

F1457 A1 Equality Impact Assessment (EqIA) form

N.B: the completed form should be emailed to the [Diversity and Inclusion team](#)

Project * Programme Strategy Policy*	Cockfosters Station Car Park Development Connected Living London - Build to Rent Portfolio
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Document History	Version	Date	Summary of changes
	1.0	25.06.20	Version 1 for EQIA team review/approval
	2.0	14.09.20	Version 2 addressing EQIA comments
	3.0	05.10.20	Version 3 incorporating EQIA comments

Printed copies of this document are uncontrolled.

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To be used in conjunction with: G1060



* Delete as appropriate (the Accountable person should always be at least one management level higher than the Responsible person).

Project Related Documents	Doc No.	Document title	Relevant Section(s) of this Document

Step 1: Clarifying Aims



Q1. Outline the aims/objectives/scope of this piece of work

Strategic Context

Transport for London is one of the capital's largest landowners, with a 5,700-acre estate that has enormous potential to help deliver the much-needed new homes and jobs London needs. TfL's land holdings have the potential to play a vital role in meeting the Mayor's priorities to build new and affordable homes.

**CONNECTED LIVING
LONDON**

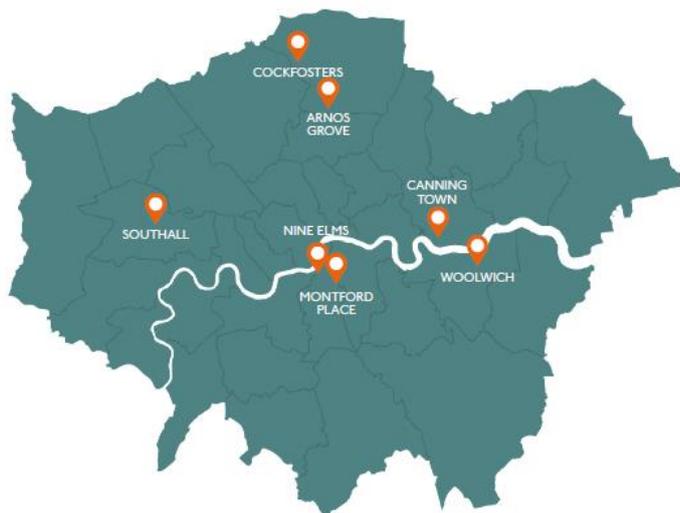


MAYOR OF LONDON

grainger plc

Connected Living London

Connected Living London is a long-term partnership between Transport for London (TfL) and Grainger plc, the UK's largest provider of private rental homes. The joint venture will deliver thousands of homes across London, contributing to Mayoral and GLA targets for housing development in the capital. The homes, regardless of tenure, will be good quality homes and it is the partnership's intention to deliver these at pace across an initial 6 sites, boosting the number of new homes available in London while also generating significant ongoing revenue for TfL to reinvest into the transport network.



Connected Living London will:

- Deliver around 3,000 homes across London, all of which will be Build to Rent
- Deliver 40% affordable housing across the portfolio
- Generate vital revenue to reinvest in the transport network
- Provide transport infrastructure improvements such as step-free access, new bus stations and better public realm
- Create healthy streets and neighbourhoods where people want to live

A fundamental attribute of the Connected Living London sites is that they benefit from excellent transport links, which will be built on further by promoting healthy streets, whilst also maximising opportunities to walk, cycle and use public transport.

With 20% of all UK households currently renting, the demand for rental homes is growing at a rapid pace. The demographic of the typical renter is also changing – the average age of a private renter in



the UK is 40 years old and people this age are now almost twice as likely to be renting from a private landlord than they were 10 years ago.

Many people can't afford to buy but others enjoy the flexibility of renting. Despite this, the quality of the capital's rental homes is often poor, with unfair tenancy terms. It is the partnership's desire for Connected Living London to be London's landlord of choice, by providing Build to Rent homes which provide excellent service and create a place where customers feel secure and can call 'home'.

Affordable and Accessible Homes

TfL is committed to delivering 50% affordable housing across its London-wide portfolio of sites. In contributing towards these targets, Connected Living London's Build to Rent sites will provide 40% affordable housing. Across the Connected Living London portfolio, affordable housing will be provided at London Living Rent levels and Discount Market Rent (DMR).

The Mayor has published benchmark London Living Rent levels for every neighbourhood in the capital. These are based on a third of average local household incomes and adjusted for the number of bedrooms in each home. London living Rents are only available to those who are eligible, including having a household income of below £60,000, and are based on target rent levels towards which social rents are gradually being raised. A private renter in the UK spends on average 34% of their salary on rent and the rent levels will be in line with or lower than this rate. More information on GLA London Living Rents can be found at:

<https://www.london.gov.uk/what-we-do/housing-and-land/improving-private-rented-sector/london-living-rent>

The proposed developments will be accessible; 10% of units are designed to be wheelchair accessible (M4(3)) and 90% as wheelchair adaptable (M4(2)) as required by Draft London Plan (Intend to Publish) Policy D7. The design is inclusive and accessible, with consideration for the diverse population, facilitating social interaction and inclusion (Policy D5).

In addition, the new LUL train drivers' accommodation will be fully accessible, as per the existing accommodation. The design of the accommodation and all the internal spaces and rooms shall support end user activity for the relevant user groups, Mobility Impaired and wheelchair users. The design and building will be signed off by the Human Factors Delivery Manager to ensure it meets all the requirements.

Boosting Housing Supply

London desperately needs more homes and this partnership will allow the delivery of thousands of Build to Rent homes at pace. Connected Living London is committed to meeting the demand for good quality rental homes and helping the Mayor improve life for London's private renters.

Security of Tenure and Tenure Blind

Residents will be offered long term tenancy agreements of up to five years with an automatic right to renew. Should personal circumstances change, residents will also have the flexibility to move within the existing building or across the wider portfolio, so they can continue to enjoy the benefits of Connected Living London's sites.

All our residents, regardless of tenure, will be able to access the same amenities and facilities. They will also receive the same management and service standards across the mixed community. The affordable housing provision will be agreed with the local borough on a site by site basis.

Quality, Well Managed Homes

Build to Rent homes are purpose built with the specific needs of renters in mind, improving the overall quality of housing stock in the private rented sector. Through single ownership and dedicated management, Build to Rent can ensure a commitment to and investment in the place-making of sites, and is able to provide professional services, including on-site management and maintenance support. Customers will be provided with the facilities they need and want – from the security and convenience of an onsite management team, to high speed Wi-Fi, shared workspace and a gym.

Design Legacy

Connected Living London will maintain ownership and control of its developments in the long-term, which will be exemplar schemes that will promote and showcase what can be achieved through public-private partnership. The homes will be good quality, well designed, safe, secure and sustainable buildings for the future. The partnership will work with local communities to create places and neighbourhoods where people can work, live and play.

Sustainability

As a long-term property developer and owner, Connected Living London is deeply invested in the long-term quality of the communities it builds. Its business model is focused on designing, developing, investing in, and managing quality homes which enrich the lives of residents. Through its projects, it will drive social impact, promote economic development, and exemplify a philosophy of environmental stewardship, not only because it's the right thing to do, but because doing so can drive commercial value.

Transport Investment

This partnership will enable TfL to generate vital long-term income to reinvest into the capital's transport network, supporting 31 million journeys every day and helping to deliver one of the world's largest capital investment programmes.

Economic Growth

The new homes will support London's economy by providing the type of homes demanded by the city's workforce, including those who work in front line services and key workers. Many of the sites will also provide a range of uses including retail units, community venues and workspace, supporting hundreds of jobs for local people across London. The partnership will be working alongside colleges, charities and construction employers across London to help provide local job opportunities and work experience on its sites, helping to plug the skills gap in the construction sector and provide fantastic development opportunities. It will also actively be targeting hard to reach groups, such as women, people from BAME backgrounds, and ex-offenders, who are currently underrepresented in the property development industry.

Scope of the Scheme

Site Overview

The Site is located to the east and south of Cockfosters London Underground Station and the Piccadilly Line railway tracks in the London Borough of Enfield. It comprises two station car parks and a London Underground Ltd (LUL) staff and Train Drivers' Accommodation (TDA) building. The Site is currently in use as a public car park and car wash, providing 407 spaces, 37 of which are for London Underground Ltd (LUL) staff and train drivers and 12 for blue badge holders. The Site

extends to 1.36 hectares (ha) and comprises two triangular shaped areas; one to the east of the station (Site A) of 1.15 ha and one to the south (Site B) of 0.21 ha.

The A111 Cockfosters Road lies adjacent to the west of the Site and vehicle access is located at two points, one either side of Cockfosters London Underground Station.

Site Surrounds

The context of the area surrounding the Site is mixed in nature, with the commercial and residential centre of Cockfosters extending to the south and west of the Site and open space to the north. Cockfosters Underground Station is listed at Grade II, and the Trent Park Conservation Area boundary runs along the northern edge of the railway tracks, encompassing the whole of Site A but excluding the station building. Adjacent to the Site and demarcated by the northern and eastern boundaries is designated Green Belt which incorporates Trent Park. The historic landscape of the Grade II registered Park and Garden of Trent Park lies around 150m north of the site.

Site A is bound to the north and east by belts of mature trees along the boundary of the adjacent Cemetery and within Trent Park. To the east of Site A is an area designated as a Site of Metropolitan Importance for Nature Conservation, and to the south west of Site A, running along the edge of the railway tracks is a designated Site of Borough Importance for Nature Conservation. Two trees with Tree Preservation Orders (TPOs) are found to the north of the entrance to Site A, within the garden of 120 Cockfosters Road. Along the northern boundary runs the London Outer Orbital Path (LOOP), a footpath extending the perimeter of outer London. The access to this footpath is taken from within Site A, opposite the northern entrance to the station.

Development along the A111 Cockfosters Road generally comprises office development interspersed with ground floor retail use with residential properties above. The station building and Site B form part of the Cockfosters Local Centre designation which incorporates the high street along Cockfosters Road.

Enfield is about 12 miles by road from the centre of London. Five train lines pass through the borough, including the Piccadilly (Underground) Line connecting to Heathrow Airport. The other direct connections are into London Kings Cross, Moorgate and Liverpool Street, outward to Welwyn Garden City, Hertford North, Hertford East, Letchworth and Stevenage, making Enfield a well-connected borough both from outside, and travelling into London.

The Proposed Scheme

Around 40% of Enfield is designated Green Belt, making development in the borough challenging. It is one of the least densely populated areas of London as a result. The emerging proposals are seeking to deliver a Build to Rent development on the existing station car park land, making the most of valuable brownfield land within the borough adjacent to a transport hub. The scheme will comprise redevelopment of two car park sites either side of the existing station and Piccadilly line platforms, comprising Sites A and B as shown on the map below. The development will comprise 351 new homes across 4 buildings, with 40% affordable housing, a 205sqm flexible ground floor unit (A1/A3/A4), replacement LUL train drivers' accommodation and a new cycle hub with 50 spaces.

New areas of public realm with level access will be provided on both sites A and B and an extensive area of landscaping and playspace will be provided at the heart of Site A. These spaces will be accessible to all and will create open and connected spaces, which give priority to pedestrians,

allowing people to congregate, sit and relax, or safely travel through. All residents will have access to a 320sqm terrace on the roof of Block 2, and 4,110sqm of outdoor amenity space is publicly accessible to all at ground level, including 300sqm of doorstep play for 0-5s, 250sqm of play space for 5-11 year olds, 70sqm for 12+ and a further 700sqm of incidental play space for all ages. The scheme is accompanied by a comprehensive Landscaping Strategy including new green and ecological landscaping (hard and soft) across all external amenity space; areas of public realm, private shared amenity space and play space. The proposed planting has been selected to retain a sense of the 'Urban Wild' and create a varied soft landscape. Ecological and bio-diverse planting will address the mixed character of the site and ensure ecological connectivity to the surrounding Greenbelt landscape.

The scheme has been developed around people and place, with due regard for the Mayor's Vision Zero Action Plan. A Transport Assessment has been undertaken by Pell Frischmann consultants, which will be submitted in support of the planning application. The Transport Assessment includes a Healthy Streets check, which shows a marked improvement in the quality of the streetscape and public realm provided by the scheme when compared to the current condition on site, and a road safety review has also been undertaken. The scheme will provide over 4,000sqm of publicly accessible outdoor amenity space, including two areas of public realm, and extensive landscaping. The scheme proposes to widen the existing pavement on Cockfosters Road improving the quality of the pedestrian experience around the site and existing cycle route. The loss of the existing car parks and replacement with a car free residential scheme (except for Blue Badge parking) will significantly reduce the number of vehicular movements to and from the development, which will result in a safer environment for people in and around the site.

Site Map

The car



Parking
current
park at

Cockfosters has 407 car parking spaces, 37 of which are LUL staff parking spaces and 12 comprise

dedicated Blue Badge spaces. The scheme proposes a full closure of this car park to replace it with a car free development, except for:

- 12 publicly accessible station Blue Badge car parking spaces re-provided near their current location at the front of the site.
- 11 additional residential Blue Badge parking spaces (3%), with the capacity to increase this to a total of 10% in line with policy requirements.
- 37 spaces re-provided on site for LUL staff, to support the efficient running of the transport network.

Cycle parking is also proposed, comprising over 600 spaces across the site and a new 50 space cycle hub primarily for commuters and wider public use.

All existing TfL staff parking is to be retained and reprovided as part of the scheme. This comprises 37 LUL staff spaces for station staff and train drivers outlined above, as well as 22 cycle parking spaces.

A new step free access entrance is currently in construction to the north of the station on Site A. The proposal provides a new lift shaft and new canopy attached to the listed station building, providing step-free access to the station and platforms.

How does this scheme respond to planning and strategic priorities?

This scheme aligns with the Draft London Plan (Intend to Publish) and the Mayor's Transport Strategy, by allowing highly accessible, public sector land to be put to better use, enabling much needed new and affordable homes to be delivered in Enfield. This will optimise a brownfield site and reduce development pressure on the Green Belt, as an outer London borough.

A car free development and cycle friendly neighbourhood will encourage more sustainable and healthy travel choices in line with the TfL Healthy Streets strategy. This focusses on improving people's health and quality of life with better air quality, more active travel, green spaces and road safety improvements¹. Being ideally located next to Cockfosters station provides vital links, removing the need for travel by car and encouraging active travel methods such as walking and cycling along with sustained use of public transport. Paired with the removal of the existing parking, this will help to significantly reduce the number of vehicle trips generated by this site, having a positive impact on local traffic issues, including air quality and congestion.

The scheme will provide employment and training opportunities during the construction phase of the project, which, along with our Community Infrastructure Levy² will help to support the local economy, providing local services and plugging skills shortages in the construction industry.

The scheme will provide much needed homes within Enfield and contribute towards meeting Enfield's housing target of 1,246 homes per year and provide a significant proportion at genuinely affordable rents that will be accessible to the majority of Enfield's residents. The scheme at will contribute towards these targets to provide long term, sustainable, rented homes for those who need them.

¹ <https://healthystreets.com/http://content.tfl.gov.uk/healthy-streets-for-london.pdf>

² <https://www.gov.uk/guidance/community-infrastructure-levy>



01 REDEVELOPMENT & CONSTRUCTION BENEFITS



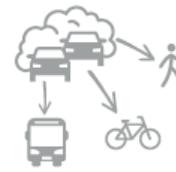
c. **130 jobs** over the duration of the construction period



Construction **training opportunities and apprenticeships**



10% biodiversity net gain
 Removal of the car park allowing new habitat creation



Reducing **c.1,400** daily vehicle trips from local roads

02 BUILD TO RENT BENEFITS



Housing security
 fair terms for tenants with a choice of 1-5 year agreements



Transparent rents
 fixed rent increases during tenancies



Meeting local needs
 providing an affordable, quality alternative to home ownership



Placemaking
 long term investment in placemaking

The social, economic and environmental benefits that will be realised by the development of the site are shown in the infographics below.

03 FINANCIAL BENEFITS



c. £3.8m
 in Community Infrastructure Levy - 15% of which could be spent on local priorities



£5.4m per year additional household spending, which can benefit local shops and services



£2.7m
New Homes Bonus Payments (total payments over a 4 year period)



£600k per year in council tax payments

04 COMMUNITY BENEFITS



c.370 new homes in a sustainable location



Increasing **housing affordability** with 40% affordable homes



Improved station setting for residents and commuters to enjoy



Enhanced connections to the **London Outer Orbital Path** and **Trent Park**



Q2. Does the Build to Rent programme impact on staff or customers?

Yes. The Build to Rent projects delivered under this programme will have an impact on both staff and customers.

How does the Build to Rent programme impacts staff or customers?

Staff

Development and delivery of the schemes within the Build to Rent programme will involve TfL staff, either permanent or contracted. As the Cockfosters scheme is on station car park premises, staff may be temporarily impacted due to the changes in parking, access or accommodation provision.

The TCA will be reprovided within the proposed scheme (Block 3), together with the existing staff car and cycle parking provision. The offer within the new staff accommodation will be like for like, although T&D will look to ensure the building utilises the latest technology at the time of completion, which is likely to comprise an improvement to the existing position.

All existing TfL staff parking is to be retained and reprovided as part of the scheme. This comprises 37 LUL staff spaces for station staff and train drivers, as well as 22 cycle parking spaces. We will work with the station staff during construction to ensure adequate facilities are in place.

Customers Including Residents

Impacts on Travel

A range of customers will be impacted by the schemes within the Build to Rent programme both during and after construction. These include impacts to travel choices and changes to traffic flows due to construction traffic and diversions. These impacts will be temporary during the delivery of the schemes, while positive impacts are expected following completion, including decreased traffic and improvements to the public realm for pedestrians. Public realm changes will also help to improve safety and the feeling of safety in the area, which is a barrier to travel for protected groups such as women, BAME and LGBT Londoners. The biggest impacts are likely to be felt by those regularly travelling to and from the area, particularly those who travel by car, while the greatest benefits are likely to be felt by those who live in or close to the scheme.

Impacts to Parking

As the Cockfosters scheme is making use of the station car park, impacts may be felt most by those who regularly park there. Our transport consultant has conducted detailed research on the utilisation of the car parks, and we have found that 94.6% of all car-park users have an alternative underground, over ground or national rail station closer to their home. This demonstrates that most users have alternative means of travel available to them and are not prevented from travelling on the network due to the changes.

They also found that 75% of users travel in from outside the M25 and the removal of the car parks is estimated to result in a reduction of c. 1,400 trips each day. The car-park closure will significantly reduce existing vehicle trips generated by the site, improving local traffic issues, such as air quality and congestion. It will also positively benefit customers who travel to the station by walking or cycling, due to the reduced traffic flow, improved station setting and new, publicly accessible cycle parking facilities.

Impacts to Housing Stock

The scheme will benefit Enfield residents by contributing towards the borough's housing targets by providing 351 new homes, 40% of which will be affordable, comprising a mix of 1, 2 and 3 bed homes. These homes will be accessible and adaptable.

Enfield's Draft Housing Strategy (2019) states that people aged 65% and over make up over 13% of the population and that that figure is forecast to increase by 23% by 2025. As required by both Enfield and GLA policy, the scheme comprises an inclusive and accessible design with consideration for the diverse population, facilitating social interaction and inclusion (London Plan, Intend to Publish, Policy D5). In line with the emerging policy requirements, 10% of dwellings meet Building Regulation requirement M4(3) 'wheelchair user dwellings' and the remainder are M4(2) 'accessible and adaptable dwellings' (London Plan, Intend to Publish, Policy D7 and Enfield Core Policy 4), which means that all homes provided by the scheme have the flexibility to meet the needs of their tenants.

The new civic areas and wider public realm has been designed at grade and to improve circulation and accessibility. Blue Badge residential car parking has been designed with consideration of distances to front doors and with places to rest also provided. Blue Badge station car parking has been provided close to the station entrance to minimise walking or transfer distances and bays are provided on level ground of less than 1:50 as required by Building Regulations. Dropped kerbs will aid accessibility for all users.

Impacts to Economic Growth

We will be creating jobs locally, including apprenticeships to help plug skills gaps in the construction industry, and provide work for underrepresented groups such as BAME, women and ex-offenders. Long term benefits will be felt by those hired. Additionally, there will be a benefit to local amenities because of the Community Infrastructure Levy (CIL) payment, and the increased council taxes generated by the scheme. These funds will go directly towards improving local services within Enfield.

Due to the car free nature of the development, residents are also more likely to utilise local amenities and services on a day to day basis, contributing towards an increased footfall in local businesses and supporting the local economy.

Impacts to Protected Characteristics

There are however some people with barriers to travel due to age, impairments or other factors, who may have their journeys impacted more significantly by the changes. This may be due to them being less able to use alternative means of transport, or frequency of travel using local services. Mitigation measures such as the availability of Blue Badge parking spaces has been considered to prevent or minimise the impacts on certain groups, along with maintaining pedestrian safety and accessibility to the station throughout construction. Blue Badge spaces will be provided by the development (3%) with a commitment to monitor and increase provision by a further 7% (10% overall), should the demand arise.

Specific impacts for each protected characteristic group are explored in detail Step 3.

Step 2: The Evidence Base

Q3. Record here the data you have gathered about the diversity of the people potentially impacted by this work. You should also include any research on the issues affecting inclusion in relation to your work

Evidence Base:³

According to the Office of National Statistics, Enfield has an estimated population of 333,869, of which Cockfosters ward, within which the site it contained, comprises 14,322 (based on 2018 data).

<https://new.enfield.gov.uk/services/your-council/borough-and-wards-profiles/about-enfield-information-cockfosters.pdf>

Age
As
shown by
the age
profile,

Measure	Cockfosters	Enfield	Source
Population Estimate (2018)	14,322	333,869	ONS mid-year estimates 2018
Children aged 0-15	2,680	76,366	ONS mid-year estimates 2018
Working-age people (16-64)	8,754	213,600	ONS mid-year estimates 2018
Older people aged 65+	2,888	43,903	ONS mid-year estimates 2018
% All Children aged 0-15	18.7	22.9	ONS mid-year estimates 2018
% All Working-age (16-64)	61.1	64.0	ONS mid-year estimates 2018
% All Older people aged 65+	20.2	13.1	ONS mid-year estimates 2018
% BAME - 2018	24.5	36.8	Enfield Council Estimates 2018
% BAME - 2011	26.3	39.0	Census 2011
% Not Born in UK - 2011	30.5	35.1	Census 2011
% English is First Language of no one in household - 2011	9.5	14.1	Census 2011
Area - Square Kilometres	10.4	82.2	Ministry for Housing, Communities and Local Government
Population density (people per sq km)	1,359	4,047	ONS mid-year estimates 2018 / MHCLG



Cockfosters has a higher number of older people and a lower number of younger people when compared to the borough average.

Older and Younger People

- Almost all younger Londoners aged under 25, walk at least once a week in London (99%).
- 45% of school journeys are made on foot and walking is more common amongst those aged between 5 and 10 (54%), than those aged between 11 and 15, (31%).
- Younger Londoners aged between 16 and 24 years are significantly more likely to feel worried about their personal security when travelling by public transport in London. 35% of younger

³ <http://content.tfl.gov.uk/travel-in-london-understanding-our-diverse-communities-2019.pdf>

http://source.tfl.gov.uk/Action_on_Equality_2016.pdf

<https://new.enfield.gov.uk/services/your-council/census-and-socio-economic-information/about-enfield-information-2011-census-ethnicity-language-faith-country-of-origin.pdf>

<https://governance.enfield.gov.uk/documents/s77276/Homelessness%20in%20Enfield%20Final.pdf>

<https://new.enfield.gov.uk/services/housing/housing---strategy---housing-strategy-2012-2027.pdf>

<https://new.enfield.gov.uk/services/planning/enfield-town-masterplan-parking-strategy-planning.pdf>



Londoners are worried about their personal security, compared with 30% of all Londoners. Younger Londoners are also more likely to have experienced a specific worrying incident on public transport in the past three months (40% compared with 32% of all Londoners).

- Barriers to transport use that older people face on our streets are often physical barriers e.g. long distances to bus stops and the presence of steps.

Improvements to the public realm, including the reduction of traffic, will benefit people of all ages, particularly those who travel by foot, such as students walking to and from school during peak hours.

Disability

- 14% of Londoners and 15% of Enfield residents consider themselves to have a disability that impacts their day to day activities 'a lot' or 'a little'.
- The most commonly used types of transport by disabled Londoners are walking (78% walk at least once a week), the bus (56%) and car as a passenger (47%)
- Disabled Londoners are less satisfied with streets and pavements in London than non-disabled Londoners (51% compared to 71%) with 65% considering the condition of pavements to be a barrier to walking, with 43% reporting that obstacles on pavements exacerbate this issue.

Removal of parking will significantly impact those who are less able to travel by other means. However, improvements to the public realm and connectivity should benefit the large group of disabled people who walk as part of their journeys, by removing barriers to travel and creating a legible space. The re-provision of public Blue Badge station parking will also ensure that the option to travel by car remains available to those with disabilities.

Gender

- Concerns around crime and antisocial behaviour also have an impact upon women's frequency of public transport use: 61% report that the frequency with which they travel is affected 'a lot' or 'a little' because of these concerns, compared with 43% of men. Women (of all ages) are also less likely to use un-booked minicabs, with 13% claiming they are likely to do so in future compared to 26% of men. Women are more likely than men to experience episodes of worry when travelling on public transport and this is more likely to reduce their frequency of travel than for men.
- Londoners living in a lower income household (less than £20,000 per year) and older Londoners (aged 65 or over) are more likely to be women.
- Women are more likely than men to be travelling with buggies and/or shopping and this can affect transport choices, particularly as their concerns about safety are higher.
- The employment rate of women is affected by child dependency. Employment rates (noted in 2010) decline steadily from 78% of women with no dependent children to 22% of women with four or more dependent children, indicating that women are still the primary carers of children. These family commitments also change the way in which women use public transport, affecting their travel patterns and behaviour.

Our proposed improvements to the public realm and issues such as anti-social behaviour, should benefit women who feel worried when travelling. The reduction of traffic in the area will benefit women travelling with buggies or small children, particularly during school runs or peak hours.

Race

- Proportion of White: English/Welsh/Scottish/Northern Irish/British residents in Enfield is 40.5%, below the London average of 44.9%. This is a decrease from 61.2% in 2001. The next highest groups are Other White (18.2%) and Black African (9.0%). A large proportion of residents (Over 30%) therefore belong to other, small demographics, including BAME groups.



- 35.1% of residents were born outside of the UK with the two largest countries after England being Turkey (4.5%) and Poland (1.9%). The remainder is made up of many, small demographics, showing that Enfield has a multicultural population.
- BAME Londoners, both adults and children, are twice as likely as white Londoners to be injured on the roads. BAME Londoners are also less likely than white Londoners to say that they feel safe from road accidents when walking around London at night (60% BAME compared with 74% white).
- The age structure of BAME Londoners tends to be younger than white Londoners, and it is estimated that, by 2031, more than half of London's 15 to 19-year olds will belong to a BAME group and the proportion of all Londoners from a BAME ethnic group will reach 51% by 2041.

Given these statistics in relation to safety, BAME residents will be positively affected by the reduction of traffic, owing to the removal of the car parks. Additionally, as those on lower incomes are more likely to be BAME, they may benefit from the provision of 40% affordable housing within the scheme.

Religion or Belief

According to the 2011 Census, Christianity (in all forms) is the most common religion in the borough at 53.58%. 16.69% of residents are of the Muslim faith, and 15.53% hold no religion or belief at all. However as shown by the 2017 Annual Population Survey by the Office of National Statistics, Enfield has high proportions in all the main non-Christian religions except Sikh, compared to national averages. Compared to the London average, Enfield has both a large Muslim population (15.2%) and a slightly larger Christian population (51.3%), compared to the London average of (14.3%) and (46.4%) respectively.

Those from faith backgrounds tend to frequently fall within BAME groups, meaning they may experience more impacts than other members of the population.

It is difficult to identify how faith directly impacts peoples' travel behaviours, however due to the proximity of places of worship to the Cockfosters site, it can be assumed that some impacts will be felt.

Other – Refugees, Low Income, Homeless People⁴

Households on lower incomes tend to live in more deprived areas and experience higher rates of crime as a result.⁵ City Hall has published new analysis confirming a strong link between serious youth violence and Londoners affected by deprivation, poor mental health and poverty. The new figures show that three-quarters of the boroughs in London with the highest levels of violent offending are also in the top 10 most deprived, while the same boroughs also have higher proportions of children under 20 living in poverty than the London average.

Barriers to Travel

Concerns about antisocial behaviour and crime are also frequently mentioned as barriers to public transport use by Londoners living in D-E households (semi- and un-skilled manual workers, state pensioners, casual/lowest grade workers and unemployed Londoners) of whom 41% say that concerns about antisocial behaviour affect their travel frequency.

This scheme provides affordable housing, which is safe and secure, and well lit, open public realm areas. This will have a significant positive impact on those with lower incomes who are more likely

⁴ <https://new.enfield.gov.uk/services/housing/housing---strategy---housing-strategy-2012-2027.pdf>

⁵ <https://www.civitas.org.uk/content/files/povertyandcrime.pdf>



to live in deprived areas and particularly in poor quality, private sector accommodation. The development will also be well connected, with short, safe routes to and from the station. The improved public realm space will be designed to discourage anti-social behaviour.

Housing

There has been very substantial growth in the number of households in the private rented sector – up 103% in 10 years – higher than the national growth rate and far higher than across London. More than a fifth of all households in Enfield were in the private rented sector in 2011. There is a demonstrative need for rental products in the area, particularly those which are affordable and of a high quality.

Owner occupation, including shared ownership, has declined from 70.7% at 2001 to 58.8% at 2011, with affordability contributing significantly to this decrease. Private landlords have subsequently boosted the private rented sector from 11.9% to 22.2%. The relative increase in the number of private renting households (103%) was the third highest in London.

Enfield have identified a lack of affordable private sector housing in the borough, including for those who can afford more than social rent but not market rent levels or sale prices. The Build to Rent portfolio primarily targets these middle earners and will help to fill this gap in the market. As we will be prioritising existing residents of the borough rather than bringing in new residents, the development should have a positive effect on affordability in the area by freeing up other properties elsewhere in Enfield, both for sale and for rent.

Enfield's Draft Housing Strategy (2019) states that people aged 65% and over make up over 13% of the population and that figure is forecast to increase by 23% by 2025. The numbers of people with learning disabilities is set to increase to more than 1,100 people who will require health, care and support services by 2020.

Homelessness

Data suggests that Enfield faces a specific challenge of homelessness that comes from residents in the private rental sector, this may be due in part to higher numbers of poorer households in the private sector.

Enfield has a high number of households who are made homeless after the loss of an assured shorthold tenancy, particularly in the private rental sector. According to the Live Tables on Homelessness⁶, as a proportion of homelessness cases, this scenario totalled 40% of cases, the second highest in absolute terms. 48% of cases were from the end of a private tenancy. (Smith Institute, June 2019)⁷

Approximately a quarter of Enfield households claim housing benefit compared to roughly 15% across England.

The Cockfosters scheme will help to address homelessness issues by providing affordable properties to those in the local area. All residents will be offered tenancy agreements of up to five years, on fair rental terms, with reviews set out at the point of signing the tenancy agreement, providing security of tenure. Should personal circumstances change, residents will have the flexibility to move within the existing building or across the wider portfolio of sites. This will prevent residents from experiencing loss of tenancy due to unforeseen events and provide flexibility, while allowing people to stay in their established communities within the schemes. Tenancy agreements will also allow tenants to end their contracts if their circumstances change.

⁶ <https://www.gov.uk/government/statistical-data-sets/live-tables-on-homelessness>

⁷ <https://governance.enfield.gov.uk/documents/s78340/Homelessness%20in%20Enfield%20Final.pdf>



We will be prioritising existing borough residents for tenancies which will help to free up other properties for sale and rent across the borough.

Child Poverty

Enfield has a very high proportion of households that contain dependent children – the 5th highest in England & Wales. Enfield is in a similarly poor position for household overcrowding; as measured against accepted standards for room requirements it was 22nd worst in England and Wales in 2011.

Enfield has the 12th highest level in England for workless households with dependent children and the 6th highest in London. The scheme's affordable offering will consist of largely 2- and 3-bedroom properties, allowing families to benefit from affordable homes which are fit for purpose and above the minimum space requirements. Additionally, the shared amenity spaces will further aid overcrowding while providing a safe and secure space in which to raise children.

It is also important to note that Londoners living in lower income households (below £20,000) are more likely to be: women (55% compared with 50% of all Londoners), BAME people (44% compared with 37% of all Londoners), older people (24% are aged over 65, whereas people in this age group make up 13% of all Londoners), disabled people (20% compared with 9% of all Londoners). Impacts on those on lower incomes may therefore disproportionately impact these groups.

Sexual Orientation

There is little difference between the barriers identified by LGBT+ and all Londoners, however degrees of intersectionality may result in LGBT+ people experiencing barriers due to other factors. LGBT+ Londoners are slightly less likely to say they are worried about their personal security when using public transport in London, (26% compared to 31% for heterosexual Londoners) however they are more likely than heterosexual Londoners to have experienced incidents of unwanted sexual behaviour or hate crime while travelling on London's public transport network. Unwanted sexual behaviour has been reported at 16% for LGBT+ Londoners, versus 10% for all heterosexual Londoners, and 14% for women. Fears of intimidation and/or abuse are sometimes mentioned by LGBT+ Londoners as barriers for increased public transport use.

The Local Community

A review of local businesses, amenities and services has been undertaken to determine if any groups with protected characteristics are likely to be more present. This includes nearby schools / nurseries, community centres, religious buildings, medical centres, hospitals and care homes. Where these are in proximity to the scheme, users with protected characteristics are considered.

Some sites of consideration include:

Places of worship:

Barnet SDA church
Christ Church Cockfosters

Schools:

Southgate Secondary School
East Barnet School
Jewish Community Secondary School

Parks / Community facilities:

Trent Park
Hadley Wood Gold Club

Businesses:

The project team has visited local businesses in the vicinity of the site to inform them of the proposals and invite them to the public consultations. While formal feedback was not collected at this time, there was generally a positive response about how the increased footfall would positively impact the businesses. We do not have any formal data on the owners of the businesses to identify if they will be affected specifically due to protected characteristics.

Design Guidance / Standards

All units in Connected Living London Schemes will be built in alignment with the adopted and Draft London Plan (Intend to Publish) Policies⁸, as well as national standards such as The Building Regulations 2010.⁹

The train drivers' accommodation (within Block 3 of the scheme) will also comply with building regulations and all relevant industry standards. It will also meet the relevant LU CAT 1 standards for premises, station staff accommodation and integration of human factors into systems developments.

These regulations will ensure that all Connected Living London schemes are fit for purpose and accessible when implemented by those with sufficient expertise and alongside meaningful engagement with those impacted e.g. disabled and older people.

⁸ <https://www.london.gov.uk/what-we-do/planning/london-plan/new-london-plan/draft-london-plan-consolidated-suggested-changes-version-july-2019>

⁹ https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/540330/BR_PDF_AD_M1_2015_with_2016_amendments_V3.pdf





Step 3: Impact

Q4. Given the evidence listed in step 2, consider and describe what potential short, medium- and longer-term negative impacts this work could have on people related to their protected characteristics?

Consider evidence in relation to all relevant protected characteristics;

- Age
- Disability including carers¹⁰
- Gender
- Gender reassignment
- Marriage/civil partnership
- Other – refugees, low income, homeless people
- Pregnancy/maternity
- Race
- Religion or belief
- Sexual orientation

Potential Impact/Considerations for protected characteristic/Locations identified.)

Protected Characteristic		Explain the potential negative impact																								
<p>Age</p> <p>Cockfosters Ward has an older population than the Borough Average.</p> <table border="1"> <thead> <tr> <th></th> <th>Enfield</th> <th>Cockfosters</th> </tr> </thead> <tbody> <tr> <td>0-4</td> <td>7.3%</td> <td>5.7%</td> </tr> <tr> <td>5-14</td> <td>14.3%</td> <td>11.9%</td> </tr> <tr> <td>15-24</td> <td>11.5%</td> <td>11.0%</td> </tr> <tr> <td>25-44</td> <td>29.5%</td> <td>26.2%</td> </tr> <tr> <td>45-64</td> <td>24.2%</td> <td>25.0%</td> </tr> <tr> <td>65-74</td> <td>6.9%</td> <td>10.0%</td> </tr> <tr> <td>75+</td> <td>6.2%</td> <td>10.2%</td> </tr> </tbody> </table>		Enfield	Cockfosters	0-4	7.3%	5.7%	5-14	14.3%	11.9%	15-24	11.5%	11.0%	25-44	29.5%	26.2%	45-64	24.2%	25.0%	65-74	6.9%	10.0%	75+	6.2%	10.2%		<p>During Construction:</p>
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	Y	<p>Construction Traffic – An increase in heavy goods and other construction traffic may impact those who regularly travel near the site, although the loss of the car park is anticipated to reduce trips generated by the</p>																								

¹⁰ Including those with physical, mental and hidden impairments as well as **carers** who provide unpaid care for a friend or family member who due to illness, disability, or a mental health issue cannot cope without their support



		<p>site overall. This could particularly impact younger people who are more likely to walk, especially to and from school. There are several schools near the station so many walking journeys may be made in peak hours and therefore impacted.</p> <p>An outline Construction Logistics Plan has been prepared for submission in support of the planning application, the details of which will be conditioned. This includes details of road user management. Routes during construction will be clearly signed, well maintained and adequately illuminated.</p> <p>Locations affected: Cockfosters Road</p>
	Y	<p>Blue Badge Parking – As the scheme closes the car parks, older people who rely on private vehicles to access local services and amenities may be impacted.</p> <p>The 12 publicly accessible Blue Badge spaces currently provided at Cockfosters will be retained where possible during construction and will be re-provided in the new development. There may however be changes to the availability or location of blue badge parking during construction, which would cause temporary disruption for older people who are more likely to experience some form of disability, and therefore rely on blue badge spaces.</p> <p>Locations affected: Cockfosters Station</p>
	Y	<p>Parking – As the scheme closes the car parks, older people who rely more on private vehicles to access local services and amenities may be impacted.</p> <p>Due to the total removal of parking, there may be a particular impact for older people who do not qualify for Blue Badges, but still find walking longer distances or navigating public transport more difficult.</p> <p>There is no intention to remove existing Blue Badge spaces currently on site; these are to be re-provided by the scheme.</p> <p>Locations affected: Cockfosters Station</p>
		<p>Post Construction</p>
	Y	<p>Blue Badge Parking – As the scheme closes the car parks, older people who rely on private vehicles to access local services and amenities may be impacted.</p>



		<p>Additionally, older people are more likely to experience some form of disability and therefore rely on blue badge spaces.</p> <p>There is no intention to remove existing blue badge spaces currently on site; these are to be re-provided by the scheme in close proximity to the station entrance and step free access, which is currently under construction.</p> <p>Locations affected: Cockfosters Station</p>		
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	Y	<p>Anti-Social Behaviour – Where residents can no longer arrive by car, there may be an impact on the safety, or perception of safety for younger travellers, who are more likely to feel worried about safety while travelling on public transport.</p> <p>However, the scheme will be highly managed and provide a greater degree of surveillance and overall security than the existing car park environment.</p> <p>Locations affected: Cockfosters Station</p>		
<p>Disability Including Carers</p> <p>Based on the 2011 Census, London has a disabled population of 15.4%. Enfield’s disabled population is aligned with this.</p> <table border="1" data-bbox="228 1736 592 1879"> <tr> <td>% of disabled people in Enfield</td> <td>15.61%</td> </tr> </table>	% of disabled people in Enfield	15.61%		<p>During Construction:</p> <p>Y Pedestrian diversions - During construction, diversions for pedestrians may be required. There may be some negative impacts due to increased or diverted walking routes for temporary periods of time. This may be felt more so by disabled people who may find walking for longer distances more difficult or who may be less comfortable navigating streets where the surroundings are unfamiliar.</p> <p>Locations affected: Cockfosters Road</p>
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Y	<p>Pedestrian Diversions - During construction, diversions for pedestrians may be required. There may be some negative impacts due to increased or diverted walking routes for temporary periods of time. Research indicates women are still the primary carers of children, therefore this may be felt more by women carrying infants, taking children to school, who may find walking for longer distances more difficult.</p> <p>Locations affected: Cockfosters Road</p>										
	<p>Post Construction:</p>										
Y	<p>Anti-Social Behaviour – Where residents or visitors can no longer arrive by car, there may be an impact, or a perceived impact on safety. This would have a more</p>										



		<p>significant impact on women who are more likely to change their travel plans due to concerns over safety.</p> <p>However, the scheme will be highly managed and provide a greater degree of surveillance and overall security than the existing car park environment.</p> <p>Locations affected: Entire scheme</p>		
<p>Gender reassignment</p> <table border="1" data-bbox="228 898 593 1010"> <tr> <td data-bbox="228 898 411 1010">% Gender Reassignment</td> <td data-bbox="411 898 593 1010">Unknown</td> </tr> </table> <p>The Gender Identity Research and Education Society (GIREs) estimates that in the UK around 1% of the population, are estimated to experience some degree of gender non-conformity, however it is impossible to say whether Enfield is higher or lower than the national figure.¹¹</p>	% Gender Reassignment	Unknown	Y	<p>Parking and Access – As women are more likely to be travelling with buggies and children, using public transport can be more difficult. There may therefore be more of an impact on women due to the removal of parking at the station.</p> <p>Locations affected: Cockfosters Station</p>
% Gender Reassignment	Unknown			
<p>Marriage/civil partnership</p> <table border="1" data-bbox="209 1491 558 1630"> <tr> <td data-bbox="209 1491 389 1630">% of Married / Civil Partnerships</td> <td data-bbox="389 1491 558 1630">Unknown</td> </tr> </table>	% of Married / Civil Partnerships	Unknown	N	<p>We do not anticipate the site works to negatively impact persons because of their Marriage or Civil Partnership status.</p> <p>Impacts will be monitored on completion of the scheme.</p>
% of Married / Civil Partnerships	Unknown			
		<p>During Construction:</p>		

¹¹ <https://new.enfield.gov.uk/services/your-council/borough-and-wards-profiles/borough-profile-2019-your-council.pdf>



<p>Other – e.g. refugees, low income, homeless people</p> <p>According to official HMRC statistics, as of August 2016 22.6% of all dependent children in Enfield were in low-income families.</p> <p>Homeless¹² - According to a Smith Institute Report (June 2019), there were 852 cases of Homelessness duty owed in Enfield.</p> <p>There are no known statistics on refugee status in Enfield.</p>	N	<p>We do not anticipate the site works to negatively impact persons due to being homeless, on a low income or those with refugee status.</p> <p>Impacts will however be monitored during completion of the scheme.</p>		
		<p>Post Construction:</p>		
	N	<p>We do not anticipate the completed development to negatively impact persons due to being homeless, on a low income or those with refugee status.</p> <p>Indeed, the scheme will help to address the housing shortage in Enfield by providing 351 new homes, of which 40% will be genuinely affordable.</p> <p>Impacts will however be monitored on completion of the scheme.</p>		
<p>Pregnancy/maternity</p> <table border="1" data-bbox="226 1084 593 1196"> <tr> <td>% Pregnancy or Maternity</td> <td>Unknown</td> </tr> </table>	% Pregnancy or Maternity	Unknown		<p>During Construction:</p>
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	Y	<p>Pedestrian Diversions - During construction, diversions for pedestrians may be required. There may be some negative impacts due to increased or diverted walking routes for temporary periods of time. This may be felt more by some women during pregnancy, or those carrying infants, who may find walking for longer distances more difficult.</p> <p>Locations affected: Cockfosters Road</p>		
	<p>Post Construction:</p>			
	N	<p>We do not anticipate the completed development to negatively impact persons due to pregnancy or maternity.</p> <p>Impacts will however be monitored on completion of the scheme.</p>		
Race		<p>During Construction:</p>		

¹² <https://governance.enfield.gov.uk/documents/s77276/Homelessness%20in%20Enfield%20Final.pdf>



<p>Enfield Council Insight Team and ONS 2018 Estimates:</p>	<p>N</p>	<p>We do not anticipate the completed development to negatively impact persons due to their race.</p> <p>Impacts will however be monitored during completion of the scheme.</p>																																																																								
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	<p>Y</p>	<p>Increased Traffic – Nearby places of worship may be affected during delivery of the scheme due to their proximity to the work site and any diverted or increased construction traffic. This may affect those congregating outside of or travelling to places of worship. The Construction Management Plan will aim to reduce impacts wherever possible by optimising and controlling deliveries at key areas/times and keeping noise or dust within regulated levels.</p> <p>Locations affected:</p>																																																																								



<table border="1" data-bbox="236 203 587 248"> <tr> <td>Other</td> <td>8.7%</td> </tr> </table>	Other	8.7%		Christ Church Cockfosters and Barnet SDA Church may be affected due to construction traffic along Cockfosters Road. However, they are set back in their location on Chalk Lane which will mitigate potential noise and congestion impacts.
Other	8.7%			
Sexual Orientation Enfield: <table border="1" data-bbox="228 1070 593 1182"> <tr> <td>% Sexual Orientation</td> <td>Unknown</td> </tr> </table> <p>A 2016 Survey by the Office of National Statistics, found that 2.7% of Londoners identify as LGB.¹³</p> <p>We do not have statistics for Enfield, which may be higher or lower than this average.</p>	% Sexual Orientation	Unknown		Post Construction:
	% Sexual Orientation	Unknown		
	Y	Congregations of Christ Church Cockfosters and Barnet SDA Church currently benefit from car parking at Cockfosters station, which will be removed, on completion of the development. However, it has been demonstrated that almost all car park users have other viable alternatives by public transports. In addition, Blue Badge car parking that currently exists on the site is proposed to be reprovided.		
	During Construction:			
Y Safety / feeling of safety - Fears of intimidation and/or abuse are sometimes mentioned by LGBT Londoners as barriers to increased public transport use. LGBT Londoners may therefore experience lower perception of personal safety as a result. This may be negatively impacted by the removal of parking, requiring people to travel by other means, and pedestrian diversions away from familiar routes.		Locations Affected – Cockfosters Station and Cockfosters Road		
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¹³<https://www.ons.gov.uk/peoplepopulationandcommunity/culturalidentity/sexuality/bulletins/sexualidentityuk/2016>



		Locations Affected – Cockfosters Station and Cockfosters Road
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Q5. Given the evidence listed in step 2, consider and describe what potential positive impacts this work could have on people related to their protected characteristics?

Protected Characteristic		Explain the Potential Positive Impact
Age	Y	<p>Affordable Housing - Enfield has a very high proportion of households that contain dependent children and are overcrowded. By providing affordable, family sized rental properties, children from lower income families will be able to grow up in a safe and high-quality environment which conforms to London minimum space requirements, addressing overcrowding.</p> <p>Locations Affected: Scheme residents</p>
	Y	<p>Decreased Traffic - As the development is car free, the reduction of traffic, particularly during peak hours, will also make the roads safer and feel safer. This, along with the knock-on improvements in air quality, will help to encourage more active travel, improving the health of young people in the area and directly contributing to the Healthy Streets strategy.</p> <p>Locations Affected: Entire scheme and Cockfosters Road.</p>
	Y	<p>Improved Public Realm - Younger residents of Enfield, both those living within the scheme and those nearby, will benefit from the scheme’s improved public realm, including dedicated playspaces in a car free development and increased passive surveillance. The project has consulted the Metropolitan Police regarding the scheme’s design and will work with the borough’s Secured by Design officer to ensure the benefits of these spaces are maximised, while minimising any potential negative impacts.</p>



		Locations Affected: Entire Scheme
	Y	<p>Economic Growth and Training - We will be working to create local jobs and training opportunities during construction to help plug the skills gap in the construction industry and provide economic growth for the area.</p> <p>Training opportunities will include the creation of apprenticeships, which generally target younger people at school leaving age and at the start of their careers. We will also be focussing on targeting traditionally underrepresented groups within the industry.</p> <p>Locations Affected: Borough-wide impact</p>
Disability Including Carers	Y	<p>Decreased Traffic – Disabled users may benefit from the reduced traffic on site, and while parking has been removed, Blue Badge spaces will be retained close to the step free access entrance to the station. The removal of parking will contribute to a significantly reduced amount of traffic on the site, making it safer, and feel safer, for more vulnerable users to travel through.</p> <p>Locations Affected: Entire Scheme</p>
	Y	<p>Affordable Housing - Disabled Londoners are more likely than non-disabled Londoners to live in a household with an annual income of £20,000 or less (61% compared with 25%). They are therefore more likely to benefit from the affordable housing provided by the scheme.</p>
	Y	<p>Accessible Housing - 10% of units in the scheme will be reserved as dedicated accessible homes in accordance with the Building Regulation 2010 requirement M4(3): “Wheelchair user dwellings”. All other units will be designed in accordance with Building Regulation Standards M4(2), “Accessible and adaptable dwellings”.</p> <p>Adaptable dwellings will enable those with a variety of access requirements to live in and visit the building, while ensuring there are always adequate facilities available for those with wheelchairs. These standards ensure that the entire scheme is open to disabled people and many needs can be met by all units.</p>



	Y	<p>Improved Public Realm – Disabled Londoners are most likely to report that they are dissatisfied with the pavements or consider pavement conditions a barrier to travel. Improvements to the public realm, including new footways, open pedestrianised areas and reduced traffic will provide a range of benefits for disabled users.</p>
Gender	Y	<p>Safety / Feeling of Safety – Women are more likely than men to experience worries or concerns when using public transport, including concerns over safety and anti-social behaviour.</p> <p>The improvement of public realm spaces, including better lighting, higher footfall and passive surveillance will help improve safety and the feeling of safety for female travellers. The project will also work with the borough’s Secured by Design and Crime Prevention Officers to identify and address any potential issues, helping to discourage anti-social behaviour wherever possible.</p>
	Y	<p>Affordable Housing – Women are more likely than men to be on lower incomes. As the scheme will benefit those in need of affordable housing, women in the area may experience an increased benefit.</p> <p>Locations affected: Scheme residents</p>
	Y	<p>Economic Growth and Training - We will be working to create local jobs and training opportunities during construction to help plug the skills gap in the construction industry and provide economic growth for the area.</p> <p>We will specifically be targeting underrepresented sections of the industry, such as women, to provide these vital opportunities.</p>
Gender Reassignment	Y	<p>Safety / Feeling of Safety - Fears of intimidation and/or abuse are sometimes mentioned by LGBT Londoners as barriers for increased public transport use. LGBT Londoners may therefore experience lower perception of personal safety as a result.</p> <p>Improvements to the public realm space, such as better lighting, passive surveillance and increased footfall contribute to a reduction in anti-social behaviour, safety and the feeling of safety, which may provide a positive impact to people in this group.</p>



		Locations Affected – Cockfosters Station, entire development
Marriage/Civil Partnership	N	<p>While we expect all residents and most locals to benefit in some way from the scheme, we do not anticipate there to be an impact on persons specifically due to their married status.</p> <p>Impacts will however be monitored on completion of the scheme.</p>
Other – e.g. refugees, low income, homeless people ¹⁴	Y	<p>Affordable Housing – Those on lower incomes often struggle to find secure tenures in the private rental market, however in 2011, over half (53%) of all households in Enfield claiming some form of housing benefit were in the Private Rental Sector.</p> <p>By offering Discounted Market Rents and prioritising those who live and work in the borough, we will be providing affordable homes for residents in their local area, under secure and fair tenures.</p> <p>The scheme also contributes to the London Borough of Enfield Housing Strategy and housing targets.</p> <p>Locations affected: Entire Scheme</p>
	Y	<p>Anti-Social Behaviour and Safety/Feeling of Safety – Buildings will be completely secure, with the development managed by an on-site concierge, allowing residents to feel completely safe in their homes. Some existing Grainger developments provide a 24-hour concierge service however precise arrangements for Cockfosters will be finalised in the property management plan, prior to practical completion of the scheme.</p> <p>Concerns about antisocial behaviour and crime are mentioned as barriers to public transport use particularly by Londoners living in D-E households, of whom 41% say that concerns about anti-social behaviour affect their travel frequency. Those on lower incomes tend to experience higher crime rates around their homes. By providing</p>

¹⁴ <https://data.london.gov.uk/dataset/average-private-rents-borough>



		<p>affordable homes in secure developments, this will benefit residents on lower incomes.</p> <p>Car parks can also create dark enclosed spaces which can feel less safe. The scheme will replace the existing car parks with open public realm which will be well lit and experience more footfall, as well as natural surveillance provided by the new homes, where there is currently very little. This will contribute to a feeling of safety in the area. We will also work with the borough's Crime Prevention Officer to identify and address any potential issues.</p> <p>Locations affected: Entire Scheme</p>
	Y	<p>Economic Growth and Training – The scheme will create local jobs and training opportunities during construction to help plug the skills gap in the construction industry and provide economic growth for the area.</p> <p>It will also focus on targeting traditionally underrepresented groups within the industry such as ex-offenders. While it is not possible for us to know how many ex-offenders there are in Enfield, there may be an identifiable benefit to some people in this group.</p>
Pregnancy/Maternity	N	<p>While we expect most residents and locals to benefit in some way from the scheme, we do not anticipate there to be a positive impact on persons specifically due to pregnancy or maternity.</p> <p>Impacts will however be monitored on completion of the scheme.</p>
Race	Y	<p>Economic Growth and Training – The scheme will create local jobs and training opportunities during construction to help plug the skills gap in the construction industry and provide economic growth for the area.</p> <p>This will specifically target underrepresented groups in the industry such as BAME to provide these vital opportunities.</p>



	Y	<p>Decreased Traffic and Safety/ Feeling of Safety - BAME Londoners, both adults and children, are twice as likely as white Londoners to be injured on the roads. BAME Londoners are also less likely than white Londoners to say that they feel safe from road accidents when walking around London at night compared to white Londoners.</p> <p>As the scheme replaces the existing car park with a car free development, it is anticipated that there will be a positive effect on traffic flows in the area. This may positively impact BAME Londoners as they are the most likely to be, or feel, unsafe from road accidents when walking around London, particularly at night.</p>
Religion or belief	Y	<p>Decreased Traffic and Safety – Removal of the car park will help to encourage more active modes of transport and reduce traffic along Cockfosters Road. This will be a benefit to those who travel along the road regularly, particularly congregants of Christ Church Cockfosters and Barnet SDA Church, both of which are located close to Cockfosters Station. Benefits may be experienced when congregating outside and walking or cycling to and from the churches.</p> <p>However, the congregation will not benefit from the use of the existing car parks when attending the churches, with the exception of the Blue Badge car parking spaces which will be reprovided. This may encourage car parking on surrounding roads. The project has committed to monitor and undertake a consultation on the requirement for a Controlled Parking Zone as required to address this.</p> <p>Locations Affected – Cockfosters Road, Christ Church Cockfosters, Barnet SDA Church.</p>
Sexual orientation	Y	<p>Safety / feeling of safety - Fears of intimidation and/or abuse are sometimes mentioned by LGBT Londoners as barriers for increased public transport use. LGBT Londoners may therefore experience lower perception of personal safety as a result.</p> <p>Improvements to the public realm space, such as better lighting, passive surveillance and increased footfall contribute to a reduction in anti-social behaviour, safety and the feeling of safety, which may provide a positive impact to people in this group.</p> <p>Locations Affected – Cockfosters Station, Entire Development</p>



Step 4: Consultation

Q6. How has consultation with those who share a protected characteristic informed your work?

The programme of consultation for Cockfosters has run for a year, from June 2019 to June 2020. This has included both traditional face-to-face methods and was supplemented by a digital campaign to seek feedback from as many local stakeholders as possible. The pre-application consultation comprised of two distinct phases:

Phase 1 – Principles for development: As CLL developed their ideas for the site, the first phase aimed to introduce the applicant and the site to the local community at the earliest stage possible and seek feedback on the schemes’ development principles.

Phase 2 – Emerging proposals: Having incorporated feedback from the first phase and developed the design, the second phase introduced the proposals to the public in more detail. CLL asked the local community for their feedback on all aspects of the scheme.

Activity across both phases included: community and political stakeholder meetings, public meetings and exhibitions, newsletter and email distribution, and a comprehensive programme of digital consultation activity. The digital element, which included online polling and feedback, was designed and implemented to ensure the consultation was inclusive and reached as many members of the community as possible, especially minority groups and those with protected characteristics.

<p>List the groups you intend to consult with or have consulted and reference any previous relevant consultation?¹⁵</p>	<p>If consultation has taken place what issues were raised in relation to one or more of the protected characteristics?</p>							
<p>Local businesses</p>	<p>All local businesses were visited to notify them of potential changes to the area and personally invite them to the upcoming consultations. Although no official feedback was collected at that point, there was a general response that the increased footfall created by the development, coupled with the effects of the reduced traffic and increased active modes of transport to the station, would provide a significant benefit to the businesses.</p>							
<p>General Consultation Feedback</p>	<table border="1"> <thead> <tr> <th data-bbox="432 1697 748 1731">Date</th> <th data-bbox="748 1697 1508 1731">Event</th> </tr> </thead> <tbody> <tr> <td data-bbox="432 1731 748 1769">18th June 2019</td> <td data-bbox="748 1731 1508 1769">Initial ‘Meet the Team’ Public Consultation event</td> </tr> <tr> <td data-bbox="432 1769 748 1839">16th – 18th January 2020</td> <td data-bbox="748 1769 1508 1839">Follow up Public Consultation event</td> </tr> </tbody> </table>		Date	Event	18 th June 2019	Initial ‘Meet the Team’ Public Consultation event	16 th – 18 th January 2020	Follow up Public Consultation event
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18 th June 2019	Initial ‘Meet the Team’ Public Consultation event							
16 th – 18 th January 2020	Follow up Public Consultation event							

¹⁵ This could include our staff networks, the Independent Disability Advisory Group, the Valuing People Group, local minority groups etc.



In addition to public exhibition events, 'Give My View', an online engagement platform was also used during Phase 2 to capture views and feedback in addition to those that attended public consultation events to ensure that outreach was maximised.

Age

During our digital consultation for Cockfosters, the 'Give My View' digital engagement motivated 1,057 people to vote in online polls, providing feedback on the scheme and 746 people to leave written responses. The reach was much more successful using this new engagement method, which was based on geographical location to the site, particularly in the lower age ranges, than public consultation events. By comparison, the public consultation event was less representative of the local population. 62% of respondents were over the age of 60, and a further 19% between the ages of 50 to 59. Only 9% of the sample were under the age of 40. In the Cockfosters Ward, the medium age was 40 at the time of the last census.

The key themes raised during consultation are set out in the table below, together with the ways in which the project has responded to these.

Theme	Issue	Response
Car Parking and Traffic	The most common concern identified in the feedback was the impacts that the removal of the car park would have on local residents in terms of access to services and anticipated increase in on-street car parking or implementation of a Controlled Parking Zone on local streets.	<p>The closure of the car park aligns with London Plan policy and the Mayor's Transport Strategy. It allows highly accessible, public sector land to be put to better use enabling much needed new homes and affordable homes to be delivered.</p> <p>The removal of the car park promotes more sustainable and healthy travel choices and significantly reduces the number of vehicle trips generated by this site, resulting in a positive impact on local traffic issues including air quality and congestion.</p> <p>The proposed development will be car-free with the exception of 12 publicly accessible Blue Badge car parking spaces re-provided in close proximity to the station, 11 Blue Badge parking spaces for residents, with the capacity to increase this to 36 should demand from residents increase in the future, and 37 spaces, re-provided on site for station staff to support the efficient running of the transport network.</p> <p>Future residents would be made aware that the development is car-free. The development is expected to attract residents who do not own a car, except for Blue Badge holders. On-street car parking would be monitored to identify any detrimental impact arising from the development, and developer contributions secured to implement mitigation measures through local consultation if appropriate.</p> <p>The scheme will provide a cycle friendly neighbourhood and provide for a potential increase in the number of cyclists with the provision of 606 residents cycle parking spaces and 58 station and visitor cycle parking spaces. Use of the station and visitor cycle parking could be monitored once the development is operational and increased provision made if necessary, to meet demand.</p>



			<p>There is existing on-street car parking provision along Cockfosters Road, providing access to local shops and amenities where required. The existing parking adjacent to these services is considered sufficient, and the car parking currently provided by the site is largely used by station users arriving from outside of the local area.</p>
<p>Public transport</p>	<p>Feedback identified local residents consider there to be a lack of alternatives to the station car park for accessing public transport</p>	<p>Pell Frischmann (transport consultants) have been involved throughout the scheme development to advise on the traffic and transport related impacts of the proposals and appropriate mitigation. A survey was carried out to inform the process and understand the current patterns of use of the existing car park. This found that 75% of users start their journey outside of the M25 and that 94.6% of users have a London Underground, Overground or National Rail station closer to their home than Cockfosters Underground Station. Only 2.5% of those surveyed started their journey inside the M25 and more than 960m from a station or 640m from a bus stop which serves Cockfosters Station. These distances are considered to be the maximum walking distance for easy access to public transport.</p> <p>There are also four bus routes that serve the station. The evidence demonstrates that viable public transport alternatives are available for existing car park users to reach their destination.</p> <p>Transport for London keeps the bus network under constant review and can redistribute resource to where there is demand for services.</p>	
<p>Community and Local Businesses</p>	<p>Feedback identified both concern and support for new commercial activity within the proposed development</p>	<p>The proposals include the provision of a flexible retail unit (uses A1/A3/A4) on Site B fronting Cockfosters Road. This is a small unit of 205sqm of a use yet to be determined. Any future occupant will be carefully selected to ensure the additional offer will complement rather than compete with existing businesses.</p> <p>It is anticipated that the new residential dwellings will generate an approximate £5.1m additional household spending per year, a proportion of which would be of benefit to local businesses.</p> <p>The construction phase of the development is expected to generate around 130 new jobs over the duration of the construction period, supporting and benefitting the local economy.</p>	
<p>Local Services</p>	<p>A key concern for local residents was the perceived impact that a new residential development would have on access to the existing local services</p>	<p>The proposed development would generate a Community Infrastructure Levy charge of approximately £4m if it goes ahead. A proportion of this charge could be spent on local priorities in the area, although this is determined by the London borough of Enfield who levy the charge. The proposals would also result in an additional £2.5m in New Homes Bonus payments over 4 years.</p> <p>It is also anticipated that the development would generate approximately £570k per year in council tax</p>	



			<p>payments which should be reinvested by the Council into the local area.</p>
	<p>Design and Amenity</p>	<p>Concerns were raised that the amount of development and the height of the proposals are inappropriate for the area.</p>	<p>The design of the proposed development has been heritage-led and has focused on preserving and enhancing the setting of the listed station building, the Conservation Area and Trent Park Registered Park and Garden. The current proposals demonstrate significant moves to mitigate as far as possible the harm caused to the significance and setting of Trent Park and Cockfosters Underground station whilst delivering a viable scheme for the site. The potential for harm was recognised from early on in the design process and has driven many decisions relating to the buildings' layout, height, massing, design and materiality.</p> <p>In summary, some of the key changes that have been made during the consultation process are:</p> <p>A reduction in the number of homes provided from an initial 400 to 351;</p> <p>The massing of the buildings has been moved away from Cockfosters Station;</p> <p>The shoulder building heights have been reduced;</p> <p>The amount of landscaping in the heart of the development has been increased;</p> <p>The civic spaces either side of the Station have been developed, improving the setting for the Station;</p> <p>The building height on the Cockfosters Road has been reduced from 14 storeys to 10 storeys.</p>
	<p>Housing Tenure</p>	<p>Some people were concerned about the proposal for rental homes. There were mixed views on the affordable housing offer, some feeling affordable housing would be inappropriate and others that there should be more affordable housing or social housing.</p>	<p>All of the 351 homes will be 'Build to Rent' homes. These are purpose built with the specific needs of renters in mind, improving the overall quality of housing stock in the private rented sector. Build to Rent is able to provide professional services, including on-site management and maintenance support as well as shared amenity spaces and facilities.</p> <p>40% of the homes (by habitable room) will be affordable to those in the local community. This will include a mixture of affordable housing products including Discount Market Rent and rent at London Living Rent levels in line with requirements of the Mayor's emerging London Plan, which states that London Living Rent and Discounted Market Rent should be affordable to households on incomes of up to £60,000.</p> <p>The existing housing stock in the area is insufficient in both scale and quality resulting in increased rents, evictions, numbers in temporary accommodation, overcrowding and loss of local workers. This development will give the opportunity for local people on lower incomes who do not qualify for</p>



			social housing, such as nurses or teachers, to rent a good quality home privately.
	Crime and Antisocial Behaviour	Concerns have been raised that the development of rental properties would result in an increase in crime and anti-social behaviour.	The proposals have been reviewed by the Metropolitan Police who have advised on strategies to design out crime from the development site. The Build to Rent nature of the proposals also means that there will be on-site management to maintain the external amenity of the site, and measures will be employed to reduce and deter crime and the fear of crime.
	Local Amenity	Concerns that the construction of the proposals would lead to noise and air pollution in the area.	Mitigation measures will be employed during construction to reduce the impacts of noise and pollution and ensure there will be no adverse impacts. The development will result in an overall improvement to air quality by reducing the number of cars on the road.
<p>Unfortunately, we cannot say whether these responses were due to the impact on protected characteristics, or the general removal of amenity.</p> <p>Following public consultation, respondents were given opportunity to opt in to receive updates. This will allow the project team to easily share information with those who wish to be involved and kept updated in the development of the scheme. Scheme updates will also be published on the project website.</p>			

Q7. Where relevant, record any consultation you have had with other projects / teams who you are working with to deliver this piece of work. This is important where the mitigations for any potential negative impacts rely on the delivery of work by other teams.

We have consulted with the following internal stakeholders on this project:

1.	Chris Wisby	Development Project Manager
2.	Lee Campbell	Senior Development Manager
3.	Ben Tate	Head of Property Development
4.	Rupali Sharma-Patel	Senior IP Engineer
5.	Arjun Nanu	IP Engineer
6.	Stephen Holland	Senior IP Engineer
7.	Steve Lugg	Senior IP Engineer
8.	Nick Dent	Director of Line Operations
9.	Mike Smith	Head of Operations Piccadilly Line
10.	Allan Gardner	Head of Customer Services Piccadilly Line
11.	Esther Sharples	Director of Asset Operations
12.	Catherine Taylor	Head of Change, Design & Delivery
13.	Chris Oduola	TOM Cockfosters
14.	Sarah Jackson	Area Manager - Arnos Grove/Cockfosters
15.	Paul Osbourne	Establishment Planning Schedules Manager
16.	Christine Peppiatt	Lead Accommodation Manager



17.	Fiona Wilson	Accommodation Manager
18.	Bob Aley	Operational Liaison Manager
19.	Mark Gerrard	Lead Asset Delivery Manager
20.	Fionnuala O'Curry	Senior Eng Systems Performance and Integration
21.	Jonathan Albon	Electrical Engineer
22.	Henry Hamber	Mechanical Engineer
23.	Joe Hitchman	Pumps and Drainage Engineer
24.	Ben Green	Senior Fire Engineer
25.	Paul Eilersten	Civil Engineer
26.	Stephen Hopkins	Tech & Data
27.	Peter Sinden	Security Risk Manager
28.	Ben Jelley	Lead Security Manager
29.	Andrew Souidhou	RMT Level I Rep
30.	Michael	ASLEF Level I rep

We have also consulted with the Step Free Access team. A new step free access entrance is currently in construction to the north of the station. The proposal provides a new lift shaft and new canopy attached to the listed station building, providing step-free access to the station and platforms.

Step 5: Informed Decision-Making

Q8. In light of the assessment now made, what do you propose to do next?

Please select one of the options below and provide a rationale (for most EqIAs this will be box 1). Please remember to review this as and when the piece of work changes

1. Change the work to mitigate against potential negative impacts found	<input checked="" type="checkbox"/> Changes to the work already undertaken are detailed in this document. Mitigation measures are detailed in Step 6: Action Planning.
2. Continue the work as is because no potential negative impacts found	
3. Justify and continue the work despite negative impacts (please provide justification)	
4. Stop the work because discrimination is unjustifiable and no obvious ways to mitigate	

Step 6: Action Planning



Q9. You must address any negative impacts identified in step 3 and 4. Please demonstrate how you will do this or record any actions already taken to do this. Please remember to add any positive actions you can take that further any positive impacts identified in step 3 and 4.

Action	Due/ Status	Owner
Negative Impacts		
<p>Blue Badge Parking – Ensure Blue Badge Parking is available to those who need it.</p>	<p>3% blue badge spaces will be provided for residents with passive provision to expand to a total of 10% residential spaces, should demand increase in line with requirements of the emerging London Plan (Intend to Publish). Use of these spaces will be monitored to understand demand.</p> <p>The 12 existing public Blue Badge spaces will be re-provided in the new scheme.</p> <p>As far as possible, we will seek to maintain Blue Badge parking throughout construction. This will be addressed by the Construction Management Plan. A high-level version will be issued along with the planning submission in July 2020; however, plans will be finalised once a contractor is appointed to progress the scheme.</p> <p>We will work with NCP who currently manage the carpark to identify and notify regular users by email or letter. Notices will also be provided in the car park itself and the station 6 months prior to full closure, to ensure those affected are notified in good time.</p> <p>Details and decisions will also be published on the scheme website and communicated via consultation responses where relevant.</p>	<p>Connected Living London</p>
<p>Pedestrian Diversions – Ensure diversions are properly planned and managed throughout the construction phase.</p>	<p>We will ensure any diversions are safe and accessible and are properly signposted for minimal disruption. Seating will be made available at regular intervals on longer diversions to provide rest stops for those who need them. This will be handled in detail as part of the Construction Management Plan, which will be finalised after the appointment of a contractor.</p>	<p>Connected Living London</p>



	The project team can work with Michal Barratt (Development Impact Assessment Manager) to carry out a Tier 3 assessment as required.	
Removal of Parking - Ensure alternative solutions are available and disruption from the closure is minimised as far as possible.	<p>Car park users will be notified 6 months prior to the full car park closure to ensure minimal disruption. We will work with NCP who manage the car park to notify regular users via email and letters. Notices will also be provided in the car parks themselves to ensure regular, and casual users are notified.</p> <p>Details will also be published on the scheme website, and those who responded during the consultation will receive updates of any relevant changes.</p> <p>We have identified several public transport routes which provide alternative transport to the station for many users as part of the scheme's Transport Assessment.</p>	Connected Living London
Antisocial Behaviour and Safety / Feeling of Safety – Ensure safety is considered and managed at all stages.	<p>As well as the scheme being secure and therefore safer for residents, we are also working with a Secured by Design (SBD) officer. SBD is a police initiative that improves the security of buildings and their immediate surroundings to provide safe places to live, work, shop and visit. Secured designs will help with both the safety and feeling of safety in the scheme, preventing the creation of spaces which encourage antisocial behaviours.</p> <p>We will also seek to ensure that accessible provisions such as seating are not affected by secured design or other approaches. The details about design and utilisation of public realm space have been fully considered as part of the comprehensive Landscaping Strategy.</p>	Connected Living London
Increased Traffic and Construction Traffic – Ensure the Construction Management Plan is developed and changes to road use or public transport services are communicated in advance to minimise the impact on the public and staff.	<p>We will be required to submit and agree a Construction Management Plan prior to planning consent being granted. This will include a strategy for managing traffic, which will be agreed with the local authority. This will help to mitigate the impacts of traffic diversions and consider appropriate delivery times and potential mitigations, such as combining deliveries to minimise numbers.</p> <p>We will also prevent additional impacts for pedestrians by planning necessary diversions as</p>	Connected Living London



	<p>part of a traffic management plan. This will help to reduce interactions and increase safety and the feeling of safety along diverted routes.</p> <p>This will be handled in detail as part of the Construction Management Plan, which will be finalised after appointment of a contractor.</p>	
Positive Impacts		
<p>Affordable Housing – Work with local authorities to identify ways to reach the most in need people.</p>	<p>We will be working with the local authority to identify those most in need and who will benefit from the proposed affordable housing. This will enable the project to reach those who already live and work in the borough and have fewer options available or are on the lowest incomes.</p> <p>Enfield Council will be able to recommend families for the scheme based on need which will help to identify those people in the first instance. We will work with the borough around 2-3 months prior to practical completion, to ensure timely recommendations are made. Leases will be managed by Grainger’s housing management team.</p>	<p>Connected Living London</p>
<p>Decreased Traffic – Ensure traffic in the new development is managed correctly to maintain benefits.</p>	<p>Removing the station parking will have an overall positive effect on traffic in the area during peak hours. As a car free development, residents may need to rely more on delivery services.</p> <p>There will be dedicated delivery routes for access to the development, including access for disabled residents. This will prevent deliveries from stopping in the public realm space or on the roads.</p>	<p>Connected Living London</p>
<p>Antisocial Behaviour – Ensure the design discourages anti-social behaviour, and the completed development is managed correctly.</p>	<p>As well as the scheme being secure and fully managed, and therefore safer for residents, we are also working with a Secured by Design (SBD) officer. SBD is a police initiative that improves the security of buildings and their immediate surroundings to provide safe places to live, work, shop and visit.</p> <p>The development will be fully managed by Grainger and will conform to their own standards and processes with regards to the management of antisocial behaviour.</p>	<p>Connected Living London</p>



	Some previous Grainger developments have 24-hour concierge services, which may be considered as part of the housing management plan. This will be finalised during construction of the scheme.	
<p>Safety and Feeling of Safety - Work with relevant parties to ensure safety is maintained throughout construction. Ensure the scheme design is fit for purpose and enhances positive impacts.</p>	<p>We are working with a Secured by Design officer, to improve the security of the scheme. Secured designs will help with both the safety and feeling of safety in the scheme, preventing the creation of spaces which encourage antisocial behaviours, and therefore contributing to the safety and perception of safety in the development.</p> <p>We will also be looking at the possibility of 24-hour concierge service in the development - this will be decided by Grainger and finalised in their property management plan.</p> <p>We will also seek to ensure that accessible provisions such as seating are not affected by secured design or other approaches.</p>	Connected Living London
<p>Economic Growth and Training – Ensure that we target underrepresented groups and plug vital skills gaps.</p>	<p>We will work with the local borough to recruit locally, specifically targeting underrepresented groups in the industry, such as women and BAME.</p> <p>We will also be investigating how the Community Infrastructure Levy can best be utilised to support the local community.</p> <p>Details of precise recruitment will be confirmed prior to starting on site.</p>	
<p>Improved Public Realm - Ensure that public realm and playspace is provided in the development and maintained.</p>	<p>Dedicated play spaces will be designed into the space along with landscaping to make the most of the space available. The proposed playspace exceeds the amount required by planning policy for all age groups based on the anticipated child yield of the development. Detailed design of the landscaping and public realm space will be finalised in the next stage of design.</p> <p>We are working with Enfield's Secure by Design officer to ensure public spaces do not encourage antisocial behaviour. The completed development will also be fully managed by Grainger, and any residual concerns considered in their Housing Management Strategy. These actions will help to maintain the public realm benefits.</p>	Connected Living London



	This will be finalised during construction, prior to practical completion of the scheme.	
Accessible Housing – Ensure all homes meet Accessibility Requirements and standards including the ability to be adapted for future changes in use.	<p>10% of units in the scheme will be reserved as dedicated accessible homes in accordance with the Building Regulation 2010 requirement M4(3): “Wheelchair user dwellings”.</p> <p>All other units will be designed in accordance with Building Regulation Standards M4(2), “Accessible and adaptable dwellings” to provide for other types of access needs and potential future requirements.</p> <p>There will be an initial 3% Blue Badge spaces on the site for use by residents, with provision to increase this to 10% depending on demand. This will enable flexible use of the homes, adapting to residents’ needs and ensuring they remain accessible for future residents.</p>	Connected Living London

Step 7: Sign off

Signed Off By	EQIA Author	Name Job Title
	Signature	Date
	EQIA Superuser	Name Job Title
	Signature	Date
	Senior accountable person	Name Job Title
	Signature	Date
	Diversity & Inclusion Team Representative	Name Job Title



	F.E. McAndrew	14-10-20
	Signature	Date

