Group; Any Other Ethnic Group	1	2.1	0.6

- 6.3 Clearly, this borough is less ethnically diverse than the London average, but more so than the national average. Almost 29% of borough residents are from minority ethnic backgrounds, of which 14.5% are from White Irish, Gypsy/Traveller or non White British backgrounds and 14% from BME backgrounds. These figures suggest that diversity has increased since the 2011 Census.
- 6.4 It is thought that the proposals would have limited impact on these groups. Proposals including retail or employment uses and for the identification and protection of employment land could help BME communities, if these groups are represented among business owners. The promotion of small business units could also particularly help BME communities, as this is traditionally used as a way out of unemployment for such groups. In particular **TD 1 Telephone Exchange, High Street, Teddington** which includes retail/commercial on the ground floor; **WT 2 26-30 High Street, Whitton** – includes retail or services; **RI 2 Richmond Station** – includes retail and business uses and **RI 3 Richmond Police Station** – includes commercial on ground floor.

## 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. Proposals which seek to guide development to areas accessible by public transport or 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. Proposals which would result in improvements to transport facilities and interchange arrangements benefit all groups, but particularly those without access to a car and in addition any such proposals which might improve personal security are most likely to have an impact on women.
- 6.6 It is not thought that any proposals would have a differing impact depending on marital status. Proposals which may particularly benefit women include **WT 4 Whitton Station** – interchange improvements; **EM 2 Mortlake High Street** – includes pedestrian and environmental improvements; **EM 3 Mortlake Station** – includes station and interchange improvements; **RI 2 Richmond Station and above track, Richmond** – includes further improvements to transport interchange, retail, business, community, leisure and entertainment uses.

## Disabled people

- 6.7 The 2011 Census data show that 11.5% of the borough's population felt that their day to day activities were limited either a lot or a little by their health, which compares to 14.1% in Greater London and 16% in England. Some 57.3% of borough residents considered their health to be “very good” (50.5% in London, 47.2% in England) and only 0.8% as “very bad” (1.2% for both London and England). The borough compares well using these two indicators.
- 6.8 According to 2001/2 data from the Labour Force Survey, 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 more likely to work part-time than non-disabled workers. In London, 28% of disabled workers are employed on a part-time basis relative to 19% for non-disabled workers<sup>3</sup>.
- 6.9 Any proposals which seek to protect local employment, whilst benefiting everyone, would be particularly positive for disabled people, providing potential opportunities for work. Proposals which seek to guide development to areas accessible by public transport or maintain local shops and services within walking distance or accessible by public transport could also be seen to benefit disabled people making it easier to access facilities within their local area.

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

- 6.10 Proposals which would result in improvements to transport facilities and interchange arrangements are also likely to benefit disabled people, particularly proposals which specifically seek to improve accessibility. E.g. **HA 1 Hampton Square, Hampton** – includes improved community facilities; **TW 11 West Twickenham cluster** – includes employment; **WT 2 26-30 High Street, Whitton** – includes retail or services and new library; **WT 4 Whitton Station** – interchange improvements; **EM 1 Stag Brewery** – a mixed uses scheme which includes community, health, business, sports and leisure as well as residential uses; **EM 2 Mortlake High Street** – includes pedestrian and environmental improvements; **EM 3 Mortlake Station** – includes station and interchange improvements; **KW 1 Former Inland Revenue, Kew** – includes community or health uses; **KW 2 Kew Gardens** – Relocation of car park; **RI 2 Richmond Station** - includes further improvements to transport interchange, retail, business, community, leisure, and entertainment uses.

### 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. Younger people are more likely to walk, cycle or use buses than other groups, so proposals in areas accessible by these forms of transport will particularly benefit this group. Whilst sports facilities can be used by everyone there is great encouragement for young people to use them and new provision will have a positive impact on this age group. Likewise the provision of new education facilities will benefit this group.
- 6.12 Specific proposals which will benefit younger people are those including education sports or leisure uses e.g. **HA 1 Hampton Square, Hampton** – includes improved community facilities; **HA 3 Beveree, Richmond and Hampton Football Club/HA 4 Scout Hall** – includes improved sporting and re-provision of scout facilities; **TW 11 West Twickenham cluster** – includes education; **TW 8 Harlequins Rugby** – includes continued use as sports ground, associated facilities and indoor leisure; **TW 9 Central Depot, Twickenham** – includes part for sports hall/leisure or other ancillary education facilities; **TW 10 Richmond upon Thames College, Twickenham** - includes new college, secondary school and special school; **TW 13 Mereway Day Centre, Mereway Road, Twickenham** – includes education use; **TW 14 Rugby Football Union** – includes continued use as a rugby sports ground, associated leisure; **WT 2 26-30 High Street, Whitton** includes new library; **WT 4 Whitton Station** – interchange improvements **BA 1 Barn Elms** – includes rationalisation of sports use and public indoor sports hall; **EM 1 Stag Brewery**, includes open space, primary school, community and health, sports, leisure and retention of playing fields; **EM 2 Mortlake High Street**, includes pedestrian improvement and new off road cycle route; **EM 3 Mortlake Station** – includes station and interchange improvements; **EM 5 172-176 Upper Richmond Road** – includes

primary school; **HP 1 HM Latchmere Prison** possibly includes educational use; **KW 1 Former Inland Revenue, Kew** – includes community or health uses; **RI 1 Pools on the Park** - Intensification of sports use; **RI 2 Richmond Station- includes** further improvements to transport interchange, retail, leisure and entertainment uses units; **Richmond Rugby** - retain as sports ground and upgrade stands.

### Older people

6.13 The 2011 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. 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, these are proposed on site **B2 Barnes Hospital**. Other proposals which include cultural and entertainment activities will be beneficial for all age groups including older people who use such facilities locally.

6.14 As referred to above, any proposals seeking to protect local services, direct local and community facilities to areas with good public transport, improvements to public transport and interchange facilities and provision of community and health facilities will particularly benefit this group, which make good use of such facilities e.g. **HA 1 Hampton Square, Hampton** – includes community uses; **WT 2 26-30 High Street, Whitton** – includes retail or services and new library; **WT 4 Whitton Station** – interchange improvements **BA 2 Barnes Hospital** – includes extra-care housing; **EM 1 Stag Brewery** – mixed use scheme including community, health, sports and leisure uses; **KW 1 Former Inland Revenue, Kew** – includes community or health uses; **RI 2 Richmond Station** – includes further improvements to transport interchange, retail, community, leisure and entertainment uses.

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

6.15 It is not thought that site specific proposals would have a differing impact on this group.

### Faith groups

6.16 The following table from the 2011 Census compares the expressed religious denomination of residents in the borough with regional and national comparators.

	Richmond upon Thames	Greater London	England
Christian	55.3	48.4	59.4
Buddhist	0.8	1	0.5
Hindu	1.6	5	1.5
Jewish	0.8	1.8	0.5

Muslim	3.3	12.4	5
Sikh	0.8	1.5	0.8
Other Religion	0.5	0.6	0.4
No Religion	28.4	20.7	24.7
Religion Not Stated	8.5	8.5	7.2

© Crown copyright, Source: ONS, Key Statistics, Table KS209

- 6.17 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. Proposals in the Site Allocations Plan are likely to benefit different faith groups in much the same way as other target groups. Any proposed community/cultural and entertainment centres could be designed not to exclude any faith or religious groups.
- 6.18 **Appendix 1 sets out in detail the Equalities Impact Assessment for the Site Allocations Plan.**

## Appendix 1: Equalities Impact Assessment

### Impact of Policies on Equalities Categories

L – Low

M – Medium

H – High

EQIA	Equalities categories						
POLICIES AND PROPOSALS	Race	Gender/ Maternity/Marriage	Disability	Age	LBG	Religion/ Faith	Commentary
<b>AREA SPECIFIC PROPOSALS</b>							
<b>HA 1 Hampton Square, Hampton Proposal</b>							
Partial redevelopment and improvement for community, retail and service and residential uses, including affordable units and car parking							
	M	L	M	M	L	L	The proposed redevelopment will improve the environment for everyone. Included will be retail uses which could potentially benefit those in Black and Minority Ethnic Groups (BME), and community uses which would benefit younger, older and disabled people.
<b>HA 2 Hampton Water Treatment Works Proposal</b>							
Operational water works development.							
	L	L	L	L	L	L	It is not thought that this proposal would impact differently on any of the groups.
<b>HA 3 Beveree, Richmond and Hampton Football Club, Station Road, Hampton Proposal</b>							
Redevelopment of car park and club house area to re-provide an upgraded clubroom and changing facilities together with possible re-provision of Scout facilities (site HA 4) with some sharing of facilities, enabling residential.							
	L	L	L	H	L	L	This proposal will particularly benefit younger people

EQIA	Equalities categories						
POLICIES AND PROPOSALS	Race	Gender/ Maternity/Marriage	Disability	Age	LBG	Religion/ Faith	Commentary
							who make up a high proportion of those using the club and scout facilities.
<b>HA 4 Scout Hall, Station Road, Hampton Proposal</b>							
Residential, including affordable housing, re-provision of Scout Hall elsewhere.							
	L	L	L	H	L	L	This proposal will particularly benefit young people who will gain improved scout facilities elsewhere.
<b>HA 5 Platts Eyot, Lower Sunbury Road, Hampton Proposal</b>							
Business or industrial (B1 or B2), leisure, limited residential, restoration of listed buildings, possible emergency vehicle access.							
	L	L	L	L	L	L	It is not thought that this proposal would impact differently on any of the groups. Although an employment site, it is not in a particularly accessible location.
<b>E HA 6 Kempton Gate Business Park, Oldfield Road, Hampton Proposed designation as Key Employment Site</b>							
	L	M	M	M	L	L	The protection of local employment in an accessible location could provide potential employment opportunities for women and younger people who may wish to work locally and disabled people who may prefer local work in an accessible location.
<b>E HA 7 Kingsway Business Park, Oldfield Road, Hampton Proposed designation as Key Employment Site</b>							
	L	M	M	M	L	L	The protection of local employment in an accessible location could provide potential employment opportunities for women and younger people who may wish to work locally and disabled people who may prefer local work in an accessible location.
<b>E HA 8 Castle Business Village, Castle Mews, Station Road, Hampton; 1-9 Mount Mews and 13-25 High Street, Hampton</b>							

EQIA	Equalities categories						
POLICIES AND PROPOSALS	Race	Gender/ Maternity/Marriage	Disability	Age	LBG	Religion/ Faith	Commentary
Proposed designation as Key Employment Site							
	L	M	M	M	L	L	The protection of local employment in an accessible location could provide potential employment opportunities for women and younger people who may wish to work locally and disabled people who may prefer local work in an accessible location.
<b>E HH 1 Hampton Hill Business Park, High Street, Hampton Hill</b>							
Proposed designation as Key Employment Site							
	L	M	M	M	L	L	The protection of local employment in an accessible location could provide potential employment opportunities for women and younger people who may wish to work locally and disabled people who may prefer local work in an accessible location.
<b>E HH 2 St Clare Business Park, Holly Road, Hampton Hill</b>							
Proposed designation as Key Employment Site							
	L	M	M	M	L	L	The protection of local employment in an accessible location could provide potential employment opportunities for women and younger people who may wish to work locally and disabled people who may prefer local work in an accessible location.
<b>TD 1 Telephone Exchange, High Street, Teddington Proposal</b>							
Retail/commercial on ground floor, with residential above, including affordable residential							
	M	L	L	L	L	L	Retail/commercial use might particularly benefit those from SME groups which are small business owners. Provision of new homes would benefit all groups.
<b>TD 2 Strathmore Centre, Strathmore Road, Teddington Proposal</b>							
Residential, including affordable							
	L	L	L	L	L	L	It is not thought that this proposal would impact

EQIA	Equalities categories						
POLICIES AND PROPOSALS	Race	Gender/ Maternity/Marriage	Disability	Age	LBG	Religion/ Faith	Commentary
							differently on any particular group, but it would provide new homes that would be available for all groups.
<b>E TD 3 Waldegrave Road cluster, Teddington</b> Proposed designation as Key Employment Site							
	L	M	M	M	L	L	The protection of local employment in an accessible location could provide potential employment opportunities for women and younger people who may wish to work locally and disabled people who may prefer local work in an accessible location.
<b>TD 4 Teddington Studios, Broom Road, Teddington</b> <b>Proposal</b> Subject to re-provision of offices, redevelopment for residential, including affordable units, open space and riverside walk							
	L	L	L	L	L	L	It is not thought that this proposal would impact differently on any particular group, but it would provide new homes that would be available for all groups.
<b>E TD 5 National Physical Laboratory, Hampton Road, Teddington</b> Proposed designation as Key Employment Site							
	L	M	M	M	L	L	The protection of local employment in an accessible location could provide potential employment opportunities for women and younger people who may wish to work locally and disabled people who may prefer local work in an accessible location.
<b>E TD 6 Teddington Business Park, Station Road, Teddington</b> Proposed designation as Key Employment Site							
	L	M	M	M	L	L	The protection of local employment in an accessible location could provide potential employment opportunities for women and younger people who may wish to work locally and disabled people who may prefer local work in an accessible location.
<b>TW 8 Harlequins Rugby, Langhorn Way, Twickenham</b>							

EQIA	Equalities categories						
POLICIES AND PROPOSALS	Race	Gender/ Maternity/ Marriage	Disability	Age	LGB	Religion/ Faith	Commentary
<b>Proposal</b> Continued use as a sports ground with associated facilities including new north stand, indoor leisure, hotel or business uses							
	L	L	L	H	L	L	Although the proposal could potentially benefit everyone, there may be a particular positive impact on younger people who would be using the sport and leisure uses.
<b>TW 9 Central Depot, Langhorn Way, Twickenham</b> <b>Proposal</b> Council Depot facilities and continued waste management. Use of part of the site for sports hall/leisure or other ancillary education facilities or limited residential, including affordable units or small business units							
	L	L	L	M	L	L	There may be a particular positive impact on younger people if the proposal includes sports hall/leisure or education facilities.
<b>TW 10 Richmond upon Thames College, Egerton Road, Twickenham</b> <b>Proposal</b> Redevelopment to provide a new college, offices, secondary school and special school, residential including affordable and open space							
	L	M	M	H	L	L	There may be a particular positive impact on younger people who would be using the educational facilities. Local employment opportunities could be beneficial for woman and younger people who may wish to work locally and disabled people who may prefer local work in an accessible location.
<b>TW 11 West Twickenham cluster, Twickenham</b> <b>Proposal</b> Mixed residential, start up and small scale hybrid business space and/or primary school. Proposed Designation as key employment site							
	L	M	M	H	L	L	There may be a particular positive impact on younger people who would be using the educational facilities. Local employment opportunities could be beneficial for

EQIA	Equalities categories						
POLICIES AND PROPOSALS	Race	Gender/ Maternity/Marriage	Disability	Age	LGB	Religion/ Faith	Commentary
							woman and younger people who may wish to work locally and disabled people who may prefer local work in an accessible location.
<b>E TW 12 159 Heath Road and Heathland Industrial Estate, Twickenham</b> Proposed designation as Key Employment Site							
	L	M	M	M	L	L	The protection of local employment in an accessible location could provide potential employment opportunities for women and younger people who may wish to work locally and disabled people who may prefer local work in an accessible location.
<b>TW 13 Mereway Day Centre, Mereway Road, Twickenham</b> <b>Proposal</b> Residential, including affordable, or education							
	L	L	L	M	L	L	Should education facilities be provided there would be a benefit for younger people; otherwise it would provide new homes that would be available for all groups.
<b>TW 14 Rugby Football Union, Whitton Road, Twickenham</b> <b>Proposal</b> Continued use as a rugby sports ground, if any areas are surplus, associated leisure and mixed uses, including residential and affordable units							
	L	L	L	H	L	L	Although the proposal could potentially benefit everyone, there may be a particular positive impact on younger people who would be using the sport and leisure uses.
<b>E TW 15 Mereway Road Industrial Estate, Twickenham</b> Proposed designation as Key Employment Site							
	L	M	M	M	L	L	The protection of local employment in an accessible location could provide potential employment opportunities for women and younger people who may wish to work locally and disabled people who may prefer

EQIA	Equalities categories						
POLICIES AND PROPOSALS	Race	Gender/ Maternity/ Marriage	Disability	Age	LBG	Religion/ Faith	Commentary
							local work in an accessible location.
<b>E TW 16 St George's Industrial Estate, The Green, Twickenham</b> Proposed designation as Key Employment Site							
	L	M	M	M	L	L	The protection of local employment in an accessible location could provide potential employment opportunities for women and younger people who may wish to work locally and disabled people who may prefer local work in an accessible location.
<b>E TW 17 Swan Island Industrial Estate, Strawberry Vale, Twickenham</b> Proposed designation as Key Employment Site							
	L	M	M	M	L	L	The protection of local employment in an accessible location could provide potential employment opportunities for women and younger people who may wish to work locally and disabled people who may prefer local work in an accessible location.
<b>E SM 1 St Margarets Business Centre, Winchester Road, St Margarets</b> Proposed designation as Key Employment Site							
	L	M	M	M	L	L	The protection of local employment in an accessible location could provide potential employment opportunities for women and younger people who may wish to work locally and disabled people who may prefer local work in an accessible location.
<b>E SM 2 Waterside Business Centre, Railshead Road, St Margarets</b> Proposed designation as Key Employment Site							
	L	M	M	M	L	L	The protection of local employment in an accessible location could provide potential employment opportunities for women and younger people who may wish to work locally and disabled people who may prefer local work in an accessible location.
<b>E SM 3 Twickenham Film Studios/Arlington Works, Arlington Road, St Margarets</b>							

EQIA	Equalities categories						
POLICIES AND PROPOSALS	Race	Gender/ Maternity/ Marriage	Disability	Age	LBG	Religion/ Faith	Commentary
Proposed designation as Key Employment Site							
	L	M	M	L	M	L	The protection of local employment in an accessible location could provide potential employment opportunities for women and younger people who may wish to work locally and disabled people who may prefer local work in an accessible location.
<b>WT 1 Whitton Library, Nelson Road, Whitton</b> <b>Proposal</b> Residential, including affordable units							
	L	L	L	L	L	L	It is not thought that this proposal would impact differently on any particular group, but it would provide new homes that would be available for all groups.
<b>WT 2 Iceland Store, 26-30 High Street, Whitton</b> <b>Proposal</b> Mixed town centre uses to include residential including affordable residential units, retail or services, new library							
	M	M	M	M	L	L	This scheme would assist in the regeneration of the centre. The provision of retail/service uses might benefit the BME group, the encouragement of town centre shops, services and libraries would be particularly beneficial to those who are dependant on public transport such as women, older, younger and disabled people.
<b>WT 3 Kneller Hall Telephone Exchange, Ashdale Road, Whitton</b> <b>Proposal</b> Residential, including affordable residential units							
	L	L	L	L	L	L	It is not thought that this proposal would impact differently on any particular group, but it would provide new homes that would be available for all groups.
<b>WT 4 Whitton Station, High Street, Whitton</b> <b>Proposal</b>							

EQIA	Equalities categories						
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Interchange improvements							
	L	M	M	M	L	L	Would be particularly beneficial to those dependent on public transport such as women, older and younger people. Accessibility and interchange improvements will benefit disabled people.
<b>BA 1 Barn Elms, Queen Elizabeth Walk, Barnes Proposal</b>							
Rationalisation of sports use, including provision of public indoor sports hall, enhancement of landscape							
	L	L	L	H	L	L	Would potentially benefit younger people who would be using the sports facilities.
<b>BA 2 Barnes Hospital, South Worple Way, Barnes Proposal</b>							
Subject to the site being declared as surplus, mixed use development with social infrastructure use. Priorities identified for extra-care housing (including communal facilities) and education. May include some enabling residential, including affordable. Any use subject to satisfactory transport impact assessment.							
	L	L	L	H	L	L	Extra care housing would benefit the older age group, education uses the younger
<b>E BA 3 Glenthams Road, Barnes</b>							
Proposed designation as Key Employment Site							
	L	M	M	M	L	L	The protection of local employment in an accessible location could provide potential employment opportunities for women and younger people who may wish to work locally and disabled people who may prefer local work in an accessible location.
<b>EM 1 Stag Brewery, Lower Richmond Road, Mortlake Proposal</b>							
Redevelopment for mixed uses to include residential including affordable units, open space, primary school, community and health, business, sports and leisure uses; river-related uses; retention of playing fields; possible bus stopping/turning facility							
	L	L	M	H	L	L	The provision of a mixed use scheme could potentially positively impact on disabled people who if residents

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							could benefit from a mix of facilities close by in an area well served by public transport. The community and health facilities could benefit everyone but particularly younger, older and disabled people, sport, leisure and education uses would particularly benefit younger people.
<b>EM 2 Mortlake High Street, Mortlake Proposal</b> Narrow road, off road cycle route and environmental improvements							
	L	L	M	M	L	L	The improvements which will be made to the pedestrian environment may positively benefit women and disabled people, the new cycle route may benefit younger people who tend to cycle more than other groups
<b>EM 3 Mortlake Station, Sheen Lane, East Sheen Proposal</b> Station and interchange improvements							
	L	M	M	M	L	L	Would be particularly beneficial to those dependent on public transport such as women, older and younger people. Accessibility and interchange improvements will benefit disabled people.
<b>EM 4 Bus Station, Avondale Road, East Sheen Proposal</b> Residential, including affordable units							
	L	L	L	L	L	L	It is not thought that this proposal would impact differently on any particular group.
<b>EM 5 172-176 Upper Richmond Road and Telephone Exchange to rear, East Sheen Proposal</b> Redevelopment for mixed uses to include residential, including affordable, employment or primary school							
	L	L	L	H	L	L	Primary school would benefit the younger age group,

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<b>E EM 6 Old Power Station and Tideway Yard, Mortlake High Street, Mortlake</b> Proposed designation as Key Employment Site							
	L	M	M	M	L	L	The protection of local employment in an accessible location could provide potential employment opportunities for women and younger people who may wish to work locally and disabled people who may prefer local work in an accessible location.
<b>HP 1 HM Latchmere Prison, Church Road, Ham</b> <b>Proposal</b> Comprehensive redevelopment, residential led scheme, including affordable, possibly community and or educational use, open space							
	L	L	M	L	L	L	Should there be education use this would be beneficial to younger people. Otherwise it would provide new homes that would be available for all groups.
<b>KW 1 Former Inland Revenue, Ruskin Avenue, Kew</b> <b>Proposal</b> Mixed uses to include residential, including affordable units, employment, community or health uses							
	L	L	M	M	L	L	Whilst community and health uses benefit everyone, the proposal may have a particularly positive impact on older, younger or disabled people.
<b>KW 2 Kew Gardens car park, Kew</b> <b>Proposal</b> Relocate car park, restoration of existing parking area							
	L	L	M	L	L	L	The relocation of the car park to a position closer to the main gate may particularly benefit disabled people
<b>KW 3 Kew Biothane Plant, Mellis Avenue, Kew</b> <b>Proposal</b> Residential, including affordable units, open space							
	L	L	L	L	L	L	It is not thought that this proposal would impact differently on any particular group, but it would provide

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							new homes that would be available for all groups.
<b>E KW 4 Sandycombe Centre, Sandycombe Road, Kew</b> Proposed designation as Key Employment Site							
	L	M	M	M	L	L	The protection of local employment in an accessible location could provide potential employment opportunities for women and younger people who may wish to work locally and disabled people who may prefer local work in an accessible location.
<b>E KW 5 Blake Mews, 1-17 Station Avenue, Kew</b> Proposed designation as Key Employment Site							
	L	M	M	M	L	L	The protection of local employment in an accessible location could provide potential employment opportunities for women and younger people who may wish to work locally and disabled people who may prefer local work in an accessible location.
<b>E KW 6 Marlborough Trading Estate, Mortlake Road, Kew</b> Proposed designation as Key Employment Site							
	L	M	M	M	L	L	The protection of local employment in an accessible location could provide potential employment opportunities for women and younger people who may wish to work locally and disabled people who may prefer local work in an accessible location.
<b>RI 1 Pools on the Park and surroundings, Old Deer Park, Richmond</b> <b>Proposal</b> Intensification of sports use							
	L	L	L	M	L	L	Would potentially benefit younger people who would be using the sports facilities.
<b>RI 2 Richmond Station and above track, Richmond</b> <b>Proposal</b> Redevelopment of station and concourse to further improve transport interchange, uses to include retail, business, community,							

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leisure, entertainment and residential including affordable units							
	M	M	M	M	L	L	This scheme would regenerate the area around the station. The provision of retail uses might benefit the BME group, the encouragement of town centre shops, business, community, leisure, and entertainment uses would be particularly beneficial to those who are dependant on public transport such as women, older, younger and disabled people.
<b>RI 3 Richmond Police Station, Red Lion Street, Richmond Proposal</b>							
Commercial on ground floor, residential above, including affordable units							
	M	L	L	L	L	L	Commercial use might particularly benefit those from SME groups which are small business owners. New homes would benefit all groups.
<b>RI 4 Richmond Rugby, Kew Foot Road, Richmond Proposal</b>							
Retain as sports ground and upgrade stands							
	L	L	L	M	L	L	Would potentially benefit younger people who would be using the sports facilities
<b>RI 5 Star and Garter Home, Richmond Hill, Richmond Proposal</b>							
Mixed uses including hotel, other institutional use or residential, including affordable units, retention of chapel							
	L	L	L	L	L	L	It is not thought that this proposal would impact differently on any particular group, but it would provide new homes that would be available for all groups.
<b>RI 6 Friars Lane Car Park, Richmond Proposal</b>							
Residential							
	L	L	L	L	L	L	It is not thought that this proposal would impact

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							differently on any particular group, but it would provide new homes that would be available for all groups.
<b>E RI 7 Orchard, Garden and Market Roads, Richmond</b> Proposed designation as Key Employment Site							
	L	M	M	M	L	L	The protection of local employment in an accessible location could provide potential employment opportunities for women and younger people who may wish to work locally and disabled people who may prefer local work in an accessible location.