nlwp
north london waste plan

Equalities Impact Assessment

North London Waste Plan Submission Version

Stage 1: Screening (Final)

May 2011

Planning solutions
for North London's waste

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Equalities Impact Assessment
North London Waste Plan

Submission Version

Screening Report

May 2011

Produced for
North London Waste Plan

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Abbreviations

BME	Black and Minority Ethnic People
CABE	Commission for Architecture and the Built Environment
CEMP	Construction Environmental Management Plan
CEHR	Commission for Equality and Human rights
CRE	Commission for Racial Equality
DPD	Development Plan Document
DRC	Disability Rights Commission
EHRC	Equalities and Human Rights Commission
EIA	Environmental Impact Assessment
EMS	Environmental Management System
EOC	Equal Opportunities Commission
EqIA	Equalities Impact Assessment
GLA	Greater London Authority
HWRC	Household Waste Recycling Centre
ISF	Initial Screening Forms
LGBT	Lesbian, Gay, Bisexual and Transgender
NLWP	North London Waste Plan
SME	Small to Medium Size Enterprise
TfL	Transport for London

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Executive Summary

The seven North London boroughs (Barnet, Camden, Enfield, Hackney, Haringey, Islington, Waltham Forest) are working together to produce the North London Waste Plan (NLWP) which will identify a range of suitable sites and supporting policies for the future management of all of North London's waste up to 2027.

This report presents the results of the screening assessment of the Equalities Impact Assessment (EqIA) of the NLWP and associated policies.

The screening process has considered the following target groups: women; black and ethnic minority people; young people and children; older people; disabled people; lesbians, gays, bisexuals and transgender; and different faith groups.

An EqIA screening assessment of the Draft Preferred Options report prepared at an earlier stage in the development of the NLWP was issued for consultation with stakeholders during November 2009. No comments were received on that screening assessment.

This updated screening assessment of the EqIA has ascertained that some of the policies will have primarily positive or negative impacts whereas other policies will have both positive and negative impacts. Overall, the policies of the NLWP are predominantly positive.

The majority of impacts will be shared across all target groups and include low level negative effects such as an increase in noise, dust, pollutants, traffic associated impacts and community safety issues primarily during construction. These impacts can be mitigated through consultation with local residents and the implementation of Construction Environmental Management Plans (CEMPs).

The following policies within the NLWP should ensure that any potential inequalities are mitigated across the Equalities Groups:

Policy NLWP 2 – Location of Waste Development

Policy NLWP 3 – Household Waste Recycling Centres

Policy NLWP 4 – Protecting Amenity and the requirement for Health Impact Assessment.

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1 Introduction

Background

1.1 The North London Waste Plan is the Joint Waste Development Plan Document which forms part of the Local Development Framework of the seven North London Boroughs. For the purposes of this report, it is referred to as the North London Waste Plan (NLWP).

1.2 The NLWP will define the core waste strategies of the North London sub-region it encompasses. Seven London Boroughs are within the plan area. These are Barnet, Camden, Enfield, Hackney, Haringey, Islington and Waltham Forest.

1.3 This Equalities Impact Assessment (EqIA) has been undertaken to investigate the implications of the emerging NLWP and complement the ongoing sustainability appraisal process. The EqIA screening assessment of the Draft Preferred Options was issued for consultation in November 2009[1]. No comments were received.

What is an EqIA?

1.4 The purpose of an EqIA is to ensure policies and strategies do not discriminate against specific target groups and, where possible, contribute to improving the lives of local communities. It is a systematic process which considers the needs of each target group and is, in effect, similar to undertaking a risk assessment.

1.5 It is a two stage process. This report represents the first stage or screening stage of the assessment process. Screening identifies the positive and negative impacts of the policy or strategy on the equality target groups and identifies any gaps in knowledge. If any negative effects of high significance are identified then a more detailed second stage assessment will be undertaken focusing on the significant negative impacts and identifying possible mitigation scenarios. Consultation with stakeholders and members of the equality target groups is undertaken during both phases.

Legislation

1.6 The legislation requires consideration of the impacts of policies and strategies upon certain equality target groups. The requirements are as follows;

- Race Relations (Amendment) Act 2000

[1] Equalities Impact Assessment: Preferred Options and Policies Screening, Draft, August 2009.

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The amendment requires Local Authorities to be pro-active and positive in promoting racial equality. The authorities are required to undertake a Race Equality Impact Assessment of their strategies and plans. Failure to do so may lead to legal action being taken against them by the Commission for Racial Equality (CRE). The CRE is now part of the Equalities and Human Rights Commission (EHRC), as explained below.

- Disability Discrimination (Amendment) Act 2005

  The Act requires Local Authorities to promote equality of opportunity for disabled people and avoid discrimination. The authorities must ensure that their policies, practices, procedures and services are not discriminatory against disabled people[2].

- Equality Act 2006[3]

  The Act establishes the Equality and Human Rights Commission (EHRC) which came into force in October 2007. It brought together as one organisation the CRE, Disability Rights Commission (DRC) and Equal Opportunities Commission (EOC). As well as gaining the powers of the three former commissions, it has additional powers to enforce equality legislation on age, disability, gender, race, religion and sexual orientation or transgender status more effectively[4].

- Gender Equality Duty 2007 (as required by the Equality Act 2006)

  This Duty came into effect in April 2007 and is aimed at public authorities (including Local Authorities) to eliminate unlawful discrimination and harassment and promote gender equality. There is a requirement to produce and publish a gender equality scheme. As part of this, the authorities must assess the impact of their existing and future policies and practices on gender equality as well as consult stakeholders with a scheme review every three years[5].

- The Equality Act 2010

[2] RNIB, (http://www.rnib.org.uk) Accessed on 18/09/07.

[3] NOMIS Projects Ltd, Equality Impact Assessment – What is it? (www.nomis.uk.com/eqia.html) Accessed on 04/07/07.

[4] Commission for Equality and Human Rights (http://www.cehr.org.uk) Accessed on 18/09/07.

[5] EOC, Gender Equality Duty Code of Practice England and Wales, November 2006.

The Act came into force from 1st October 2010 and consolidates numerous Acts and Regulations that formed the basis of anti-discrimination law in Britain. The Act provides a framework to protect all individuals from unfair treatment and promotes a fair and more equal society.

1.7 An EqIA takes into account all of the existing enforced legislation and also impending and probable future legal requirements therefore ensuring that it is in line with diversity groups highlighted by the CEHR. It is also in line with the requirements of the Equality Standard for Local Government.

Equality Target Groups

1.8 Table 1 identifies the equality target groups and equality areas or strands considered in this assessment. These target groups and strands are based on those adopted in the regional guidance written by Transport for London (TfL)[6], the Greater London Authority (GLA)[7] and other functional bodies. These identified groups are also reflected in the available EqIA guidance citing target groups and strands of the London Borough's within the plan area[8,9,10,11,12,13] . They are considered suitable to reflect the diverse population within the seven London Boroughs.

[6] Transport for London, Equality Impact Assessments How to do Them. June 2004

[7] GLA, Equality Impact Assessments, How to do Them. November 2003

[8] London Borough of Camden, Equality Impact Assessment Guidelines. March 2006

[9] London Borough of Hackney, Equality Impact Needs/Requirements Assessments: A Framework for the London Borough of Hackney, May 2006

[10] London Borough of Haringey, Policy Proofing for Potential Financial, Legal and Equality Impacts 2003

[11] London Borough of Islington, Equality Impact Assessment Guidance and Impact Assessment Template 2004

[12] London Borough of Waltham Forest, Equality Impact Assessment Guide 2006

[13] London Borough of Waltham Forest, Corporate Equality Plan 2005/2008

Table 1 Equality Target Groups and Strands

Equality Target Group	Equality Target Strand
Women	Gender
Black and minority ethnic people	Race
Young people and children	Age
Older people	Age
Disabled people	Disability
Lesbians, gays, bisexuals and transgender	Sexuality
Different faith groups	Faith

1.9 It is recognised however that many of these equality target groups may overlap and have similar needs and/or be subject to similar prejudices.

1.10 An example of this commonality was demonstrated in a "community visioning" exercise carried out in Brighton and Hove in 1998/9. The local authority targeted consultations of the then new Local Plan on the following groups – older people, disability groups, BME groups, gays and lesbians, women and people on low incomes. They discovered that there were common aims shared by all societal groups reviewed, that is to say, clean and safe environment, integrated public transport, community facilities, affordable housing and access to jobs[14]. Although communities in London are likely to have some differing needs to other communities in the country, it is considered likely that they will also share common ideals and goals.

1.11 It is also not always true that all members of one particular target group will have the same needs. However it is recognised that many members of a target group share similar ideals, beliefs and needs.

Women

1.12 Access to convenient, affordable and safe transport is important to women. They often make a range of complex journeys combining routes for work, leisure, shopping and childcare. Therefore access to reliable public transport and safe walking and cycling routes are important to maintain mobility and independence. Women are also the greatest users of public services so good access is particularly important. Community safety is an important issue. Urban design and the

[14] ODPM, Diversity and Equality in Planning, A Good Practice Guide, January 2005

accessibility of the urban environment are key aspects of this[15]. Women with families are also more likely to use open space and parks, therefore it is essential that access to these areas is maintained.

1.13 Women are also more likely to spend more time around the home and local community so the provision of locally accessible services is important. Mobility is often restricted through low income, child care responsibilities, dependents, lack of access to a car, inadequate public transport and fear of harassment or attack[16].

1.14 Women, especially mothers, are more likely to carry out part-time work. It is essential that local employment and training opportunities are provided to suit the needs of women. Barriers to employment should be removed through the provision of child care facilities, SME business opportunities and good public transport accessibility[17].

1.15 Women are also highly represented as users of and volunteers at community and voluntary facilities so the provision and accessibility of such schemes are important[18].

1.16 Table 2 shows the total populations of the seven North London Boroughs and Table 3 illustrates the gender divisions of the seven North London Boroughs.

Table 2 Total Population of Boroughs in North London

	Barnet	Camden	Enfield	Hackney	Haringey	Islington	Waltham Forest	**London**	**England**
Total Population	314,564	198,020	273,559	202,824	216,507	175,797	218,341	7,172,091	49,138,831

Source: ONS Neighbourhood Statistics

[15] Major of London, Draft Further Alterations to the Major's London Plan, May 2006, Equalities Impact Assessment – Summary Report, September 2006

[16] ODPM, Planning and Diversity Research into Policies and Procedures, March 2004.

[17] Mayor of London, Draft Further Alterations to the Major's London Plan, May 2006, Equalities Impact Assessment – Summary Report, September 2006.

[18] Mayor of London Planning for Equality and Diversity in London, Draft Supplementary Planning Guidance to the London Plan, December 2006.

1.17 Between the Boroughs, there is a fairly consistent pattern with just under half the population male and just over half the population female. This is in line with the rest of London and England.

Table 3 Percentage of Male and Females in Boroughs within the North London Area

	Barnet	Camden	Enfield	Hackney	Haringey	Islington	Waltham Forest	**London**	**England**
Male	47.62	48.18	47.78	47.83	47.88	47.91	48.66	**48.37**	**48.68**
Female	52.38	51.84	52.22	52.17	52.12	52.09	51.34	**51.63**	**51.32**

Source: ONS Neighbourhood Statistics (www.neighbourhood.statistics.gov.uk) People and Society: Population and Migration – Sex, Accessed 21.09.07

Black and Minority Ethnic People (BME)

1.18 Access to employment opportunities is an important issue for BME groups and fundamental to this is the provision of education, training and SME business facilities. BME men in London (58%) are less likely to be employed than white British males (75%). BME employees are also likely to earn less money than their white counterparts with 30% of BME employees earning less than £7/hr compared with 18% for white groups[19]. Members of BME groups sometimes have difficulties in gaining access to social facilities often through discrimination, racism and cultural insensitivity. Fear of crime and safety is a constant issue for BME groups, in particular, fear of racial abuse[20].

1.19 BME groups are less likely to drive cars (21% compared to 31% of their white counterparts) and more likely to work unsociable hours when public transport services are less frequent. Safe, reliable and accessible public transport to access employment, leisure and other facilities is an important issue[21].

1.20 A national survey in 2006[22] identified that poverty risks were greatest for Bangladeshis, Pakistanis and Black Africans. Chinese, Caribbean and Indian people also have an above average poverty risk. Therefore where particular BME groups

[19] GLA, Discrimination Law Review: A Framework for Fairness, Proposals for a Single Equality Bill for Great Britain – A Consultation Paper, June 2007.

[20] Mayor of London, Draft Further Alterations to the Major's London Plan, May 2006, Equalities Impact Assessment – Summary Report, September 2006.

[21] City of London, Final City of London Local Implementation Plan; Chapter 4 Equality Impact Assessment, 2007.

[22] GLA DMAG, Londoners and the Labour Market, Key Facts, October 2006.

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live together as a community, it is likely that a greater number of these will be in areas of deprivation.

1.21 In 2002, the Audit Commission found that Local Authorities had made little or no progress in engaging local ethnic minority communities[23]. Therefore effective consultation strategies are particularly important for the inclusion of BME groups.

1.22 Table 4 illustrates the ethnic mix of the seven North London Boroughs. It highlights that the ethnic diversity of the population within these boroughs is greater than in the rest of England and, for some BME target groups, greater than the average for London. Hackney and Haringey have over twice or nearly twice the London average of Black or Black British residents respectively. Waltham Forest and Barnet have a higher than London average of Asian or Asian British residents whilst Islington, Haringey, Hackney, Camden and Barnet have a higher than London average of Chinese or other ethnic groups[24].

Table 4 Ethnic Diversity within the North London Area (shown as percentages)

	Barnet	Camden	Enfield	Hackney	Haringey	Islington	Waltham Forest	**London**	**England and Wales**
White	74.03	73.17	77.11	59.4	65.62	75.35	64.49	**71.15**	**90.92**
Mixed	3.02	3.75	2.96	4.19	4.55	4.11	3.55	**3.15**	**1.31**
Asian or Asian British	12.33	10.38	7.77	8.59	6.71	5.39	14.75	**12.08**	**4.58**
Black or Black British	6	8.27	10.45	24.66	20.03	11.86	15.42	**10.92**	**2.3**
Chinese or Other Ethnic Groups	4.62	4.43	1.71	3.17	3.08	3.28	1.79	**2.69**	**0.89**

Source: ONS Neighbourhood Statistics 2001 Census: Census Area Statistics – Ethnic Group – Percentages, Accessed 22.03.07.

[23] ODPM, Diversity and Equality in Planning - A Good Practice Guide, January 2005.

[24] Neighbourhood Statistics (www.neighbourhood.statistics.gov.uk) 2001 Census: Census Area Statistics – Ethnic Group – Percentages, Accessed 22/03/07.

Young People and Children

1.23 Paradoxically, London, one of the world's richest cities, has one of the highest rates of child poverty in Europe highlighting the importance of considering the needs and issues for this target group.

1.24 Parental unemployment is a major cause of child poverty so access to suitable employment and training opportunities for adults is an important issue. In London particular groups of children are at a higher risk of living in poverty. These include Black, Pakistani and Bangladeshi children, those with a disabled parent and asylum seekers/refugees[25]. All young people need access to suitable open spaces and leisure facilities. It is particularly important to encourage their use by young people and children by providing welcoming and safe sites. A study by the Commission for Architecture and the Built Environment (CABE) found that improving the design, maintenance and supervision of open spaces, contributed more to combating anti-social behaviour than increasing security measures[26].

1.25 The provision of good public transport links and walking and cycling routes close to social and educational facilities is another important issue to consider.

1.26 The population pyramids shown in Figures 1 to 7 illustrate the age and sex structure of the population for the seven North London Boroughs. Each bar represents a particular single year of age and the length shows the population of that age. The structure of the pyramid is determined by births, deaths and international migration. This data has been sourced from the Office for National Statistics (ONS)[27]. The blue line displays the UK average.

1.27 Figure 1: Gender and Age of the Population of Barne illustrates that there are slightly more male children and young adults than women but as the population ages, this changes and more, older people are women. Generally the largest proportion of the population is between twenty five and thirty nine. The age structure is fairly close to the UK average.

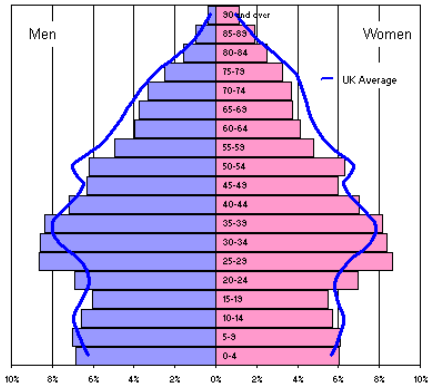

Figure 1: Gender and Age of the Population of Barne

[25] GLA, Discrimination Law Review: A Framework for Fairness, Proposals for a Single Equality Bill for Great Britain – A Consultation Paper, June 2007.

[26] CABE, What Would You Do With This Space? April 2004.

[27] Office for National Statistics (ONS) (www.neighbourhood.statistics.gov.uk) Indicators – Age Structure, Accessed 22.02.07.

1.28 Figure 2: Gender and Age of the Population of Camden illustrates that here are slightly more, younger male children than girls, but once over seventy five, the number of females is larger. Generally, there is a significantly larger proportion of the population in their late twenties and early thirties. The older population is markedly less than the former categories.

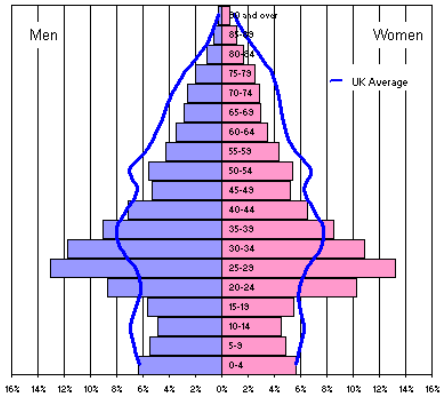

Figure 2: Gender and Age of the Population of Camden

1.29 Figure 3: Gender and Age of the Population of Enfield illustrates that the ratio of males to females is fairly balanced but with slightly more male children and more females in the older population. The age structure is a lot more balanced than in Camden, with a relatively large proportion of children and young adults. The age structure is fairly close to the UK average.

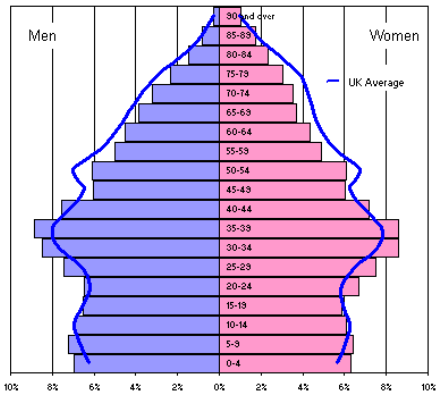

Figure 3: Gender and Age of the Population of Enfield

1.30 Figure 4: Gender and Age of the Population of Hackney illustrates that a higher proportion of children and young adults are male, with more females in their mid twenties/early thirties. The older male population is greater than the female population until the mid seventies' is reached. The largest section of society is in their twenties and thirties, but a large proportion of residents are also below four years.

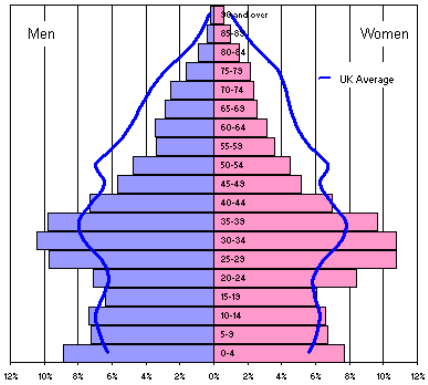

Figure 4: Gender and Age of the Population of Hackney

1.31 Figure 5: Gender and Age of the Population of Haringey illustrates a significantly higher proportion than the UK average is in their twenties and thirties and there are a lot fewer than average in their mid forties and older.

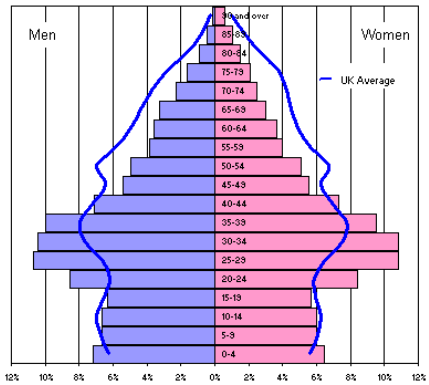

Figure 5: Gender and Age of the Population of Haringey

1.32 Figure 6: Gender and Age of the Population of Islington illustrates that the largest proportion of the population is in their mid twenties and early thirties, and this is greater than the UK average. There are slightly more male children and young adults than female although once past the age of seventy five, there is a larger proportion of females than males

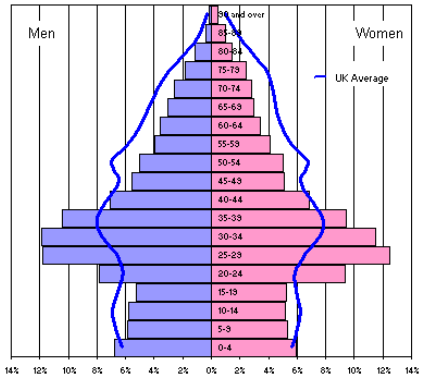

Figure 6: Gender and Age of the Population of Islington

1.33 Figure 7: Gender and Age of the Population of Waltham Forest illustrates that the greatest number of the population is aged between their mid twenties to late thirties and this is fairly balanced between genders. There are also slightly more male births and younger male children than female.

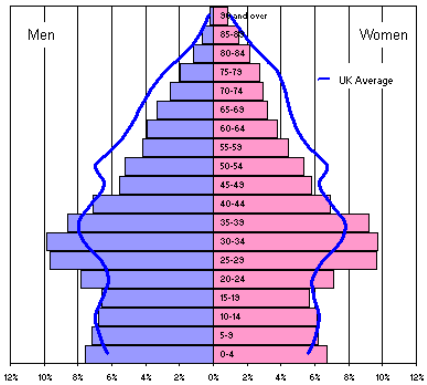

Figure 7: Gender and Age of the Population of Waltham Forest

Older People

1.34 Older people are disproportionately more likely to be living in poverty and suffering from isolation. Linked to this is a fear of crime and safety which means that creating safe, accessible and well designed urban environments should be a priority. This means creating over-looked and well used areas with space for benches, public toilets and suitable lighting. Accessibility and mobility is a key issue for older people

and they are particularly reliant on public transport[28] therefore an increase of public transport provision and accessibility, together with specialist transport is a key issue to maintaining and increasing access to goods and services. These transport services must have good connecting services and well designed transport modes. Affordable, accessible and well located housing is also extremely important[29].

1.35 Older people often volunteer and enjoy social interaction so the provision of facilities and services to allow this is important in contributing to ensuring that older people stay engaged and active within the community[30].

1.36 A survey by Age Concern found that people over 55 were twice more likely to suffer age discrimination than any other form of discrimination and one third of the people thought that those over seventy are typically viewed as "incompetent and incapable"[31]. It is therefore important to understand the needs of this particular group (as with all target groups) without forming ill judged prejudices.

Disabled People

1.37 Access to community facilities including open spaces is a key issue amongst disabled people. They often suffer from isolation and social exclusion due to inadequate provision and/or discrimination. It is particularly important to provide disabled access to parks and recreational facilities for disabled children.

1.38 Transport accessibility is an important issue as is providing accessible and safe walkways and paths. Car parking spaces for blue badge holders should be ensured at all community facilities. Access to employment and training opportunities is important as disabled people are twice as likely to be unemployed than non-disabled people. This is often as a result of a lack of awareness of potential employers[32].

1.39 Table 5 shows the percentages of people with a long term limiting illness in the seven North London Boroughs. A limiting long term illness incorporates health problems and disabilities which limit daily activities. Hackney has the largest proportion of people with a long term limiting illness while Barnet has the least

[28] City of London, Final City of London Local Implementation Plan; chapter 4 Equality Impact Assessment, 2007.

[29] ODPM, Planning and Diversity Research into Policies and Procedures, March 2004.

[30] Mayor of London, Planning for Equality and Diversity in London, Draft Supplementary Planning Guidance to the London Plan, December 2006.

[31] Age Concern, How Ageist is Britain? Survey, 2006.

[32] Mayor of London Planning for Equality and Diversity in London, Draft Supplementary Planning Guidance to the London Plan, December 2006.

Table 5 Percentage of People with a Long Term Limiting Illness in the North London Area

	Barnet	Camden	Enfield	Hackney	Haringey	Islington	Waltham Forest	**London**	**England**
People with a limiting long-term illness (%)	14.61	15.82	16.16	18.07	15.51	17.87	16.54	**15.49**	**17.93**

Source: ONS Health and Care - General Health, Accessed 14.03.07.

Lesbians, Gays, Bisexuals and Transgender (LGBT)

1.40 Table 6 illustrates the percentage of the population that are living together as same sex couples. LGBT groups particularly suffer from harassment leading to personal safety and security issues. Ensuring community facilities include well overlooked spaces which are lit and/or have CCTV is a way of reducing this fear and contributing to community inclusion.

1.41 LGBT groups also suffer discrimination in relation to employment and accessing social facilities such as health care services. Therefore, safe and secure open spaces and community facilities with access to good transport links, including walkways and cycle ways, are important considerations for this target group.

Table 6 Living Together Same Sex Couples

	Barnet	Camden	Enfield	Hackney	Haringey	Islington	Waltham Forest	**London**	**England**
Living together same sex couples	0.1%	0.5%	0.1%	0.5%	0.44%	0.7%	0.41%	**0.2%**	**0.2%**

Source: ONS Neighbourhood Statistics

People from Different Faith Groups

1.42 People from different faith groups often experience the same sort of key issues as BME groups. This includes access to employment, training and fear of crime and safety. In addition, they require access to specific religious community facilities which should be easily accessed by public transport, walkways and cycle ways[33].

[33] Mayor of London, Draft Further Alterations to the Major's London Plan, May 2006, Equalities Impact Assessment – Summary Report, September 2006.

1.43 A significantly larger proportion of the Muslim community live in socially deprived areas than any other faith group[34] and Muslims also have the highest unemployment rates and levels of economic inactivity.

1.44 Table 7 highlights the number of people belonging to different faith groups in the NLWP area.

Table 7 Faith Groups within the North London Area (shown as percentages)

	Barnet	Camden	Enfield	Hackney	Haringey	Islington	Waltham Forest	**London**	**England**
Buddhist	1.09	1.31	0.49	1.14	1.05	1.05	0.44	**0.8**	**0.3**
Christian	45.1	47.1	59.33	46.56	50.53	52.33	56.8	**58.2**	**71.7**
Hindu	6.68	1.53	3.35	0.81	2.05	1	1.83	**4.1**	**1.1**
Jewish	13.84	5.63	1.95	5.29	2.18	1.05	0.66	**2.1**	**0.5**
Muslim	6.16	11.57	8.62	13.76	11.26	8.11	15.07	**8.5**	**3.1**
Sikh	4.99	0.22	0.33	0.85	0.33	0.34	0.57	**1.5**	**0.7**
Other religions	1.02	0.59	6.47	0.57	0.52	0.42	0.39	**0.5**	**0.3**
No religion	11.4	22.02	11.35	19.03	19.98	21.72	15.36	**15.8**	**14.6**
Religion not stated	9.72	10.03	8.12	11.99	12.09	13.99	8.89	**8.5**	**7.7**

Source: London Borough of Haringey Borough Key Statistics; Ethnicity, Birthplace and Religion, accessed on 18.09.07.

1.45 The Christian faith is the highest represented faith in all of the seven London Boroughs. In Barnet, the second most popular faith is Jewish but in all the other boroughs, *no religion* is the second highest representation of the population. However in Waltham Forest, the percentage of Muslims is almost the same as the percentage of people who stated that they have no religion. The Muslim faith represents the second highest faith group of people who state that they have a religion in six of the seven boroughs, the exception being Barnet.

[34] Home Office Citizenship Survey, 2001.

2 Methodology

2.1 The EqIA process considers the potential impact of the North London Waste Plan and associated policies on certain target equality groups. Two possible impacts are considered as part of this process:

2.2 Positive impact: Occurs when the policy will have a positive effect on one or more of the equality target groups or, improve equal opportunities and/or relationships between groups; and

2.3 Negative or adverse impact: Occurs when the issue/option could have a negative/adverse impact on one or more of the equality target groups.

EqIA Stage One: Initial Screening

2.4 As stated in Section 1.5, an initial screening stage identifies whether the policy or strategy is likely to result in any negative or positive impacts upon the specific target equality groups and to identify any data gaps.

2.5 In order to assess this, an Initial Screening Form (ISF) has been developed based on the established guidance of the GLA. This has also taken into account specific questions raised within the available EqIA guidance documents of the seven North London boroughs, as described in paragraph 1.8. The ISF assesses the NLWP and then the likely impacts are assessed against each of the equality target groups, explaining why this assessment outcome was agreed. This allows for a transparent assessment process.

NLWP Policies

2.6 The NLWP Submission Version contains the following policies:

Policy NLWP 1 – Safeguarding and protection of existing sites

Policy NLWP 2 – Location of waste development

Policy NLWP3 – Household Waste Recycling Centres

Policy NLWP 4 – Protecting amenity

Policy NLWP 5 – Decentralised energy

Policy NLWP 6 – The management of Construction, Demolition and Excavation wastes

Policy NLWP 7 - Hazardous waste

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3 Results NLWP Submission Version

3.1 The following table provides a summary of the results of the screening assessment as carried out using the Initial Screening Forms (ISF). The full results are provided as appendices in Section 4. Please note that this table shows positive or negative impacts only. It does not highlight illegal or intended effects or provide explanations of the reasoning behind the conclusions reached in the assessment. These are shown in the ISF forms and/or in the textual summaries on the following pages.

3.2 The symbols in the table illustrate the following;

++ = High level positive impact **+ = Low level positive impact**

- - = High level negative impact **- = Low level negative impact**

+ / - = Combination of both positive and negative impacts

- = Neutral

Table 8 Policy Summary Results

Policy	Equality Target Groups												
	Women	Men	Asian or Asian British	Black or black British	Chinese and other	Mixed Race	White	Disabled	Lesbians, gay and bisexuals	Transgender	Older people	Younger people	Faith groups
1.	+ -	+ -	+ -	+ -	+ -	+ -	+ -	+ -	+ -	+ -	+ -	+ -	+ -
2.	+ -	+ -	+ -	+ -	+ -	+ -	+ -	+ -	+ -	+ -	+ -	+ -	+ -
3.	++	++	++	++	++	++	++	++	++	++	++	++	++
4	++	++	++	++	++	++	++	++	++	++	++	++	++
5	+ -	+ -	+ -	+ -	+ -	+ -	+ -	+ -	+ -	+ -	+ -	+ -	+ -
6	+	+	+	+	+	+	+	+	+	+	+	+	+
7	+	+	+	+	+	+	+	+	+	+	+	+	+

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Specific Impacts on Equalities Target Groups

3.3 Specific impacts on equalities target groups are summarised in the following subsections.

Women

3.4 Women will benefit from those policies which promote an improved coverage of waste collection sites (e.g., Household Waste Recycling Centres (HWRC)) in their local area. This will increase accessibility through greater transportation options. Women are great users of public transport and often lead hectic lives so locally based sites allow women to fit in waste management activities with their schedules which may include child care responsibilities or part time employment.

3.5 Policies that encourage voluntary engagement also benefit women in particular as more women are more likely to be interested in these types of projects than many other target groups.

3.6 Community safety is a key concern for women; therefore knowledge, including about where waste sites are going to be to be located, is important to women. 'Secured by design' features and good urban design features must be incorporated into all designs to encourage community safety.

3.7 Parks and open space are important to woman with families; therefore new waste facilities should avoid the loss of open space.

Black and Minority Ethnic People (BME)

3.8 All seven north London boroughs have a high number of BME groups. As for women, BME groups have more reliance on public transport than non BME groups. Therefore policies which increase the coverage and accessibility of waste collection sites (e.g. HWRC) are particularly beneficial to this group.

3.9 BME groups are disproportionately more likely to be living in poverty than non BME groups; new waste facilities can provide employment opportunities and assist with unemployment related poverty.

3.10 It is particularly important that BME groups are involved in consultations and special effort should be made to encourage this. This is because there has been little progress in engaging with the community in recent years, appropriate methods of communication may differ for each BME group and these should be identified.

3.11 Local employment and training opportunities should be incorporated into local policy, Fear of crime and safety are constant issues for BME and should be considered. 'Secured by design' features and good urban design features must be included.

Young People and Children

3.12 London has one of the highest rates of child poverty in Europe. These include Black, Pakistani and Bangladeshi children, those with disabled parents and asylum seekers/refugees. All seven of the North London boroughs have a higher than the national average population of BME groups, in particular Hackney and Haringey. Parental unemployment is a major cause of child poverty so access to suitable education, employment and training opportunities for adults is an important issue.

3.13 More sites increase accessibility/transportation options in the area which will benefit all. Young people and children in particular are likely to be quite reliant on public transport so more local sites will result in more public transport options/greater frequency/shorter journey time's etc, additional cycle lanes and improvements to walkways should be associated with ensuring adequate accessibility of new or improved sites.

3.14 Parks and open space are important for children and young people; therefore new waste facilities should avoid the loss of open space and 'secured by design' features and good urban design features must be incorporated into all designs to encourage community safety.

3.15 If hazardous waste disposal facilities are required and not provided this may lead to fly tipping of hazardous waste which poses a health and safety risk to all target groups especially young people and children as they are more likely to use green/open spaces.

Older People

3.16 Barnet and Enfield have populations with a higher proportion of older people compared to the other north London Boroughs. Older people are disproportionately more likely to be living in poverty and suffering from isolation, linked to this is a fear of crime and safety which means that creating safe, accessible and well designed urban environments should be a priority.

3.17 Older people may be more affected by noise and dust and this should be addressed as part of policy requirements.

3.18 Protection of parks and open space may be important to older people; therefore new waste facilities should avoid the loss of open space.

3.19 Older people often enjoy social interaction and voluntary pursuits so it is essential to encourage community participation and consultation in the NLWP.

3.20 Design of recycling facilities and community composting facilities within new residential developments need to provide easy access for the elderly.

Disabled People

3.21 Limiting illness in Hackney is high at 18.07% this is higher than the national average of 15.49% and London average at 17.93%.

3.22 Disabled people have particular needs and this should be taken into consideration when educating and promoting awareness of waste issues. In all new sites, accessibility for disabled people is a key issue and there should be adequate provision for blue badge holders and access for powered off road vehicles that disabled and elderly groups often rely on for mobility. Transport and accessibility is an important issue, as is providing accessible and safe walkways and paths.

3.23 Due to the low level of employment amongst disabled people, those policies which provide employment and educational opportunities are particularly beneficial. This is likely to be greater through allowing for more sites rather than fewer, and developments involving alternative transport modes such as railway/road and sustainable waste transport vehicles.

3.24 Community safety should be considered; 'secured by design' features and good urban design features must be included to improve existing site locations and new development sites.

Lesbians, Gays, Bisexuals and Transgender

3.25 BGLT groups suffer from harassment, linked to this is a fear of crime and safety which means that creating, safe accessible and well designed urban environments should be a priority.

People from Different Faith Groups

3.26 Muslim groups have the highest level of deprivation of any faith group; all seven of the North London Boroughs have higher than average Muslim population.

3.27 People from different faith groups will also, as with all target groups, benefit from the increased accessibility that is coupled with an increase in the number of waste collection sites and availability of transport options to access them.

3.28 Fear of crime and safety are constant issues for this target group in particular fear of racial abuse, therefore community facilities need to be safe, accessible and well designed within the urban environment.

3.29 New sites should seek to employ local people both during construction and operational stages; this may assist with unemployment related poverty.

Summary and Recommendations

3.30 The screening stage of the EqIA has ascertained that the policies of the NLWP are predominantly positive. Some policies will have positive impacts and other policies have a combination of both low positive and low negative impacts. The majority of these impacts will be shared across all target groups and include low level negative effects such as an increase in noise, dust, pollutants, traffic associated impacts and community safety issues.

3.31 These impacts can be mitigated through consultation with local residents and the implementation of Construction Environmental Management Plans (CEMP) during the construction phase. CEMPs will be applied through the development control process with regard for the boroughs' Local Development Framework (LDF) documents. ,

3.32 The following policies within the NLWP should ensure that any potential inequalities are mitigated across the Equalities Groups:

Policy NLWP 2 – Location of Waste Development

Policy NLWP3 – Household Waste Recycling Centres

Policy NLWP 4 – Protecting Amenity and the requirement for Health Impact Assessment at the project level will prevent significant adverse impact on the community.

Monitoring

3.33 The finalised monitoring arrangements will be designed to provide information that can be used to highlight specific performance issues and significant effects. Monitoring will lead to more informed decision-making and provide a useful source of baseline information for future Development Plan Documents.

3.34 The following performance indicators are recommended in the Sustainability Appraisal[35] to be incorporated into the monitoring systems for the NLWP:

- Number and type of fly tipping incidences;
- Number and proportion of new waste facilities approved / completed with education facilities built in;
- Volume and % of waste re-used, recycled, recovered and disposed of to landfill by waste stream

[35] Sustainability Appraisal Submission Statement of the NLWP Submission Version May 2011

- % of Waste Management Facilities requiring EIA as part of the planning process that have incorporated HIA?
- Number of complaints about waste management facilities resulting in enforcement action.

4 Appendix

4.1 The following tables detail the EqIA Stage One: Initial Screening Assessment Screening Forms (ISF) for each of the NLWP Policies set out in the NLWP submission February 2011[36].

4.2 For each ISF form the following information is relevant to the assessment and generic to all Policies:

What is the main purpose of the strategy?	To provide a range of suitable and viable sites for North London to meet its future waste management needs and increased self sufficiency. To maximise the contribution of the plan to North London's environment, economy and society. To prepare the plan in an open, transparent and inclusive way, ensuring the fullest possible involvement of North London's communities.
List the main activities of the project/policy (for strategies list the main policy areas)	To regulate the strategic approach to waste management facilities.
Who will be impacted by the policy?	Residents, developers, business community.
Who will be the main beneficiaries of the strategy/project/policy?	Residents, UK economy.

[36] North London Waste Plan (NLWP)) Proposed Submission Version, 2011

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Policy NLWP 1 – Safeguarding of Existing Sites and Compensatory Site Provision

4.3 Land accommodating existing waste management and waste transfer uses in north London will be safeguarded for continued use for waste facilities (Schedules A and B). Sites in Schedule C are also allocated for waste use. Other forms of development on the land identified in all three schedules will not be considered unless compensatory and equal provision of sites, in scale and quality, is made elsewhere within the north London boroughs.

Officer completing assessment: Anne Hugh-White **Date of assessment: 01/04/11** **Contact details:** anne.hugh-white@mouchel.com

	Equality Target Group	Positive Impact		Negative Impact				Reason/comment
		High Level	Low Level	High Level	Low Level	Illegal	Intended	
Gender	**Women**		√		√			Safeguarding existing sites may not be beneficial to any targets groups if their existence is having an impact on local communities. For example there maybe existing traffic, noise, dust and community safety and health impacts.
	Men		√		√			Safeguarding existing sites may not be beneficial to any targets groups if their existence is having an impact on local communities. For example there maybe existing traffic, noise, dust and community safety and health impacts.
Race	**Asian or Asian British people**		√		√			Safeguarding existing sites may not be beneficial to any targets groups if their existence is having an impact on local communities. For example there maybe existing traffic, noise, dust and community safety and health impacts.
	Black or black British people		√		√			Safeguarding existing sites may not be beneficial to any targets groups if their existence is having an impact on local communities. For example there

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Equality Target Group	Positive Impact		Negative Impact				Reason/comment
	High Level	Low Level	High Level	Low Level	Illegal	Intended	
							maybe existing traffic, noise, dust and community safety and health impacts.
Chinese people and other people		√		√			Safeguarding existing sites may not be beneficial to any targets groups if their existence is having an impact on local communities. For example there maybe existing traffic, noise, dust and community safety and health impacts.
People of mixed race		√		√			Safeguarding existing sites may not be beneficial to any targets groups if their existence is having an impact on local communities. For example there maybe existing traffic, noise, dust and community safety and health impacts.
White people (including Irish people)		√		√			Safeguarding existing sites may not be beneficial to any targets groups if their existence is having an impact on local communities. For example there maybe existing traffic, noise, dust and community safety and health impacts.
Disabled people		√		√			Safeguarding existing sites may not be beneficial to any targets groups if their existence is having an impact on local communities. For example there maybe existing traffic, noise, dust and community safety and health impacts. Limiting illness is higher than the national average (15.49%) and London (17.93%) average, in hackney 15.49%
Lesbians, gay men and bisexuals		√		√			Safeguarding existing sites may not be beneficial to any targets groups if their existence is having an impact on local communities. For example there maybe existing traffic, noise, dust and community safety and health impacts.

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	Equality Target Group	Positive Impact		Negative Impact				Reason/comment
		High Level	Low Level	High Level	Low Level	Illegal	Intended	
	Transgender people		√		√			Safeguarding existing sites may not be beneficial to any targets groups if their existence is having an impact on local communities. For example there maybe existing traffic, noise, dust and community safety and health impacts.
Age	**Older people (60+)**		√		√			Safeguarding existing sites may not be beneficial to any targets groups if their existence is having an impact on local communities. For example there maybe existing traffic, noise, dust and community safety and health impacts.
	Younger people (17-25), and children		√		√			Safeguarding existing sites may not be beneficial to any targets groups if their existence is having an impact on local communities. For example there maybe existing traffic, noise, dust and community safety and health impacts.
	Faith groups		√		√			Safeguarding existing sites may not be beneficial to any targets groups if their existence is having an impact on local communities. For example there maybe existing traffic, noise, dust and community safety and health impacts.

Are there any high level negative impacts and/or possibly discriminatory and unintentional negative impacts? **<u>If so, you must complete a stage 2 assessment.</u>**	
Can any negative impacts that are of low significance be minimised or mitigated against? If yes, how? (Please use action plan below if necc.)	Continued monitoring of existing sites
Can the strategy, project or policy's positive impacts be improved? If so, how? (Please use action plan below if necc.)	
What monitoring systems for the policy are/will be in place? Performance	Number of complaints about disturbance taken to enforcement action, number and type of fly tipping incidences; the number and proportion of new waste facilities

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indicators etc.	approved / completed with education facilities built in..
Do we need to consult on the policy?	An EqIA of the issues and Options and the Preferred Options consultation version of the NLWP was produced and consulted with stakeholders during November 2009; no responses were received on the EqIA.

Issue	Action Required	Lead Officer	Timescale	Resource Implications	Comments
Safeguarding existing sites	Monitor existing waste facilities to determine existing negative impacts on local communities.	Anne Hugh-White	Up to 6 months	Time to monitor existing waste facilities.	

Policy NLWP 2 – Location of Waste Management Sites

4.4 The north London boroughs will expect waste management facilities to be located in the most sustainable locations. Developers will need to demonstrate that the development meets an identified need and is in line with the waste hierarchy.

4.5 In assessing proposals for the development of waste management facilities other than Household Waste Recycling Centres, the north London boroughs will require that the following approach has been applied:

4.6 Schedules A and B - Developers have first considered existing waste sites in Schedule A and B for continued use and, where appropriate, intensification of waste use.

4.7 Schedule C

4.8 An application will only be considered acceptable for sites in Schedule C if it can be demonstrated that no suitable sites are available in Schedules A and B.

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Non-allocated sites
Exceptionally, an application for waste development on a site not identified or allocated in Schedules A, B and C will only be considered acceptable when:

1. The developer can demonstrate that none of the sites listed in Schedules A, B and C are suitable or available for the proposed development;

2. There is an identified need that cannot be met by existing waste management or transfer sites;

3. There are demonstrable sustainability benefits from bringing the site into waste use; and

4. The developer can demonstrate that the site is suitable for waste facilities.

Under the above circumstances, the following areas are preferred: land in strategic industrial locations, locally significant employment areas; or land forming part of major new development proposals in suitable locations. Opportunities for co-location of facilities are encouraged.

Criteria for non-allocated sites
A proposal for a waste facility on a site that is not allocated in this plan will be assessed against national, regional and local planning policy, The proposed site needs to satisfy the following points to the council's satisfaction:

5. The site is not within and has no adverse impact on internationally or nationally designated nature conservation areas;

6. The site is not within and has no adverse impact on internationally or nationally designated historic buildings;

7. The site is not in an area of high flood risk (flood zone 3b);

8. The site is not within metropolitan open land, green belt or land with a local environmental designation; and

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9. the site has no adverse impact on local amenity.

Sites will be assessed against the following criteria:

10. Proximity and access to the Transport for London Road Network and the Strategic Road Network;
11. Potential for sustainable transport of materials by rail or water;
12. Impact on sensitive uses such as residential areas, schools and hospitals;
13. Proximity to existing or planned decentralised energy networks;
14. Degree of flood risk outside flood zone 3b;
15. Impact on nature conservation sites;
16. Impact on historic buildings, protected views, landmarks, historic land and conservation areas;
17. Impact on public rights of way; and
18. Protection of archaeology.

Sites adjoining waste sites

4.9 Proposals for sites adjoining sites within Schedules A, B or C should have regard to potential waste uses or intensification of existing uses on these sites.

Officer completing assessment: Anne Hugh-White **Date of assessment: 01/04/11** **Contact details:** anne.hugh-white@mouchel.com

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	Equality Target Group	Positive Impact		Negative Impact				Reason/comment
		High Level	Low Level	High Level	Low Level	Illegal	Intended	
Gender	**Women**		√		√			Waste facilities can provide employment opportunities both during construction and operation phase, which may be beneficial to all target groups in all boroughs. Transportation of waste can lead to an increase traffic and air pollutants which will have a negative impact on all targets groups. Construction of waste facilities can lead to an increase in dust and noise.
	Men		√		√			Waste facilities can provide employment opportunities both during construction and operation phase, which may be beneficial to all target groups in all boroughs. Transportation of waste can lead to an increase traffic and air pollutants which will have a negative impact on all targets groups. Construction of waste facilities can lead to an increase in dust and noise.
Race	**Asian or Asian British people**		√		√			Waste facilities can provide employment opportunities both during construction and operation phase, which may be beneficial to all target groups in all boroughs. Transportation of waste can lead to an increase traffic and air pollutants which will have a negative impact on all targets groups. Construction of waste facilities can lead to an increase in dust and noise.
	Black or black British people		√		√			Waste facilities can provide employment opportunities both during construction and operation phase, which

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Equality Target Group	Positive Impact		Negative Impact				Reason/comment
	High Level	Low Level	High Level	Low Level	Illegal	Intended	
							may be beneficial to all target groups in all boroughs. Transportation of waste can lead to an increase traffic and air pollutants which will have a negative impact on all targets groups. Construction of waste facilities can lead to an increase in dust and noise.
Chinese people and other people		√		√			Waste facilities can provide employment opportunities both during construction and operation phase, which may be beneficial to all target groups in all boroughs. Transportation of waste can lead to an increase traffic and air pollutants which will have a negative impact on all targets groups. Construction of waste facilities can lead to an increase in dust and noise.
People of mixed race		√		√			Waste facilities can provide employment opportunities both during construction and operation phase, which may be beneficial to all target groups in all boroughs. Transportation of waste can lead to an increase traffic and air pollutants which will have a negative impact on all targets groups. Construction of waste facilities can lead to an increase in dust and noise..
White people (including Irish people)		√		√			Waste facilities can provide employment opportunities both during construction and operation phase, which may be beneficial to all target groups in all boroughs. Transportation of waste can lead to an increase traffic and air pollutants which will have a negative impact on all targets groups. Construction of waste facilities can lead to an increase

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	Equality Target Group	Positive Impact		Negative Impact				Reason/comment
		High Level	Low Level	High Level	Low Level	Illegal	Intended	
								in dust and noise.
	Disabled people		√		√			Waste facilities can provide employment opportunities both during construction and operation phase, which may be beneficial to all target groups in all boroughs. Transportation of waste can lead to an increase traffic and air pollutants which will have a negative impact on all targets groups. Construction of waste facilities can lead to an increase in dust and noise.
	Lesbians, gay men and bisexuals		√		√			Waste facilities can provide employment opportunities both during construction and operation phase, which may be beneficial to all target groups in all boroughs. Transportation of waste can lead to an increase traffic and air pollutants which will have a negative impact on all targets groups. Construction of waste facilities can lead to an increase in dust and noise.
	Transgender people		√		√			Waste facilities can provide employment opportunities both during construction and operation phase, which may be beneficial to all target groups in all boroughs. Transportation of waste can lead to an increase traffic and air pollutants which will have a negative impact on all targets groups. Construction of waste facilities can lead to an increase in dust and noise.

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	Equality Target Group	Positive Impact		Negative Impact				Reason/comment
		High Level	Low Level	High Level	Low Level	Illegal	Intended	
Age	**Older people (60+)**		√		√			Waste facilities can provide employment opportunities both during construction and operation phase, which may be beneficial to all target groups in all boroughs. Transportation of waste can lead to an increase traffic and air pollutants which will have a negative impact on all targets groups. Construction of waste facilities can lead to an increase in dust and noise.
	Younger people (17-25), and children		√		√			Waste facilities can provide employment opportunities both during construction and operation phase, which may be beneficial to all target groups in all boroughs. Transportation of waste can lead to an increase traffic and air pollutants which will have a negative impact on all targets groups. Construction of waste facilities can lead to an increase in dust and noise.
	Faith groups		√		√			Waste facilities can provide employment opportunities both during construction and operation phase, which may be beneficial to all target groups in all boroughs. Transportation of waste can lead to an increase traffic and air pollutants which will have a negative impact on all targets groups. Construction of waste facilities can lead to an increase in dust and noise.

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Are there any high level negative impacts and/or possibly discriminatory and unintentional negative impacts? **<u>If so, you must complete a stage 2 assessment.</u>**	No
Can any negative impacts that are of low significance be minimised or mitigated against? If yes, how? (Please use action plan below if necc.)	NLWP Policy 4 will mitigate negative impacts identified
Can the strategy, project or policy's positive impacts be improved? If so, how? (Please use action plan below if necc.)	Local Employment and training opportunities should be incorporated into local policy. Community safety should be considered, 'secured by design' features and good urban design features must be included to improve existing site locations and new developments.
What monitoring systems for the policy are/will be in place? Performance indicators etc.	Number of complaints about disturbance taken to enforcement action, number and type of fly tipping incidences; the number and proportion of new waste facilities approved / completed with education facilities built in..
Do we need to consult on the policy?	An EqIA of the issues and Options and the Preferred Options consultation version of the NLWP was produced and consulted with stakeholders during November 2009; no responses were received on the EqIA

Issue	Action Required	Lead Officer	Timescale	Resource Implications	Comments
Locating waste facilities.	Monitor the number of complaints about disturbance (noise, dust, light, vermin, odour) taken to enforcement action due to waste management facilities.	Anne Hugh-White	Up to 6 months	Time to monitor existing and new waste facilities.	

Policy NLWP3 – Household Waste Recycling Centres

Proposals for Household Waste Recycling Centres (HWRC) will be permitted where they are sited in an area of identified need for new facilities in Barnet or Enfield or elsewhere where they improve the coverage of centres across the north London boroughs.

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Preference will be given to development on any existing or potential waste site, in strategic industrial locations or on locally significant employment land or land forming part of major new development proposals

Officer completing assessment: Anne Hugh-White **Date of assessment: 01/04/11 Contact details:** anne.hugh-white@mouchel.com

	Equality Target Group	Positive Impact		Negative Impact				Reason/comment
		High Level	Low Level	High Level	Low Level	Illegal	Intended	
Gender	**Women**	√						This policy may help to prevent fly tipping, reduce transportation of waste and provide increased access to facilities for local residents, which will be beneficial to all target groups.
	Men	√						This policy may help to prevent fly tipping, reduce transportation of waste and provide increased access to facilities for local residents, which will be beneficial to all target groups.
Race	**Asian or Asian British people**	√						This policy may help to prevent fly tipping, reduce transportation of waste and provide increased access to facilities for local residents, which will be beneficial to all target groups.
	Black or black British people	√						This policy may help to prevent fly tipping, reduce transportation of waste and provide increased access to facilities for local residents, which will be beneficial to all target groups.
	Chinese people and other people	√						This policy may help to prevent fly tipping, reduce transportation of waste and provide increased access to facilities for local residents, which will be beneficial to all target groups.
	People of mixed race	√						This policy may help to prevent fly tipping, reduce transportation of waste and provide increased access to facilities for local residents, which will be beneficial

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	Equality Target Group	Positive Impact		Negative Impact				Reason/comment
		High Level	Low Level	High Level	Low Level	Illegal	Intended	
								to all target groups.
	White people (including Irish people)	√						This policy may help to prevent fly tipping, reduce transportation of waste and provide increased access to facilities for local residents, which will be beneficial to all target groups.
	Disabled people	√						This policy may help to prevent fly tipping, reduce transportation of waste and provide increased access to facilities for local residents, which will be beneficial to all target groups.
	Lesbians, gay men and bisexuals	√						This policy may help to prevent fly tipping, reduce transportation of waste and provide increased access to facilities for local residents, which will be beneficial to all target groups.
	Transgender people	√						This policy may help to prevent fly tipping, reduce transportation of waste and provide increased access to facilities for local residents, which will be beneficial to all target groups.
Age	**Older people (60+)**	√						This policy may help to prevent fly tipping, reduce transportation of waste and provide increased access to facilities for local residents, which will be beneficial to all target groups.
	Younger people (17-25), and children	√						This policy may help to prevent fly tipping, reduce transportation of waste and provide increased access to facilities for local residents, which will be beneficial to all target groups.
	Faith groups	√						This policy may help to prevent fly tipping, reduce

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	Equality Target Group	Positive Impact		Negative Impact				Reason/comment
		High Level	Low Level	High Level	Low Level	Illegal	Intended	
								transportation of waste and provide increased access to facilities for local residents, which will be beneficial to all target groups.

Are there any high level negative impacts and/or possibly discriminatory and unintentional negative impacts? **<u>If so, you must complete a stage 2 assessment.</u>**	No
Can any negative impacts that are of low significance be minimised or mitigated against? If yes, how? (Please use action plan below if necc.)	No
Can the strategy, project or policy's positive impacts be improved? If so, how? (Please use action plan below if necc.)	No
What monitoring systems for the policy are/will be in place? Performance indicators etc.	No
Do we need to consult on the policy?	An EqIA of the issues and Options and the Preferred Options consultation version of the NLWP was produced and consulted with stakeholders during November 2009; no responses were received on the EqIA

Policy NLWP 4 – Protecting Amenity

All waste development proposals, including those replacing or expanding existing sites, will be required to demonstrate to the council's satisfaction that:

1. The amenity of local residents is protected;

2. Adequate means of controlling noise, dust, litter, vermin, odours and other emissions are incorporated into the scheme;

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3. There is no significant adverse effect on the established, permitted or allocated land uses likely to be affected by the development;
4. The development is of a scale, form and character appropriate to its location and incorporates a high quality of design;
5. There is no significant adverse impact on the historic environment or the recreational, open space and landscape character of the area;
6. Active consideration has been given to the transportation of waste by modes other than road, principally by water and rail;
7. There are no significant adverse transport effects outside or inside the site as a result of the development;
8. The development makes the fullest possible contribution to climate change adaptation and mitigation;
9. The development has no significant adverse effects on local biodiversity and that there are no likely significant impacts or adverse effects affecting the integrity of an area designated under the Habitats Directive;
10. There will be no significant impact on the quality of underlying soils, surface or groundwater;
11. The development does not increase flood risk, and aims to reduce risk, in line with Planning Policy Statement 25 Development and Strategic Flood Risk Assessment;
12. There is no adverse impact on health; and
13. There has been consideration of the scope for educational and visitor facilities.

4.10 If the proposed waste development is required to have an Environmental Impact Assessment (EIA), then a Health Impact Assessment (HIA) is also required along side the EIA.

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Officer completing assessment: Anne Hugh-White **Date of assessment: 01/04/11 Contact details:** anne.hugh-white@mouchel.com

	Equality Target Group	Positive Impact		Negative Impact				Reason/comment
		High Level	Low Level	High Level	Low Level	Illegal	Intended	
Gender	**Women**	√						This policy will protect and enhance the local character; biodiversity and the local environmental quality which will benefit all target groups.
	Men	√						This policy will protect and enhance the local character; biodiversity and the local environmental quality which will benefit all target groups.
Race	**Asian or Asian British people**	√						This policy will protect and enhance the local character; biodiversity and the local environmental quality which will benefit all target groups.
	Black or black British people	√						This policy will protect and enhance the local character; biodiversity and the local environmental quality which will benefit all target groups.
	Chinese people and other people	√						This policy will protect and enhance the local character; biodiversity and the local environmental quality which will benefit all target groups.
	People of mixed race	√						This policy will protect and enhance the local character; biodiversity and the local environmental quality which will benefit all target groups.
	White people (including Irish people)	√						This policy will protect and enhance the local character; biodiversity and the local environmental quality which will benefit all target groups.
	Disabled people	√						This policy will protect and enhance the local character; biodiversity and the local environmental

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	Equality Target Group	Positive Impact		Negative Impact				Reason/comment
		High Level	Low Level	High Level	Low Level	Illegal	Intended	
								quality which will benefit all target groups.
	Lesbians, gay men and bisexuals	√						This policy will protect and enhance the local character; biodiversity and the local environmental quality which will benefit all target groups.
	Transgender people	√						This policy will protect and enhance the local character; biodiversity and the local environmental quality which will benefit all target groups.
Age	**Older people (60+)**	√						This policy will protect and enhance the local character; biodiversity and the local environmental quality which will benefit all target groups.
	Younger people (17-25), and children	√						This policy will protect and enhance the local character; biodiversity and the local environmental quality which will benefit all target groups.
	Faith groups	√						This policy will protect and enhance the local character; biodiversity and the local environmental quality which will benefit all target groups.

Are there any high level negative impacts and/or possibly discriminatory and unintentional negative impacts? **<u>If so, you must complete a stage 2 assessment.</u>**	No
Can any negative impacts that are of low significance be minimised or mitigated against? If yes, how? (Please use action plan below if necc.)	N/a
Can the strategy, project or policy's positive impacts be improved? If so,	Ensure community involvement in decision making.

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how? (Please use action plan below if necc.)	
What monitoring systems for the policy are/will be in place? Performance indicators etc.	
Do we need to consult on the policy?	An EqIA of the issues and Options and the Preferred Options consultation version of the NLWP was produced and consulted with stakeholders during November 2009; no responses were received on the EqIA

Policy NLWP 5 – Decentralised energy

All waste facilities that are capable of directly producing energy or a fuel must secure:

1. The local use of any excess heat in either an existing heat network or through the creation of a new network; or
2. The utilisation of biogas/syngas in Combined Heat and Power facilities, either directly through piped supply or indirectly through pressurisation and transport; or
3. The utilisation of any solid recovered fuel in Combined Heat and Power facilities or as a direct replacement for fossil fuels; or
4. Any other contribution to decentralised energy.

Unless it can be demonstrated to the borough's satisfaction that this is not economically feasible or technically practicable, in which case the development shall be designed to enable the future capture, reuse and export of heat and/or electricity and connection to a wider local energy network.

Officer completing assessment: Anne Hugh-White **Date of assessment: 01/04/09** **Contact details:** anne.hugh-white@mouchel.com

	Equality Target Group	Positive Impact		Negative Impact				Reason/comment
		High Level	Low Level	High Level	Low Level	Illegal	Intended	
Gender	**Women**		√		√			Overall this policy is will be beneficial to all target groups There may be health and safety issues associated with these facilities both during construction and operational phases.
	Men		√		√			Overall this policy is will be beneficial to all target groups There may be health and safety issues associated with these facilities both during construction and operational phases.
Race	**Asian or Asian British people**		√		√			Overall this policy is will be beneficial to all target groups There may be health and safety issues associated with these facilities both during construction and operational phases.
	Black or black British people		√		√			Overall this policy is will be beneficial to all target groups There may be health and safety issues associated with these facilities both during construction and operational phases.
	Chinese people and other people		√		√			Overall this policy is will be beneficial to all target groups There may be health and safety issues associated with these facilities both during construction and operational phases.
	People of mixed race		√		√			Overall this policy is will be beneficial to all target groups There may be health and safety issues associated with

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	Equality Target Group	Positive Impact		Negative Impact				Reason/comment
		High Level	Low Level	High Level	Low Level	Illegal	Intended	
								these facilities both during construction and operational phases.
	White people (including Irish people)		√		√			Overall this policy is will be beneficial to all target groups There may be health and safety issues associated with these facilities both during construction and operational phases.
	Disabled people		√		√			Overall this policy is will be beneficial to all target groups There may be health and safety issues associated with these facilities both during construction and operational phases.
	Lesbians, gay men and bisexuals		√		√			Overall this policy is will be beneficial to all target groups There may be health and safety issues associated with these facilities both during construction and operational phases.
	Transgender people		√		√			Overall this policy is will be beneficial to all target groups There may be health and safety issues associated with these facilities both during construction and operational phases.
Age	**Older people (60+)**		√		√			Overall this policy is will be beneficial to all target groups There may be health and safety issues associated with these facilities both during construction and operational phases.
	Younger people (17-25), and		√		√			Overall this policy is will be beneficial to all target

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Equality Target Group	Positive Impact		Negative Impact				Reason/comment
	High Level	Low Level	High Level	Low Level	Illegal	Intended	
children							groups There may be health and safety issues associated with these facilities both during construction and operational phases.
Faith groups		√		√			Overall this policy is will be beneficial to all target groups There may be health and safety issues associated with these facilities both during construction and operational phases.

Are there any high level negative impacts and/or possibly discriminatory and unintentional negative impacts? **<u>If so, you must complete a stage 2 assessment.</u>**	No
Can any negative impacts that are of low significance be minimised or mitigated against? If yes, how? (Please use action plan below if necc.)	EMS should be implemented, CEMP should be produced and considerate constructor's scheme should be signed up to during the construction phase.
Can the strategy, project or policy's positive impacts be improved? If so, how? (Please use action plan below if necc.)	
What monitoring systems for the policy are/will be in place? Performance indicators etc.	
Do we need to consult on the policy?	An EqIA of the issues and Options and the Preferred Options consultation version of the NLWP was produced and consulted with stakeholders during November 2009; no responses were received on the EqIA

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Policy NLWP 6 – The Management of Construction, Demolition and Excavation wastes

All developments in north London of the value of £300,000 or more shall submit a site waste management plan at the time of the planning application setting out how the developer will make on-site provision for the recycling and re-use of construction and demolition wastes (arising from the development) during the construction programme.

Officer completing assessment: Anne Hugh-White **Date of assessment: 01/04/11 Contact details:** anne.hugh-white@mouchel.com

	Equality Target Group	Positive Impact		Negative Impact				Reason/comment
		High Level	Low Level	High Level	Low Level	Illegal	Intended	
Gender	**Women**		√					This policy may help to prevent fly tipping and reduce transportation of waste, which will be beneficial to all target groups.
	Men		√					This policy may help to prevent fly tipping and reduce transportation of waste, which will be beneficial to all target groups.
Race	**Asian or Asian British people**		√					This policy may help to prevent fly tipping and reduce transportation of waste, which will be beneficial to all target groups.
	Black or black British people		√					This policy may help to prevent fly tipping and reduce transportation of waste, which will be beneficial to all target groups.
	Chinese people and other people		√					This policy may help to prevent fly tipping and reduce transportation of waste, which will be beneficial to all target groups.

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	Equality Target Group	Positive Impact		Negative Impact				Reason/comment
		High Level	Low Level	High Level	Low Level	Illegal	Intended	
	People of mixed race		√					This policy may help to prevent fly tipping and reduce transportation of waste, which will be beneficial to all target groups.
	White people (including Irish people)		√					This policy may help to prevent fly tipping and reduce transportation of waste, which will be beneficial to all target groups.
	Disabled people		√					This policy may help to prevent fly tipping and reduce transportation of waste, which will be beneficial to all target groups.
	Lesbians, gay men and bisexuals		√					This policy may help to prevent fly tipping and reduce transportation of waste, which will be beneficial to all target groups.
	Transgender people		√					This policy may help to prevent fly tipping and reduce transportation of waste, which will be beneficial to all target groups.
Age	**Older people (60+)**		√					This policy may help to prevent fly tipping and reduce transportation of waste, which will be beneficial to all target groups.
	Younger people (17-25), and children		√					This policy may help to prevent fly tipping and reduce transportation of waste, which will be beneficial to all target groups.
	Faith groups		√					This policy may help to prevent fly tipping and reduce transportation of waste, which will be beneficial to all target groups.

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Are there any high level negative impacts and/or possibly discriminatory and unintentional negative impacts? **<u>If so, you must complete a stage 2 assessment.</u>**	No
Can any negative impacts that are of low significance be minimised or mitigated against? If yes, how? (Please use action plan below if necc.)	No
Can the strategy, project or policy's positive impacts be improved? If so, how? (Please use action plan below if necc.)	No
What monitoring systems for the policy are/will be in place? Performance indicators etc.	No
Do we need to consult on the policy?	An EqIA of the issues and Options and the Preferred Options consultation version of the NLWP was produced and consulted with stakeholders during November 2009; no responses were received on the EqIA

NLWP 7 - Hazardous waste

Planning permission will be given to a facility dealing with hazardous waste where it:

- Meets an identified need that cannot be met by an existing or proposed of an existing waste management site;
- Meets the locational policies of the North London Waste Plan and
- Includes measures to ensure there is no significant adverse impact from its operation.

Officer completing assessment: Anne Hugh-White **Date of assessment: 01/04/11 Contact details:** anne.hugh-white@mouchel.com

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	Equality Target Group	Positive Impact		Negative Impact				Reason/comment
		High Level	Low Level	High Level	Low Level	Illegal	Intended	
Gender	**Women**		√					This policy may help to prevent fly tipping and reduce transportation of waste, which will be beneficial to all target groups.
	Men		√					This policy may help to prevent fly tipping and reduce transportation of waste, which will be beneficial to all target groups.
Race	**Asian or Asian British people**		√					This policy may help to prevent fly tipping and reduce transportation of waste, which will be beneficial to all target groups.
	Black or black British people		√					This policy may help to prevent fly tipping and reduce transportation of waste, which will be beneficial to all target groups.
	Chinese people and other people		√					This policy may help to prevent fly tipping and reduce transportation of waste, which will be beneficial to all target groups.
	People of mixed race		√					This policy may help to prevent fly tipping and reduce transportation of waste, which will be beneficial to all target groups.
	White people (including Irish people)		√					This policy may help to prevent fly tipping and reduce transportation of waste, which will be beneficial to all target groups.
	Disabled people		√					This policy may help to prevent fly tipping and reduce transportation of waste, which will be beneficial to all target groups.
	Lesbians, gay men and bisexuals		√					This policy may help to prevent fly tipping and reduce transportation of waste, which will be beneficial to all

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	Equality Target Group	Positive Impact		Negative Impact				Reason/comment
		High Level	Low Level	High Level	Low Level	Illegal	Intended	
								target groups.
	Transgender people		√					This policy may help to prevent fly tipping and reduce transportation of waste, which will be beneficial to all target groups.
Age	**Older people (60+)**		√					This policy may help to prevent fly tipping and reduce transportation of waste, which will be beneficial to all target groups.
	Younger people (17-25), and children		√					This policy may help to prevent fly tipping and reduce transportation of waste, which will be beneficial to all target groups.
	Faith groups		√					This policy may help to prevent fly tipping and reduce transportation of waste, which will be beneficial to all target groups.

Are there any high level negative impacts and/or possibly discriminatory and unintentional negative impacts? **<u>If so, you must complete a stage 2 assessment.</u>**	No
Can any negative impacts that are of low significance be minimised or mitigated against? If yes, how? (Please use action plan below if necc.)	No
Can the strategy, project or policy's positive impacts be improved? If so, how? (Please use action plan below if necc.)	No
What monitoring systems for the policy are/will be in place? Performance indicators etc.	No
Do we need to consult on the policy?	An EqIA of the issues and Options and the Preferred Options consultation version of

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	the NLWP was produced and consulted with stakeholders during November 2009; no responses were received on the EqIA