

EqIA - Property Development at High Barnet

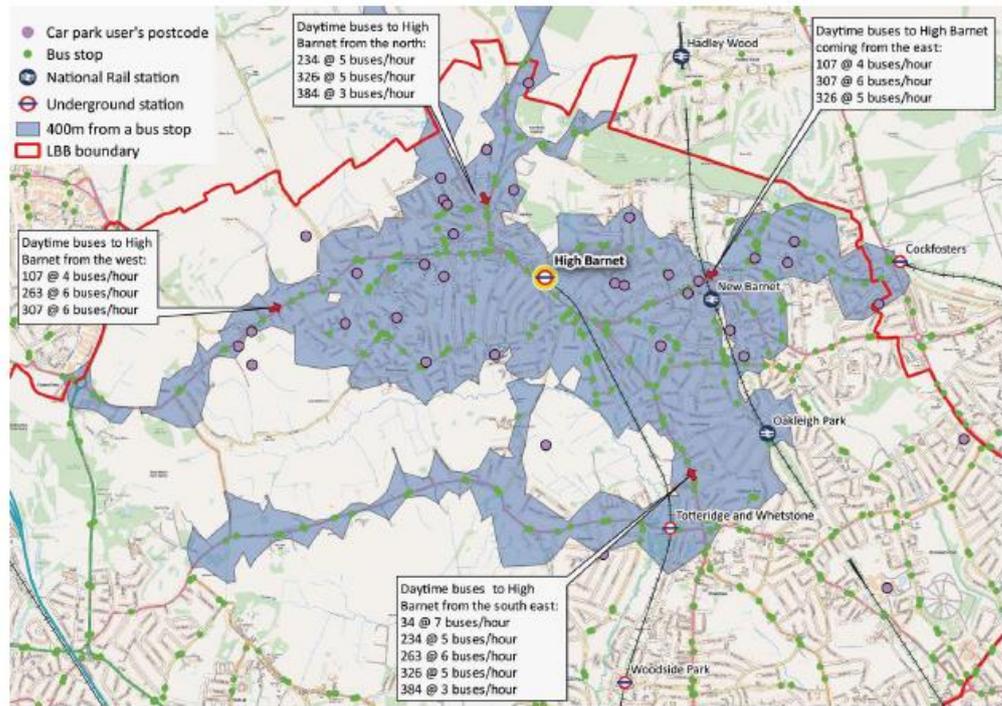
Screening Impact 1	Our customers e.g. Road works or station improvement work
Screening Impact 2	Customers
Name 1	Property Development at High Barnet
Purpose 1	<p>Pursue the construction of new homes, commercial property and public realm on land owned by London Underground at and around High Barnet station.</p> <p>Transport for London is working to deliver housing on land within the ownership of London Underground and other TfL functions in support of the Mayor's ambitions to free up public land for new housing.</p> <p>Pursue the Principles of Good Growth as outlined in the Mayor's Transport Strategy and draft London Plan.</p>
Main Activities 1	<p>The subject area at High Barnet comprises land around the station, the station car park and land leased on commercial terms. The site is accessed through two entrances of Barnet Hill</p> <p>TfL Property Development is entering into a joint venture partnership with Taylor Wimpey to develop these areas, with the principal business objectives for this project as follows:</p> <ul style="list-style-type: none"> • Develop new structures and construct residential buildings within the subject area, including 40% affordable housing; • Develop new retail and commercial property in areas around the station; • Improve the public realm around the station and create new areas of public realm with improvements in environment and pedestrian movement; <p>High Barnet station already has Step Free Access. No works are envisaged to upgrade facilities within the station at present.</p> <p>This is an initial Equalities Impact Assessment that will be updated over time as scheme designs progress and stakeholders are consulted.</p> <p>Project milestones are:</p> <ul style="list-style-type: none"> • Late 2018 – commence engagement with stakeholders • Mid 2019 – commence consultation for planning application • Mid 2021 – submit planning application

	<ul style="list-style-type: none"> • 2022 – receive planning consent and start on site
Timeframe 1	To achieve planning permission and start on site in 2022, completing the development in 2026.
Person Completing Assessment 2	Teodorczyk Martin
Impact 2	
Position 2	Senior Property Development Manager
Department 2	Commercial Development
PosNegImpacts	<p>Positive impacts: The completed development scheme will have certain positive impacts:</p> <ul style="list-style-type: none"> • Development outputs including residential units to increase housing supply, of which 40% will be affordable housing, • Employment-creating commercial space; • Inclusive design improving the public realm around the station with improved lighting and active frontages from commercial uses; • Improved wayfinding and coherent interchange between Underground and other transport modes; • 6 blue badge parking spaces will be retained within the scheme at the same level of the main entrance. • Parking in support of the residential will be limited to 9 spaces, which is the minimum 3% provision for blue badge users as stipulated in the draft London Plan. • Enhanced facilities such as cycle parking. • Fewer car journeys into High Barnet as a result of reduced car parking will realise benefits in noise and air pollution and road safety. • Provide income to Transport for London through its share of receipts from affordable housing block sales or the sales of homes. These funds will be reinvested by Transport for London into the transport network for the benefit of all Londoners. <p>Potential negative impact:</p> <ul style="list-style-type: none"> • The need to terminate existing leases to enable development. We will investigate the possibilities for relocating tenants within the local area or elsewhere on the TfL estate, working with LB Barnet.

	<ul style="list-style-type: none"> • Loss of non-blue badge parking spaces to serve the station. Currently the station car park consists of 159 non-blue badge parking spaces and the replacement station parking provided within the scheme will be limited to approximately 20 spaces. • Increased congestion in other areas as station users seek to park elsewhere (especially where there is not a Controlled Parking Zone) and/or use a car to undertake their journey instead of the Underground. • Construction activity, meaning that areas will be hoarded off including sections of the station car park, wider public areas and (at times) areas around the entrances to the station. There will be additional noise and air quality impacts of construction.
Age	Yes
Disability	Yes
GenderReassign	Yes
Gender	Yes
MarrCivilPart	N/A
PregMat	Yes
Race	Yes
RelBel	Yes
SexOrient	Yes
Other	Yes
OutlineConsultation	<p>We have consulted with:</p> <ul style="list-style-type: none"> • The public through exhibitions in June 2019 and November 2019; • Stakeholder groups such as the Barnet Society and Barnet Residents Association; • Existing businesses who are leaseholders on the site; • Key officer and elected representatives of the Greater London Authority (GLA) and London Borough of Barnet (LBB); • Stakeholders from around Transport for London. <p>A Mayor's Opinion was signed in March 2020 which designates applicable land and airspace within the subject area as surplus to operational requirements. We are working with various functions within London Underground to optimise the operational interface so that all operational functions are protected during and after construction.</p> <p>We will ensure a range of communication approaches are used recognising that not all groups rely on internet for information. We will update this assessment</p>

	<p>as these programmes are developed.</p>
<p>OutlineResearch</p>	<p>We have sourced demographic information published online including the Barnet Demographics Data Dashboard (updated 31 March 2020)</p> <p>https://data.gov.uk/dataset/18354e56-4f15-4f96-ac67-336725ec7975/barnet-demographics-data-dashboard</p> <p>and population data from LB Barnet</p> <p>https://www.barnet.gov.uk/sites/default/files/assets/jsna/Downloads/BarnetsJSNA20152020.2453.pdf</p> <p>The subject site is within High Barnet ward, but is also adjacent to Underhill and Oakleigh wards.</p> <p>We are aware of research from the Office for National Statistics (2019) that 3.4 per cent of Barnet residents hold a blue badge.</p> <p>Engagement with LBB and the GLA has been undertaken to understand the concerns and pertinent issues as seen by officers and elected representatives. This is in the context of research of existing and emerging planning policy such as the Mayors Transport Strategy, draft New London Plan and draft LB Barnet Local Plan.</p> <p>We have understood the extent of businesses that operate in the area as TfL's tenants, including location and lease terms.</p> <p>We undertook a survey of car park usage in May 2019, including key information on origin of destination, demographics and specific requirements. Out of 260 respondents we understand that of those who parked in the car park:</p> <ul style="list-style-type: none"> • Account for 4% of all station users (4% drive and drop-off, 92% walk, cycle or arrive by bus) • 3% owned a blue badge • 58% travelled less than 15 minutes to the station • 46% travelled from within the London Borough of Barnet and 54% from outside the Borough • 64% travelled alone with no passengers <p>We have researched the primary public facilities (education, health, places of worship etc.) that exist in the local area, including:</p> <ul style="list-style-type: none"> • Vale Drive Primary Care Centre • Hadley Wood Hospital • Barnet Hospital • Town centre • Barnet and Southgate College

	<ul style="list-style-type: none"> • Woodlands Day Nursery • Barnet Police Station • Queen Elizabeth's Girls' School • St Catherine's Catholic Primary School • St Christopher's House (retirement home) • Everyman Cinema • Barnet Bereavement Service • Belfield Montessori Day Nursery <p>We have undertaken a rights of light and daylight/sunlight study to analyse the potential impact of new development on surrounding properties.</p>
<p>Outline Explanation</p>	<p>We will develop the Stakeholder Engagement Plan to gain a greater understanding of both the positive and negative impacts of construction, which can then inform the planning process and mitigate negative impact on the community.</p> <p>We have consulted with local and other stakeholder groups since late 2018 and held formal consultation events. Design principles cover both the positive and negative impacts of development and mitigations with regard to impacts during construction are considered.</p> <p>This assessment will be updated and then submitted as part of the planning application.</p> <p>We are working with tenants to explain the impact of development upon their tenure and consider options for relocation in the local area or elsewhere on the TfL estate.</p>
<p>Outline Evidence Positive</p>	
<p>Outline Evidence Negative</p>	
<p>Outline Mitigating Actions</p>	<p>The above data on car park usage indicates that people park at High Barnet because it is convenient and in many cases there are alternative, closer stations that could be used. 54% of users travel to High Barnet from outside the London Borough of Barnet and in doing so reject alternative Underground and National Rail stations that are closer to their point of origin.</p> <p>High Barnet is served by numerous bus routes including the 34, 107, 234, 263, 307, 326 and 384. These each service the station between 3 and 7 times per hour. The blue-shaded area in the diagram below shows areas that are within 400 metres of a bus stop that services High Barnet station.</p>



Bus network serving High Barnet

We expect that the reduction in parking spaces will reduce vehicle trips to High Barnet station by 68,000 per year, which will reduce noise, congestion and emissions caused by traffic and improve air quality.

TfL is seeking through the Mayor’s Transport Strategy to encourage the use of active, clean and sustainable forms of transport. The development proposals will 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. Specifically, the proposals include:

- New pedestrian crossings at Barnet Hill
- Relocating the northbound bus stop on Barnet Hill so that it is closer to the station by 85 metres
- Over 500 metres of public access through the site to access High Barnet station
- A one-way system for vehicles through the site which will reduce congestion and abnormal manoeuvres around the station
- A re-profiled access route from Barnet Hill to the station that is wider and with a shallower gradient
- An improved walkway from the station to the town centre that is wider, better-lit and containing benches and other places to rest
- A new vehicle-free square between the station entrance and community facilities

OutlineEvidence
Positive2

OutlineEvidence
Negative2

OutlineMitigatingActions2													
OutlineMonitoringSystems	These have not yet been set up, but a framework will be established once equality and other stakeholder groups have been identified and engaged.												
OutlineIntroTraining	To be confirmed												
OutlineMeasureOfSuccess	To be confirmed												
FormCompletedBy	Teodorczyk Martin												
LineManagerSignOff	Cornelius Jonathan												
field I													
EQ-Statement-Purpose													
EQ-State-9-Characteristics													
EQ-State-If-So													
EQ-State-If-So-2													
Statement-SignOff													
Statement-Date													
Reviewer-SignOff													
Reviewer-Date													
Age-OutlineEvidencePositive	<table border="1"> <thead> <tr> <th>Expected Age Profile 2020</th> <th>0-15</th> <th>16-64</th> <th>65+</th> </tr> </thead> <tbody> <tr> <td>LONDON BOROUGH OF BARNET</td> <td>21%</td> <td>64%</td> <td>14%</td> </tr> <tr> <td>High Barnet Ward</td> <td>18%</td> <td>63%</td> <td>20%</td> </tr> </tbody> </table> <p>High Barnet ward has a higher proportion of older people compared to the Borough average.</p> <p>All residential units within the scheme will be flats on a single level with lift access.</p> <p>The scheme is expected to bring about a new public realm with improved access to the station, including designated pedestrian routes and shallower gradients for the benefit of all.</p> <p>Older people and children will additionally benefit from expected</p>	Expected Age Profile 2020	0-15	16-64	65+	LONDON BOROUGH OF BARNET	21%	64%	14%	High Barnet Ward	18%	63%	20%
Expected Age Profile 2020	0-15	16-64	65+										
LONDON BOROUGH OF BARNET	21%	64%	14%										
High Barnet Ward	18%	63%	20%										

	<p>improvements in road safety through reduced traffic movements and treatments to Barnet Hill including a new crossing.</p> <p>We will be working to create training opportunities during construction to help plug the skills gap in the construction industry and provide economic growth, including apprenticeships for younger people at school leaving age and at the start of their careers.</p>
<p>Age- OutlineEvidence Negative</p>	<p>Development will mean construction traffic for the duration of the build period. There will also be a need for road and pedestrian diversions which may increase the length and complexity of routes to the station and in the wider area.</p> <p>There is expected to be a significant loss in car parking spaces used by the public, which are mostly used to access the station. This will affect the general availability of parking spaces, including for older people who may not meet the criteria to qualify for a blue badge (as at 2019, 3.4% of Barnet residents held a blue badge, whereas 14% of residents are aged 65 or over). The result is longer travel times to the station and/or a need to rely on public transport, which is likely to be less safe than travelling from home by car.</p> <p>The presence of buildings may exacerbate the effect of wind upon pedestrians, which may particularly affect frail people.</p>
<p>Age- OutlineMitigatin gActions</p>	<p>Transport - the mitigation measures outlined above show the availability of public transport (either to access High Barnet or alternative stations). Measures to improve routes to and the general areas around the station will assist those who can walk or cycle. In detailed design we will investigate options to improve direct connectivity between the station and alternative modes of transport.</p> <p>Drop-Off and Taxis – re-provide a drop-off area and night taxi rank within the scheme ensuring accessibility issues are taken on board (for example distance from the taxi rank to the station) where possible. Location of taxi rank to be reviewed during the design process to ensure closest proximity to the station.</p> <p>Construction - produce a construction management and phasing plan that mitigates impact on public areas.</p>

<p>Disability- OutlineEvidence Positive</p>	<p>Residential units within the scheme will be flats on a single level with lift access which would be accessible for people with disabilities. 10% of the total residential units will be wheelchair-accessible homes.</p> <p>Furthermore 9 parking spaces for residents within the scheme will all be suitable for wheelchair users.</p> <p>The current provision of 6 Blue Badge parking spaces for public use in the station car park will be maintained.</p> <p>The scheme is expected to provide new public realm with improved access to the station and other public transport nodes in line with the Mayors Transport Strategy. This could include the primary access routes from the town centre and Barnet Hill such as shallower gradients and improved wayfinding and signage.</p>
<p>Disability- OutlineEvidence Negative</p>	<p>Development will mean construction traffic for the duration of the build period. There will also be a need for road and pedestrian diversions which may increase the length and complexity of routes to the station and in the wider area.</p> <p>While Blue Badge parking will be maintained, people with disabilities may not meet the criteria to qualify for a blue badge.</p>
<p>Disability- OutlineMitigatin gActions</p>	<p>Transport - the mitigation measures outlined above show the availability of public transport (either to access High Barnet or alternative stations) and measures to improve the area around the station to assist those who have independent means of transport, including wheelchairs. In detailed design we will investigate options to improve direct connectivity between the station and alternative modes of transport.</p> <p>Drop-Off and Taxis – re-provide a drop-off area and night taxi rank within the scheme ensuring accessibility issues are taken on board for example distance from the taxi rank to the station where possible. Location of taxi rank to be reviewed during the design process to ensure closest proximity to the station.</p> <p>Construction - produce a construction management and phasing plan that mitigates impact on public areas.</p>
<p>GenderReass- OutlineEvidence Positive</p>	<p>Fears of intimidation and/or abuse are sometimes mentioned as barriers for increased public transport use due to an experienced lower perception of personal safety.</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</p>

	to people in this group.
GenderReass- OutlineEvidence Negative	<p>The loss of public car parking will impact groups using the station or town centre, leading to a greater proportion of journeys to be made on foot or by public transport, which may be less safe.</p> <p>Development will mean construction traffic for the duration of the build period. There will also be a need for road and pedestrian diversions which may increase the length and complexity of routes to the station and in the wider area.</p>
GenderReass- OutlineMitigatin gActions	<p>The scheme will re-provide a night taxi rank at a location to be determined.</p> <p>Construction - produce a construction management and phasing plan that mitigates impact on public areas.</p>
Gender- OutlineEvidence Positive	<p>The scheme includes 109 homes within the 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>We will be working to create training opportunities during construction to help plug the skills gap in the construction industry and provide economic growth, including the encouragement of groups that are under-represented in the construction industry, including women.</p> <p>The improved public realm will include inclusive design such as good lighting, sightlines and wayfinding to help enhance the feeling of safety.</p> <p>Retail and commercial buildings in public areas will provide active uses (including evenings) and a natural surveillance that will benefit those at a greater risk of crime.</p>
Gender- OutlineEvidence Negative	<p>The loss of public car parking will impact groups using the station or town centre, leading to a greater proportion of journeys to be made on foot or by public transport, which may be less safe.</p> <p>Development will mean construction traffic for the duration of the build period. There will also be a need for road and pedestrian diversions which may increase the length and complexity of routes to the station and in the wider area.</p>

Gender- OutlineMitigatin gActions	<p>The scheme will re-provide a night taxi rank at a location to be determined.</p> <p>Construction - produce a construction management and phasing plan that mitigates impact on public areas.</p>
MarrCivPart- OutlineEvidence Positive	N/A
MarrCivPart- OutlineEvidence Negative	N/A
MarrCivPart- OutlineMitigatin gActions	N/A
PregMat- OutlineEvidence Positive	<p>The improved public realm will include play space for children and inclusive design features such as good lighting, sightlines and wayfinding to help enhance the feeling of safety and allow better access to the station for those with prams, buggies or children on foot.</p> <p>Retail and commercial buildings in public areas will provide active uses (including evenings) and a natural surveillance that will benefit those at a greater risk of crime.</p> <p>Parents of young children will additionally benefit from expected improvements in road safety, such as new crossings for Barnet Hill and access through the site to the station.</p>
PregMat- OutlineEvidence Negative	<p>The loss of public car parking will impact groups using the station or town centre, with greater impact upon those travelling with children and buggies, should parking be unavailable. This will also occur for those arriving outside early commuting times due to taking children to school or day-care, or those working part-time.</p> <p>Development will mean construction traffic for the duration of the build period. There will also be a need for road and pedestrian diversions which may increase the length and complexity of routes to the station and in the wider area. This may disproportionately-affect women during pregnancy, or those carrying infants, who may find walking for longer distances more difficult.</p>
PregMat- OutlineMitigatin gActions	<p>Monitor feedback and address issues raised</p> <p>Transport - the mitigation measures outlined above show the availability of public transport (either to access High Barnet or alternative stations) and measures to improve the area around the station to assist those who have independent means of transport, including pushchairs and buggies. In detailed design we will investigate options to improve direct connectivity between the station and alternative modes of transport.</p>

Drop-Off and Taxis – re-provide a drop-off area and night taxi rank within the scheme ensuring accessibility issues are taken on board for example distance from the taxi rank to the station where possible. Location of taxi rank to be reviewed during the design process to ensure closest proximity to the station.

Construction - produce a construction management and phasing plan that mitigates impact on public areas.

Investigate the provision of 'parent and child' spaces within any parking allocation.

Race-
OutlineEvidence
Positive

Data from the 2011 Census showed the following population:

Population Profile 2011	White	Mixed	Asian or Asian British	Black or Black British	Other
ENGLAND AND WALES	86%	2%	8%	3%	1%
LONDON	60%	5%	19%	13%	3%
BARNET	64%	5%	18%	8%	5%
High Barnet	82%	4%	9%	3%	2%

The increase and improvement of public realm space will particularly support greater interaction between people from all groups.

We will be working to create training opportunities during construction to help plug the skills gap in the construction industry and provide economic growth, including the encouragement of groups that are under-represented in the construction industry, including those from ethnic minorities. Furthermore, apprenticeships for those around school-leaving age should benefit this group as the group accounts for a greater-than-average proportion of young Londoners.

Race-
OutlineEvidence
Negative

Race-
OutlineMitigatin
gActions

Further studies will be made into the ethnicity of those owning or working in the existing businesses to see if there is a disproportionate impact.

RelBel-
OutlineEvidence
Positive

Data from the 2011 Census showed the following population:

Religious Belief Profile 2011 (by %)	Christian	Buddhist	Hindu	Jewish	Muslim	Sikh	Other	No Religion	Not Stated
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	<table border="1"> <tr> <td>ENGLAND</td> <td>59.4</td> <td>0.5</td> <td>1.5</td> <td>0.5</td> <td>5.0</td> <td>0.8</td> <td>0.4</td> <td>24.7</td> <td>7.2</td> </tr> <tr> <td>LONDON</td> <td>48.4</td> <td>1.0</td> <td>5.0</td> <td>1.8</td> <td>12.4</td> <td>1.5</td> <td>0.6</td> <td>20.7</td> <td>8.5</td> </tr> <tr> <td>BARNET</td> <td>41.2</td> <td>1.3</td> <td>6.2</td> <td>15.2</td> <td>10.3</td> <td>0.4</td> <td>1.1</td> <td>16.1</td> <td>8.4</td> </tr> <tr> <td>High Barnet</td> <td>53.4</td> <td>0.6</td> <td>3.1</td> <td>6.5</td> <td>3.9</td> <td>0.3</td> <td>0.7</td> <td>23.1</td> <td>8.3</td> </tr> </table> <p>The improved public realm will include inclusive design features such as good lighting, sightlines and wayfinding to help enhance the feeling of safety, including for those visiting nearby places of worship.</p> <p>General benefits of an improved public realm around the station will impact all users.</p>	ENGLAND	59.4	0.5	1.5	0.5	5.0	0.8	0.4	24.7	7.2	LONDON	48.4	1.0	5.0	1.8	12.4	1.5	0.6	20.7	8.5	BARNET	41.2	1.3	6.2	15.2	10.3	0.4	1.1	16.1	8.4	High Barnet	53.4	0.6	3.1	6.5	3.9	0.3	0.7	23.1	8.3
ENGLAND	59.4	0.5	1.5	0.5	5.0	0.8	0.4	24.7	7.2																																
LONDON	48.4	1.0	5.0	1.8	12.4	1.5	0.6	20.7	8.5																																
BARNET	41.2	1.3	6.2	15.2	10.3	0.4	1.1	16.1	8.4																																
High Barnet	53.4	0.6	3.1	6.5	3.9	0.3	0.7	23.1	8.3																																
RelBel- OutlineEvidence Negative	<p>The loss of parking may affect access to places of worship in the local area. We do not envisage that any places of worship will be affected by noise from construction.</p>																																								
RelBel- OutlineMitigatin gActions	<p>The needs of various user groups will be considered once they are consulted at a later date. The demand for parking is slightly lower on Fridays and markedly-lower on Saturdays and Sundays.</p>																																								
SexOrient- OutlineEvidence Positive	<p>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>																																								
SexOrient- OutlineEvidence Negative	<p>The loss of public car parking will impact groups using the station or town centre, leading to a greater proportion of journeys to be made on foot or by public transport, which may be less safe.</p> <p>The private hire cab firm, currently a tenant in Station Road, may not continue to trade.</p> <p>Development will mean construction traffic for the duration of the build period. There will also be a need for road and pedestrian diversions which may increase the length and complexity of routes to the station and in the wider area.</p>																																								
SexOrient- OutlineMitigatin gActions	<p>The scheme will re-provide a night taxi rank at a location to be determined.</p> <p>Construction - produce a construction management and phasing plan that mitigates impact on public areas.</p>																																								
Other- OutlineEvidence Positive	<p>The scheme is expected to provide 294 homes, of which 108 are affordable homes. This will help to alleviate shortages in housing supply and the affordable homes will be of particular benefit to those on lower incomes and/or meet the qualifying criteria.</p> <p>The improved public realm will include inclusive design such as good lighting, sightlines and wayfinding to help enhance the feeling of safety, which may</p>																																								

	benefit shift workers and others who need to access the area during the night.
Other- OutlineEvidence Negative	
Other- OutlineMitigatin gActions	
InWhatWay	
StepsMitigateAd verselmpact	
StepsProposedA dopted	
ReasonsDecision Proposal	
Created	
Assessor	
Title	
Principal Equality Advisor	
Key EQIA Activities	
EqIA Review Date1	
EqIA Review Date2	
EqIA Review Date3	
Director Sign-off	
Admin Director sign off	
Item Type	
Path	