

Equality Impact Assessment Report

Date to EIA panel, department, DLT or DMT

November 2012

Title of Project, business area, policy/strategy

Brixton Supplementary Planning Document

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SLB Sponsor

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London Borough of Lambeth Full Equality Impact Assessment

1.0 Introduction

1.1 Business activity aims and intentions

The Brixton Supplementary Planning Document (SPD) which will set out the detailed planning framework for the Brixton area is due to be formally agreed by Council and adopted by the organization in May 2013. This document is an EQIA on the current draft Brixton SPD in which is about to go out to public consultation in January 2013. Detail of the consultation process is contained within the consultation section 3.0 of this EQIA. Following public consultation this EIA will be reviewed in March 2013 and will accompany the final Brixton SPD in May 2013 for formal adoption

Throughout 2007 and 2008 more than 1,600 people got involved in the development of the Future Brixton Masterplan. This was a useful visionary document and has contributed towards recent area improvements in Brixton. The completion of Windrush Square, the temporary school building on Somerleyton Road and the new Evelyn Grace Academy by Zaha Hadid are all signs of significant public sector investment. The opening of well known high street brands, such as H&M and TKMaxx, along with the nationally recognised success of 'Brixton Village' help create a momentum for change. Quick win projects with local businesses, residents and artists were delivered through public art installations; public realm and community safety improvements.

The Future Brixton Masterplan 2009 sets out an ambitious vision and objectives for the area, it is on the Lambeth website: <http://www.lambeth.gov.uk/Services/Environment/Regeneration/FutureLambeth/BrixtonTownMasterplan.htm> However, the masterplan does not have any formal planning status and the Council now wishes to prepare a Supplementary Planning Document (SPD) for the Brixton area.

The SPD will carry forward the vision and principles in the masterplan, but set out more detailed proposals to be achieved. The masterplan was prepared, however, before the adoption of the Lambeth Core Strategy (which is the official planning strategy for the whole borough) and so the Brixton SPD will need to be updated to reflect this as well as the changing national planning policy agenda.

The SPD will set out clearly Lambeth Council's ambitions regarding what it wants to achieve in Brixton town centre as a whole, combined with detailed objectives for individual sites, taking forward the Core Strategy policies for Brixton. Brixton SPD covers an area of approximately 44 hectares it will provide statutory guidance on future development in the area. It aims to support positive change in Brixton – providing new homes and jobs, as well as better public spaces and facilities. It will also set guidance for development and articulate how community benefit can accelerate transformational change.

The SPD will define the strategy for change in Brixton and provide the planning guidance needed to support the Future Brixton regeneration programme. It aims to capitalise on private development opportunities located in Brixton and resolve issues relating to the council's assets.

The outline development proposals, major landowner partnership, and the introduction of Lambeth Community Infrastructure levy (CIL) will ensure that community infrastructure needs are delivered in Brixton.

Following the adoption of the SPD and at the point when Full Council endorses site specific development plans, EQIAs for the specific proposals will be completed.

2.0 Analysing your equalities evidence

2.1 Evidence

*Any proposed business activity, new policy or strategy, service change, or procurement must be informed by carrying out an assessment of the likely impact that it may have. In this section please include both data and analysis which shows that you understand how this decision is likely to affect residents that fall under the protected characteristics enshrined in law and the local characteristics which we consider to be important in Lambeth (language, health and socio-economic factors). **Please check the council's equality and monitoring policy and your division's self assessment. Each division in 2011/12 reviewed its equality data and completed a self assessment about what equality data is relevant and available?***

IF YOUR PROPOSAL ALSO IMPACTS ON LAMBETH COUNCIL STAFF YOU NEED TO COMPLETE A STAFFING EIA.

Protected characteristics and local equality characteristics	Impact: Positive Negative Both None Unknown	Impact analysis <i>Please explain how you justify your claims around impacts. Please include any data and evidence that you have collected including from surveys, performance data or complaints to support your proposed changes to business activity.</i>	External data sources <i>(please provide any hyperlinks)</i>
Race	Both	<p>Census 2011 population data based on ethnicity in Lambeth demonstrates that the borough is tremendously ethnically diverse- even more so than recorded 10 years ago. Lambeth has the second highest proportion of black Caribbean people in the Country (although this has reduced from 12% to 10%) in the country.</p> <p>Ethnicity data is available for the whole of Lambeth though data for middle super output area will be released in 2013. Lambeth is in the top 10% for international migrants for every year from 1951 until 2011, confirming that Lambeth has been a destination for overseas immigration for much of the last 100 years. With a low percentage of people with an English only identity and the proportion of white British people has decreased from 50% to 39% in the last 10 years. It has the highest proportion in the country of:</p> <ul style="list-style-type: none"> • Portuguese born people • South American people • Mixed race white and black African people and the proportion of mixed race people has gone from 4% to 7% 	Source: ONS Census 2011 & 2001

- People from multiple mixed ethnic backgrounds
- People from non-Caribbean and non-African black backgrounds

Census 2001 showed a high concentration of black or black British 44.3% residents in Coldharbour ward, although current estimates suggest a fall by 8% since 2001 even as the borough's overall population has risen by 9% attributed to the movement of families to suburbia. This is reaffirmed in the 2011 report A Caribbean Critique? A qualitative study of black Caribbean residents in Lambeth it includes narratives about immigrants with larger families taking all of the available family housing space, and of the general shortage of housing options in Lambeth.

New residents are drawn to Brixton for a variety of reasons: property prices that are low for inner London, reduced crime, improvements to the area, and the prevention of house conversions into flats.

All have contributed to attracting more middle-class house buyers, up-market restaurants and cafés transforming the old covered market into Brixton Village. Local estate agents say that house prices in the area rose by 20% in one year since Brixton Village opened.

The Draft Brixton SPD has responded to what local people want and provides a framework for new high quality homes, new jobs, training and employment opportunities, public realm improvements, and enhancement of the physical

**A Caribbean Critique?
Exploring black Caribbean
experiences of and
attitudes to Lambeth
Council 2011.**

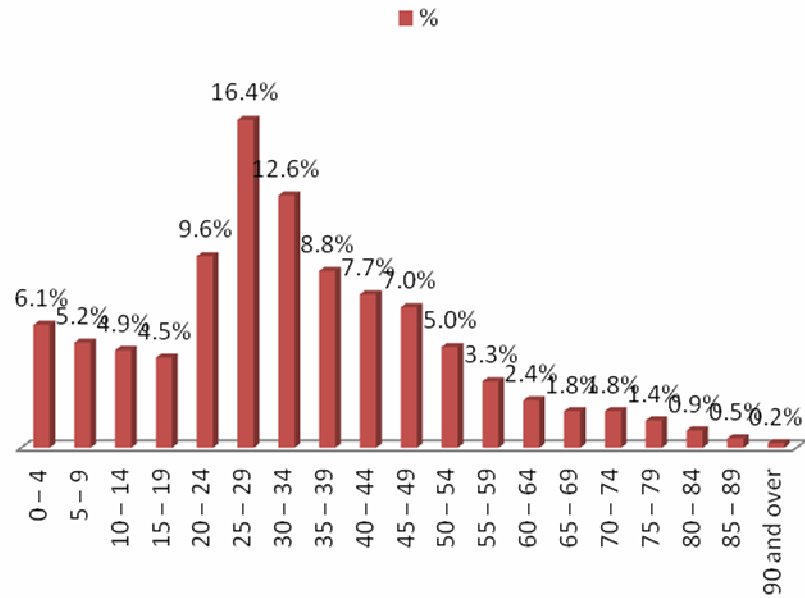
www.lambeth.gov.uk/.../ESRO/LambethBlackCaribbeanreportMP.doc

		<p>infrastructure in Brixton Town Centre.</p> <p>The framework recognises the need for new homes which provide a range of unit sizes and tenures that will help create mixed communities. Council policy set out in the core strategy requires 40% of new homes to be affordable.</p> <p>This requirement is subject to an independently validated assessment of viability. The framework will seek to maximise the level of affordable homes as part of any development coming forward.</p>																					
Gender	Both.	<p>Gender in Brixton wards</p> <table border="1" data-bbox="684 1010 1539 1276"> <thead> <tr> <th></th> <th>Brixton Hill</th> <th>Coldharbour</th> <th>Herne Hill</th> <th>Total All Wards</th> </tr> </thead> <tbody> <tr> <td>Total Population</td> <td>10,600</td> <td>12,000</td> <td>9,900</td> <td>32,500</td> </tr> <tr> <td>Male</td> <td>5,600</td> <td>6,200</td> <td>5,100</td> <td>16,900</td> </tr> <tr> <td>Female</td> <td>5,000</td> <td>5,800</td> <td>4,800</td> <td>15,600</td> </tr> </tbody> </table> <p>Source: Nomis</p> <p>Population Aged 16-64 (2009)</p> <p>Males represent 52% of population of these three wards and</p>		Brixton Hill	Coldharbour	Herne Hill	Total All Wards	Total Population	10,600	12,000	9,900	32,500	Male	5,600	6,200	5,100	16,900	Female	5,000	5,800	4,800	15,600	<p>Lambeth Research and Consultation Briefing Gender Customer Insight Report 2012</p> <p>Source: Nomis 2009</p> <p>Gender October 2011</p>
	Brixton Hill	Coldharbour	Herne Hill	Total All Wards																			
Total Population	10,600	12,000	9,900	32,500																			
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		<p>female 48%. Although women in these wards do have a higher life expectancy in older age groups.</p> <p>Young people are seen as particularly vulnerable to crime, and they do report gender differences in terms of experience of crime being higher for males. Further consultation is planned with young people about their priorities for Brixton, with support from the Youth Council.</p> <p>A range of communication methods will be used to engage both men and women. The statutory consultation will also include a questionnaire with monitoring forms to enable us to analyse gender specific responses.</p> <p>There is a high concentration of single parent families (male and female) in the Brixton SPD area. It will be important that the anticipated population growth in the SPD area is mirrored with the necessary social infrastructure as articulated in the draft SPD. This will ensure the existing resident population are not disadvantaged by the higher demand for such provision as school places, after school and community facilities, health provision or open space and leisure activities.</p> <p>With regard to employment opportunities the Draft SPD aims to promote these through improving access to education, skills training taking women's role in the economy into account. Examples of these include implementing measures to help workers balance work and family responsibilities, and providing localised support services.</p>	<p>Lambeth Residents survey customer insight report http://intranet.lambeth.gov.uk/NR/rdonlyres/0934F324-A962-46D8-A6C9-6DCB1FA92129/0/GenderOctober2011ResidentsSurveyCustomerInsightreport.doc</p>
Gender re-assignment	Positive	There is limited information about the size of the transgender population in Lambeth, but we estimate across the borough	LDF Core Strategy Adopted January 2011

		<p>there are about 50-60 transgender people.</p> <p>Assuming a proportional distribution this means there are about 15 trans residents living in the Brixton SPD area. The Core Strategy and Brixton SPD sets out to create a place which can be easier policed and public realm which will offer a greater level of security to all which includes transgender residents.</p>	http://www.lambeth.gov.uk/NR/rdonlyres/C04824-A3-E7DE-4FC9-B04D-FCD97557BB9D/0/CoreStrategyAdoptionVersionJanuary20116December100311.pdf
Disability	Both	<p>The SPD maintains that proposed changes to public highways, amenities, new buildings and facilities are compliant with the Equality Act 2010. Interim works and development could cause an element of temporary disruption.</p> <p>Improved accessibility and public realm improvements are promoted in the draft Brixton SPD; local people have suggested improvements to the Brixton train station, the outdoor market areas, St. Matthews Peace Garden and side streets around the town centre.</p> <p>Wayfinding and new signage will promote better accessibility and pedestrian movement through the town centre, which will improve the experience for people with pushchairs, wheelchairs and mobility impairments.</p> <p>Statutory consultation will be held in appropriately accessible locations and consultation with a range of disabled groups is being planned (including physical/mobility impairments and learning disability).</p>	
Age	Both	Brixton Population by Age – Census 2011	Source: ONS

Census 2011 Population by Age

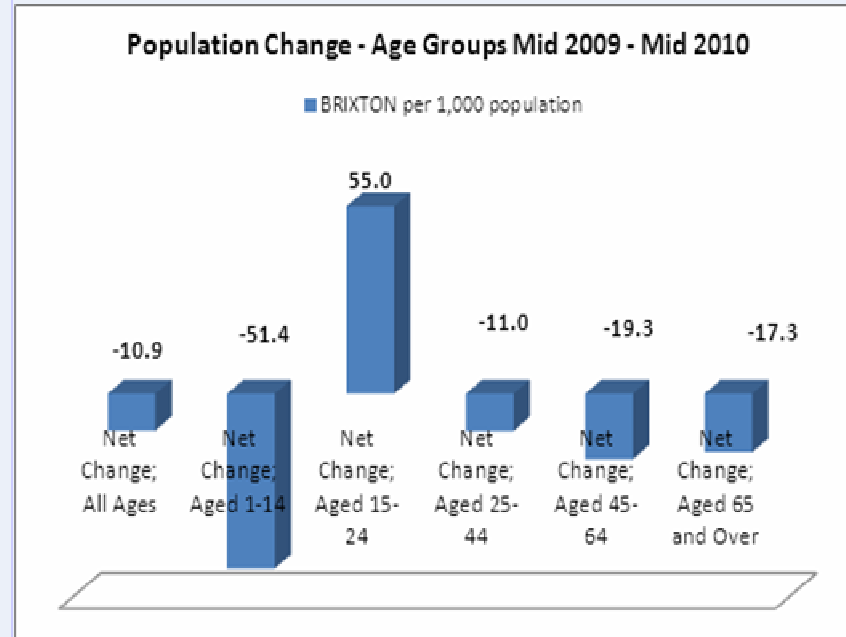


Source :ONS

Overall the Brixton population has majority contained in the working age group 16 -64 year olds.

Population estimates from mid-2009 to mid-2010 shows that the largest growth is seen among 15-24 year olds (up by 55 per 1000), while at the same time there has been a decrease in the number of children living in Brixton (down 51.4 per 1000).

Brixton Population Turnover by Age Groups



Source: ONS

Despite this reduction in 1-14 year olds the pressure on school places in Lambeth is unrelenting and the quality and success of local schools has a profound bearing on the fortunes of local residents and the local area. It is essential that local schools have the capacity to respond to local demand and the growth plans in the Brixton SPD will have implications for schools places.

As sites come forward for redevelopment more pressure will be placed on scarce resources. The draft Brixton SPD identifies the potential need for additional school places to

		<p>accommodate major residential development and school age children could benefit from new educational facilities. The draft SPD states that this would be particularly relevant for Hillmead Primary school, where we know from consultation that two new forms would be a required.</p> <p>On 17th July an SPD workshop at the Moorlands estate youth club was arranged following liaison with the centre manager, turnout was low but this did enable a focussed discussion on the issues considered most important to the young people on that estate. Further consultation with young people is proposed for the statutory consultation period and this will be supported by the Youth Council and the Young Lambeth Coop.</p> <p>The draft SPD promotes high quality leisure provision for all age groups.</p> <p>Improved housing, and a greater range of social housing will provide greater opportunity for older tenants to move into home suited to their needs, compliant with the Equalities Act (2010) and built to 'homes for life' standard.</p> <p>Public realm improvements will improve connectivity through the town centre for the young and old. Enterprise, training and employment support will benefit those at working age.</p> <p>Engagement with the council's adult and community service department; voluntary organisations that serve various equality groups such as Age UK, schools, local youth clubs and the Youth Council will ensure a spread of ages are involved in the consultation on the draft SPD.</p>	
Sexual	Positive	Recent health estimates suggest that Lambeth has one of	Lesbian, Gay and

<p>orientation</p>		<p>the largest populations of men who have sex with men (MSM) in the UK. MSM accounts for up to 15% of the male population, nearly three times the London average of 5.3%. Around 4% of Brixton residents identify as LGB on the Lambeth residents survey, in line with the borough average.</p> <p>The draft SPD addresses some of the key issues identified by LGB residents; it proposes improvements to the physical condition of the local area and public realm enhancement. 'Secure by design' will promote community safety and can reduce the fear of crime and actual crime for LGB residents and all visitors to the town centre.</p> <p>Another key issue for LGB residents according to the residents' survey is pollution and the environment, through the promotion of 'One Planet Living principles' the draft SPD will support local initiatives to deliver economic, social and environmental sustainability.</p> <p>Supporting Brixton's visitor, evening and night time economy will strengthen Brixton's profile as a welcoming cultural hub. Indeed, Brixton residents are among the most positive in the borough about cohesion, equality and diversity and they are the least likely to feel discriminated against. Community safety and town centre management will ensure that LGBT men and women, who live, work and socialise feel safe in Brixton and reject homo / transphobia and hate crime.</p>	<p>Bisexual residents - October 2011 Residents Survey Customer Insight report (format: Word, size: 101Kb)</p>
<p>Religion and belief</p>	<p>Both</p>	<p>According to the Census 2001 for residents in Brixton, Coldharbour and Herne Hill wards, the largest group declared by religion is Christian 56.1% (average three wards) followed by no religion 25% and religion not stated 11.4%. New census 2011 data is due out in later in 2013 but</p>	<p>Source: ONS Census 2001</p>

		<p>the profile is unlikely to have changed significantly.</p> <p>Brixton's community facilities provide space for worship. Any re-provision could have an impact for residents who attend religious services or faith groups. The aim is to provide higher quality flexible spaces for faith practices. We will ensure engagement with faith groups in the area throughout consultation and on any site specific proposals which may affect the places of worship of particular groups.</p>	
Socio-economic factors	Positive	<p>In Brixton Hill, Coldharbour and Herne Hill (as in the rest of the borough) the rate of male unemployment is higher than female, in April 2011 the rate of male unemployment is 12.4%, compared to 7.6% female unemployment.</p> <p>A principal purpose of the SPD is to act as a delivery tool for the regeneration of Brixton town centre, supporting the achievement of wider economic and social objectives, as defined in the council's Sustainable Communities Plan. Through investing in commercial premises and new employment land use we expect new jobs to come from the retail sector, leisure and visitor attractions, as well as cultural and creative businesses.</p> <p>The Draft SPD sets the framework for the creation of more opportunities for independent shops and stalls within the markets, the arches and in the spaces between the viaducts. More than half of shoppers currently come to Brixton for the markets so it will be important to protect and build on these key assets.</p> <p>Investment in Brixton Village has broadened Brixton's appeal as a place for an evening out. Encouraging evening visitors</p>	Nomis -Office of National Statistics (ONS).

through the SPD with improved cultural facilities, such as theatre and arts, will support the whole evening economy.

Despite these benefits, new small businesses opportunities and new private housing have not been affordable for some local people. Small business space is becoming less affordable and the displacement of marginal businesses appears to be occurring.

The Mosaic data up to 2010 shows that Brixton comprising wards Coldharbour, Brixton Hill, Ferndale and Tulse Hill appears to have majority groups of single house shares and successful single people. That said we know that these wards, in particular Coldharbour, are among the most deprived in our whole borough and so it will be important as the Brixton SPD is applied that consideration is given not just to the house-sharers and successful singles, but also those who are least affluent.

It is encouraging to note that Brixton is a place where cohesion is strong. In the October 2012 residents survey 50% of Brixton residents definitely agree that their local area is a place where different people get on well together (compared with 26% across the borough as a whole). It will be important that the SPD acts to build and support this high level of cohesion.

Whilst the SPD proposes new, high quality homes, the negative impact of Welfare Reform on housing, along with the reduction of Social Housing Grant for house builders, and Social Landlords will fundamentally change the shape

and affordability of family size units in Brixton and indeed across the borough and inner London. Smaller units at affordable rents are more viable to house builders than new family sized units in Brixton Town centre and it will be important that the SPD protects and supports the development of larger affordable accommodation is protected.

Increasing the availability of suitable and affordable workspace for businesses, including micro businesses and start-ups, will help local enterprise to flourish. Sharing facilities and encouraging networking in new premises, such as the SW2 Enterprise Centre, can make the difference that leads to commercial success and future job creation.

Increasing local training opportunities will help residents apply for the jobs created in these areas. Business support is essential for encouraging entrepreneurial skills and advice on how to respond in the commercially competitive environment.

In the case of major development proposals developers will be expected to support these initiatives. They will also need to show that jobs created through development are directed at local people, including apprenticeships.

Promoting the investment in Brixton's transport and movement infrastructure will increase accessibility for residents and visitors which will include: station improvements, buses, town centre parking, and new cycle

		hubs will underpin the economic vitality of Brixton town centre.	
Marriage and civil partnership	Positive	The draft SPD area is fortunate to include Lambeth Town Hall and Lambeth Registry Office that are venues for marriage and civil partnerships. These buildings will be preserved and enhanced and continue to be local heritage and cultural assets.	
Pregnancy and maternity	Positive	Improved public space will benefit women and mothers, making the area more accessible and safer. There will be improvements to pedestrian routes and the outdoor market areas (see section on disability).	
Language		<p>A 4% increase has been noticed in the need for translation services in accessing Lambeth council services over the past year. This includes a particular increase from within the Portuguese speaking community: a community prevalent in and surrounding Brixton.</p> <p>Where English is not the spoken language, translation services will need to be considered. Representative interviewees may be used during the statutory consultation for the Brixton SPD if necessary.</p>	http://intranet.lambeth.gov.uk/StaffServices/Communications/CommunicationsToolkit/TranslationServices/
Health	Positive	Whilst the Lambeth Joint Strategic Needs Assessment provides a health profile of Lambeth residents, the emerging Health & Wellbeing Strategy for Lambeth in 2013 will help determine more about the health priorities of residents in this area. Brixton wards are deprived with high unemployment, low income and a high proportion of social tenants as compared to the rest of the borough. Male life expectancy is below the national average of 77.6yrs life expectancy at 72-73yrs.	http://www.lambethfirst.org.uk/jsna Lambeth JSNA Ward profiles 2009 (format: Adobe Acrobat, size: 391Kb)

		<p>The SPD provides principles and a framework for investment in new & existing housing, leisure services and community facilities. These will have a positive impact on physical and mental health, built to modern standards and compliant with the Equality Act (2010). Disabled people, the elderly, parents and young people will benefit from high quality affordable homes and better local amenities. Public realm improvements, including measures to support and encourage walking and cycling.</p> <p>Development will bring opportunities for local employment and apprenticeships and increased income supports better health.</p>	
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2.2 Gaps in evidence base

What gaps in information have you identified from your analysis? In your response please identify areas where more information is required and how you intend to fill in the gaps. If you are unable to fill in the gaps please state this clearly with justification.

The draft Brixton SPD provides a real opportunity to engage meaningfully with all stakeholders in the Brixton SPD area.

This EQIA will be regularly reviewed and updated with new evidence as this emerges during the development and implementation of the programme and as engagement with stakeholders evolves. A separate EQIA has been prepared for the boroughs Housing Estates Renewal programme.

3.0 Consultation, Engagement and Co-production

3.1 Engagement and consultation with stakeholders

Who are your key stakeholders and how have you consulted, co-produced or engaged with them? What

difference did this make?

More than 1,600 people were involved in the development of the Future Brixton Masterplan, the consultation summary and breakdown can be found here:

<http://www.lambeth.gov.uk/Services/Environment/Regeneration/FutureLambeth/YourFutureBrixton.htm> This was a useful visionary document and has contributed towards recent area improvements in Brixton. Emerging themes and outcomes from both previous and recent public consultation have prioritised community safety, employment & training along with new homes and more investment in community facilities. There is a Lambeth Future Brixton webpage with further information: www.lambeth.gov.uk/futurebrixton

Whilst the engagement of major landowners and stakeholders in Brixton remains active with Network Rail, Metropolitan Housing Trust, Brixton Green, Oval House Theatre Group, Barratt Homes and Guinness Trust, the statutory consultation for the Brixton SPD in 2013 will be the start of structured communications and engagement “dialogue” or “discussion” to enable progress to take place on thinking around key development sites and land use issues in Brixton Town Centre. As far as possible this involvement will move away from the statutory consultation of old, where the council presented fully formed ideas, and will move towards an ongoing conversation more in line with our Cooperative council ambitions.

Work has started on the production of the draft SPD for Brixton Town Centre. Planning principles were agreed by Cabinet at the meeting on 12th March 2012; these reflect the consultation responses officers have collected from extensive consultation internally and externally from all consultation carried out for the Future Brixton programme.

The 2012 Brixton SPD Communications and Consultation Plan: As a cooperative council, we want to give local people more involvement in and control of the places where they live. We want local residents and businesses, along with other stakeholders, to co-produce this important document. This strategy outlines how we will do this.

Aim: For a pro-active, multi-layered consultation with the whole community, and supported by the community, to co-produce a supplementary planning document. **Pro-active** – we will take the discussion to the community using community know-how and networks. **Multi-layered** – we will use a variety of consultation tools at a number of locations and times to make sure people have the opportunity to be involved in a way that suits them.

Engagement objectives

1. To promote community engagement with the Future Brixton project in line with the cooperative council aspirations
2. To agree on shared principles that will determine what type of development we want to see in the area
3. To facilitate a partnership approach to the regeneration of Brixton
4. To make sure the process is collaborative and two-way – including feeding back
5. To make sure the process is inclusive – that respondents reflect the local demographic

Strategy

Activity will be in two phases:

1. **Co-production of draft:** In the first instance we did engage with identified key stakeholders, potential partners and members to develop the draft document for the statutory consultation.
2. **Formal consultation:** A six-week statutory consultation on the draft SPD.

The SPD co-production strategy was developed and approved in June / July 2012. This strategy has included a range of activities including initial consultation with key stakeholders including (but not limited to): Brixton Neighbourhood Forum, Transition Town Brixton, and Brixton Society; a series of co-production workshops; street stalls; articles in various publications including area newsletters; the use of Googledocs as an interactive tool; the opportunity to comment and ask questions at the Country Show; a Member presentation; CMB and Senior Officer presentations; and the use of Twitter. The write ups of the various consultation stages undertaken this year are found on the following website: <http://www.lambeth.gov.uk/Services/Environment/Regeneration/FutureLambeth/DraftingBrixtonSPDLibrary.htm>

Following the final workshop on 18th September 2012 the document remained on Googledocs until 24th September for the public. A full final draft SPD has been produced taking account of any further comments. The internal consultation and sign-off process is being undertaken during October and November, with the formal path to cabinet beginning in November.

The aim is to seek cabinet approval of the draft SPD in January 2013 to enable public statutory consultation during February and March 2013, final amendments in March and adoption by cabinet in May 2013. A consultation and co-production report will be appended to the final SPD called the Statement of Community Involvement outlining the process undertaken and how comments have been responded to or incorporated during the preparation of the SPD.

Member engagement, at both Cabinet and ward level, is critical to the development of the SPD. Brixton Ward Members have attended three SPD specific evening meetings. A series of briefings have been programmed with Councillor Lib Peck (Cabinet Member for Regeneration & Strategic Housing) leading up to, during and after the statutory consultation programme.

3.2 Gaps in consultation and engagement

What gaps in consultation and engagement have you identified? Please identify where more consultation and engagement is required and set out how you intend to undertake it. If you do not intend to undertake it, please set out your justification.

Emerging themes and outcomes from both previous and recent public consultation have prioritised:

- community safety,
- employment & training,
- new homes, and
- more investment in community facilities.

The outline development proposals, major landowner partnership, and the introduction of Lambeth Community Infrastructure levy (CIL) will ensure that community infrastructure needs are delivered in Brixton.

As there have been low responses from young people, at the point when site specific development plans are being considered for implementation, consultation led by youth champions may be more engaging and successful for younger people. Young people are also being specifically targeted in the formal consultation activity.

4.0 Conclusions, justification and action

4.1 Conclusions and justification

What are the main conclusions of this EIA? What, if any, disproportionate negative or positive equality impacts did you identify at 2.1? On what grounds do you justify them and how will they be mitigated?

There will be a period of statutory consultation for the Brixton SPD during 2013 as the Brixton SPD will have a life in excess of 10 years. The impact of the SPD for Brixton overall will be positive with no disproportionate negative impacts on particular protected groups, although officers recognise that there are risks around cohesion, and socio-economic equality if due regard is not paid when the SPD is applied. The SPD reaffirms Council policies and is interlinked with the delivery of all Council services.

Each major development proposal in the Brixton SPD will require an impact assessment as the policy for each development site will be different, and have the potential to promote equality of opportunity for a mix of land uses.

4.2 Equality Action plan

Set out the equality issue identified through evidence, the mitigating action to be taken, when it will be taken and who will be responsible. Please also include a review date for this EIA .

Equality Issue	Mitigating actions	Timeframe	Lead officer
Responding to social inclusion issues	Engagement & consultation with stakeholders, and a cooperative model established for programme delivery and implementation. Liaison and consultation with young and older people, including representative organisations such as; young peoples groups/ youth organisations/ DASL / Age Concern	In accordance with programme plan	Programme Manager / Team
Review the Brixton SPD EIA	EQIA to be reviewed in March to include further feedback from the SPD consultation and to consider the equalities impacts of any changes and developments to the SPD.	March 2013	Programme Manager / Team

EIAs on implementation	EQIAs for specific proposals will be completed when they are at inception and development stage.	Ongoing	Neighbourhood Regeneration & development partners
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5.0 Publishing your results

The results of your EIA must be published. Once the business activity has been implemented the EIA must be periodically reviewed to ensure your decision/change had the anticipated impact and the actions set out at 4.2 are still appropriate.

EIA publishing date

[Click here to enter a date.](#)

EIA review date

[Click here to enter a date.](#)

Assessment sign off:

Name	Date
Sue Foster	03 January 2013
Cllr Lorna Campbell	04 January 2013
Rebecca Eligon	03 January 2013