

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*	Arnos Grove Station Car Park Development Connected Living London - Build to Rent Portfolio
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	3.0	17//01/2020	RM Response to Superuser.
	4.0	23/01/2020	RM Second Response to Superuser.
	5.0	23/01/2020	RM Final Draft
	6.0	24/01/2020	RM Response to FM
	7.0	07/04/2020	MB Review of RM&FM Responses

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

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To be used in conjunction with: G1060

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

Connected Living 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 7 sites, boosting the number of new homes available in London while also generating significant ongoing revenue for TfL to reinvest into the transport network.



- We will deliver around 3,000 homes with the potential for more.
- We will deliver 40% affordable housing across the Connected Living portfolio.
- We will generate vital revenue to reinvest in the transport network.
- We will provide transport infrastructure improvements including step-free access, new bus stations and better public realm.
- We will create healthy streets and neighbourhoods where people want to live.

A fundamental attribute of the homes that Connected Living will deliver is that they will benefit from excellent transport links, which we will build on 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 to be London's landlord of choice, providing excellent service in a place where our customers feel secure and call 'home'.

Affordable and Accessible Homes

TfL is committed to delivering 50 per cent affordable homes across our London-wide portfolio of sites. In contributing towards these targets, Connected Living's Build to Rent sites will provide 40% affordable housing. ,

Across the Connected Living Build to Rent portfolio, we expect that we will be delivering a mixture of affordable housing products including Discount Market Rent (DMR). DMR will include rent at London Living Rent levels and, in some cases, London Affordable Rent.

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. They are comparative to Social Rents, and significantly lower than the "Affordable Rents" which can be as much as 80% of private rental rates.

A private renter in the UK spends on average 34% of their salary on rent and our rent levels will be in line 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 Development includes 10% of units as wheelchair accessible (M4(3)) and 90% as wheelchair adaptable (M4(2)) as required by Draft London Plan Policy D7. The design is inclusive and accessible, with consideration for the diverse population, facilitating social interaction and inclusion (Policy D5, London Plan).

Boosting Housing Supply

London desperately needs more homes and this partnership will allow us to deliver thousands of Build to Rent homes at pace. We are 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 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 our wider portfolio, so they can continue to enjoy the benefits of Connected Living.

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 located throughout the developments and 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. We'll be looking to provide



our customers with what they need and want – from the security and convenience of an onsite management team to high speed Wi-Fi, shared work space and a gym.

Design Legacy

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

Sustainability

As a long-term property developer and owner, we are deeply invested in the long-term quality of the communities we build. Our business model is focused on designing, developing, investing in, and managing quality homes which enrich the lives of residents. Through our projects, we 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 us to generate vital long-term income to reinvest into the capital's transport network, supporting 31 million journeys every day and helping deliver one of the world's largest capital investment programmes.

Economic Growth

Our 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 our sites will also provide a range of uses including retail units, community venues and work space, supporting hundreds of jobs for local people across London. We will be working with colleges, charities and construction employers across London to help provide local job opportunities and work experience on our sites, helping to plug the skills gap in the construction sector and provide fantastic development opportunities. We are also actively targeting hard to reach groups, such as women, people from BAME background, and ex-offenders, who are currently under represented in the industry.

Scope of the Scheme

Arnos Grove Underground Station is situated in the London Borough of Enfield, in the Southgate Green Ward. It was opened on 19 September 1932 as part of the northern extension of the Piccadilly Line from Finsbury Park. Since then, the station has become a key landmark for the local area. The station was granted Grade II listed status in 1971 which was upgraded to Grade II* in 2011 to reflect the building's status as an icon of British Modernist architecture.

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 in to 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.

Around 40% of Enfield is designated Green Belt, making development in the area challenging. It is one of the least densely populated areas of London as a result. Our 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. The development will comprise of 162 new homes, with 40% affordable housing and a flexible unit (86.2sqm) comprising Use Class C3/A1/A3.



A new, attractive station square will be created to the western station entrance, providing a new, public space with level access, ensuring it is accessible to all. It will be available for anyone to use and will create a more open space, providing a pedestrianised area for people to congregate, or safely travel through. The scheme is accompanied by a comprehensive Landscaping Strategy which comprises external amenity space including areas accessible to the public including the public square, and private shared amenity providing spaces to sit and relax and play space. The private areas will be enclosed by vegetation and characterised by living environments that are safe and inviting and prioritise people over vehicles. The proposed planting has been selected to increase the ecological connectivity and protect biodiversity by providing communal gardens and play space with a focus on retaining existing mature trees and planted boundaries.

Site Map



Parking

The current car park at Arnos Grove has 297 general purpose car parking spaces, 10 LUL staff parking spaces and 6 dedicated blue badge spaces. Surveys on their current utilisation have shown 4 of these blue badge spaces to be in use during peak hours on both a Saturday and a Thursday.

We are proposing a full closure of this car park, replacing it with a car free development, with the exception of:

- 6 publicly accessible blue badge car parking spaces re-provided near their current location at the front of the site.
- 5 additional blue badge parking spaces for residents (3%), with the capacity to increase this to 11 should demand from residents increase in the future (10%) in line with policy requirements.
- Up to ten spaces re-provided on site for station staff – to support the efficient running of the transport network.

Whilst we are providing an equivalent blue badge parking, it should be noted that the station does not currently have step-free access. A feasibility study has been undertaken by the step-free access team. Our works will ensure they do not impede any future decisions to provide step-free access, however there are no current plans to do so at Arnos Grove Station.

How does this scheme deliver the Portfolio aims?

This scheme aligns with Draft London Plan and the Mayor's Transport Strategy, allowing highly accessible, public sector land to be put to better use enabling much needed new and affordable homes to be delivered in the Borough of Enfield. We will be making use of otherwise constrained pieces of land, utilising brownfield sites to minimise impacts on green spaces, maintaining biodiversity and the health benefits which they provide.

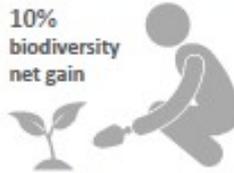
01 REDEVELOPMENT & CONSTRUCTION BENEFITS



c. 250 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 400-750 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 and capped rent increases during tenancies



Meeting local needs

- providing an affordable, quality alternative to buying



Placemaking

- long term investment in placemaking

A cycle friendly neighbourhood and car free development encourages more sustainable and healthy travel choices in line with the 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 improvements. ¹. Being ideally located next to Arnos Grove station provides vital links, removing the need for travelling 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.

We will be providing jobs 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.

Enfield Council also have their own Housing Strategy to tackle issues such as homelessness, overcrowding, and homes for those with specific needs, low incomes and older people. Our scheme in Arnos Grove will contribute towards these targets to provide long term, sustainable, rented homes for those who need them.³

¹ <https://healthystreets.com/>

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

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

³ <https://new.enfield.gov.uk/services/housing/housing---strategy---housing-strategy-2012-2027.pdf>

03 FINANCIAL BENEFITS



c. £1.7m

in Community Infrastructure Levy - 15% of which could be spent on local priorities



£2.1m per year additional household spending, which can benefit local shops and services



£1.1m

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



£240k per year in council tax payments

04 COMMUNITY BENEFITS



c.150 new homes in a sustainable location



Increasing housing affordability with 40% of homes at Discount Market Rent



A new public square providing space to sit, meet & socialise next to the station



Reducing the number of cars on the roads will help promote healthier streets

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

Yes. The Build to Rent programme and 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. Some schemes will also involve staff from London boroughs or contracted services.

As the Arnos Grove scheme is on station premises, station staff may be impacted temporarily due to the changes in parking, access or accommodation provisions. There are currently 10 staff parking spaces and 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 scheme, while positive impacts are expected following completion, including decreased traffic and improvements in 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 LGB 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 biggest benefits are likely to be felt by those who live in or close to the scheme.

Impacts to Parking

As the Arnos Grove scheme is making use of the station car park, impacts may be felt most by those who regularly park there. Our transport consultants have conducted research on the utilisation of the car parks and we have found that 33% of all car-park users are within walking distance of an underground station, and 50% within walking distance of a national rail station. This is based on the Public Transport Accessibility Level (PTAL) Assessment which recommends walking distances of 960m for rail and underground stations, and 640m for bus stops.

A further 68% of car-park users are within walking distance of a bus route that serves Arnos Grove station. 99% of users are within 960m away from a station or 640m away from a bus stop serving Arnos Grove. This research 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. The car-park closure will also positively affect customers who travel to the station by walking or cycling due to reduced traffic flow and an improved public space in-front of the station.

Impacts to Housing Stock

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 Draft London Plan requirements, 10% of dwellings meet Building Regulation requirement M4(3) 'wheelchair user dwellings' and the remainder are M4(2)



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:⁴

According to the office of national statistics, Enfield has an estimated population of 333,869, of which Southgate Green Ward comprises 14,231.

Measure	Southgate Green	Enfield	Source
Population Estimate (2018)	14,231	333,869	ONS mid-year estimates 2018
Children aged 0-15	2,587	76,366	ONS mid-year estimates 2018
Working-age people (16-64)	9,287	213,600	ONS mid-year estimates 2018
Older people aged 65+	2,357	43,903	ONS mid-year estimates 2018
% All Children aged 0-15	18.2	22.9	ONS mid-year estimates 2018
% All Working-age (16-64)	65.3	64.0	ONS mid-year estimates 2018
% All Older people aged 65+	16.6	13.1	ONS mid-year estimates 2018
% BAME - 2018	32.6	36.8	Enfield Council Estimates 2018
% BAME - 2011	33.1	39.0	Census 2011
% Not Born in UK - 2011	36.2	35.1	Census 2011
% English is First Language of no one in household - 2011	14.0	14.1	Census 2011
Area - Square Kilometres	2.6	82.2	Ministry for Housing, Communities and Local Government
Population density (people per sq km)	5,399	4,047	ONS mid-year estimates 2018 / MHCLG

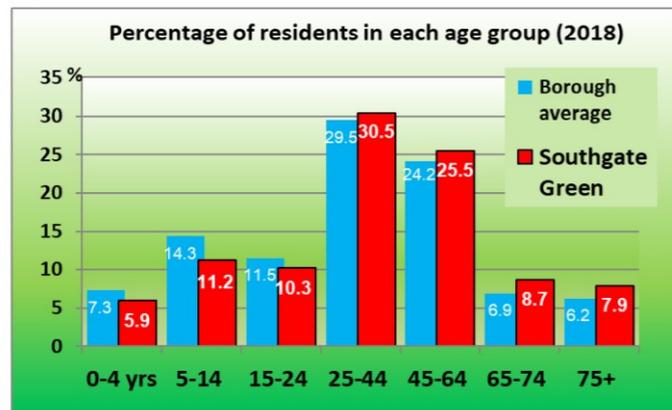
<https://new.enfield.gov.uk/services/your-council/borough-and-wards-profiles/about-enfield-information-southgate-green.pdf>

Age

As shown by the age profile, Southgate Green has a higher number of older people and a lower number of younger people when compared to the borough average.

- 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%).
- Barriers to transport use that older people face on our streets are particularly physical barriers

Age Profile



⁴ <http://content.tfl.gov.uk/travel-in-london-understanding-our-diverse-communities-2019.pdf>
http://source.tfl/pdfs/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>



e.g. long distances to bus stops and presence of steps.

- Younger Londoners aged between 16 and 24-years-old are significantly more likely to feel worried about their personal security when travelling by public transport in the Capital. 35% of younger 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).

Improvements to the public realm, including the reduction of traffic, will significantly benefit younger people, particularly walking to 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 and 43% reporting that obstacles on pavements are a barrier to walking more.

Removal of parking will be a significant impact to those who are less able to travel by other means. Improvements to the public realm should benefit the large group of disabled people who walk as part of their journeys, by removing barriers to travel.

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. This will mean women will experience more positive or negative impacts, due to degrees of intersectionality with other protected groups.
- 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.

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 experience a higher than average benefit from the affordable housing provision.

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 ONS, 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.

Due to degrees on intersectionality, 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 several places of worship to the Arnos Grove site, it can be assumed that some impacts will be felt.

Other – refugees, low income, homeless people⁵

Households on lower incomes tend to live in more deprived areas and experience higher rates of crime as a result.⁶

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.

⁵ <https://new.enfield.gov.uk/services/housing/housing---strategy---housing-strategy-2012-2027.pdf>

⁶ <https://www.civitas.org.uk/content/files/povertyandcrime.pdf>



Our scheme provides affordable housing which is safe and secure, with well lit, open public realm areas. This will have a significant positive impact on those on lower incomes who are more likely 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 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 rates 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 Homelessness⁷, as a proportion of homelessness cases it 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)⁸
- Additionally, around a quarter of Enfield households claim housing benefit versus around 15% across England.

The Arnos Grove 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 also have the flexibility to move within the existing building or across the wider portfolio of CLL sites. They will however be flexible, allowing

⁷ <https://www.gov.uk/government/statistical-data-sets/live-tables-on-homelessness>

⁸ <https://governance.enfield.gov.uk/documents/s78340/Homelessness%20in%20Enfield%20Final.pdf>



tenants to end their contracts if their circumstances change. This will also include moving within the CLL portfolio, whether this is to another scheme, or moving into an affordable tenure in the same building. 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. We will be prioritising existing borough residents for tenancies which will further 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 schemes 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% all Londoners), BAME people (44% compared with 37% all Londoners), Older people (24% are aged over 65, whereas people in this age group make up 13% of the total London population), Disabled people (20% compared with 9% all Londoners). Impacts on those on lower incomes may therefore disproportionately effect 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 significantly more likely than heterosexual Londoners to have experienced incidents of unwanted sexual behaviour or hate crime while travelling on the Capital'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.

Information about the local community

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

Some sites of consideration include:

Places of worship:

Our Lady of Lourdes Church

Nanak Darbar North London
Palmers Green & Southgate United Synagogue
Also,
Saint Paul's Church, New Southgate
New Southgate & Friern Barnet Christ Church
Assembly Hall of Jehovah's Witnesses
Sisters of Our Lady of the Missions

Schools:

Our Lady of Lourdes Catholic Primary School
Highview Pre-School
Broomfield School
Garfield Primary

Community Centres

22nd Southgate Scout Group

Businesses:

The project team has visited each of the businesses along Bowes Road to inform them of the proposals and invite them to the public consultations. While we did not collect any formal feedback at this time, generally there was 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.

Residential Homes:

Rosedale Residential Home on The Limes Avenue, between New Southgate and Arnos Grove.

Design guidance / standards

All units in Connected Living London Schemes will be built in alignment with the Draft London Plan Policies⁹ as well as national standards such as The Building Regulations 2010.¹⁰

These regulations can only ensure that all our schemes are fit for purpose and accessible when implemented by those with sufficient expertise and when done alongside engagement with those impacted e.g. disabled and older people.

⁹ <https://www.london.gov.uk/what-we-do/planning/london-plan/new-london-plan/draft-london-plan-consolidated-suggested-changes-version-july-2019>

¹⁰

https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/540330/BR_P_DF_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 carers¹¹
- 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>Southgate Green Ward has an older population than the Borough Average.</p> <table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th></th> <th>Enfield</th> <th>Southgate Green</th> </tr> </thead> <tbody> <tr> <td>0-4</td> <td>7.8%</td> <td>5.9</td> </tr> <tr> <td>5-14</td> <td>13.2%</td> <td>11.2</td> </tr> <tr> <td>15-24</td> <td>13.5%</td> <td>10.3</td> </tr> <tr> <td>25-44</td> <td>30.4%</td> <td>30.5</td> </tr> <tr> <td>45-64</td> <td>22.6%</td> <td>25.5</td> </tr> <tr> <td>65-74</td> <td>6.5%</td> <td>8.7</td> </tr> <tr> <td>75+</td> <td>5.9%</td> <td>7.9</td> </tr> </tbody> </table>		Enfield	Southgate Green	0-4	7.8%	5.9	5-14	13.2%	11.2	15-24	13.5%	10.3	25-44	30.4%	30.5	45-64	22.6%	25.5	65-74	6.5%	8.7	75+	5.9%	7.9		<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 so by older or younger people who may find walking for longer distances more difficult or who may be less comfortable navigating streets where the surroundings are unfamiliar. Older people are also more likely to experience some form of impairment which can affect their travel.</p> <p>Locations affected: Bowes Road</p>																								
	Y	<p>Construction Traffic – An increase in heavy goods and other construction traffic may impact those who regularly travel near the site. This could particularly impact younger people who are more likely to walk, especially to and from school. There are several primary schools near the station so many walking journeys may be made in peak hours and therefore impacted.</p> <p>Locations affected: Bowes Road</p>																								

¹¹ 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



	Y	<p>Blue Badge Parking – As the scheme closes the car parks, this may have an impact upon older people who rely on private vehicles to access local services and amenities.</p> <p>The 6 publicly accessible blue badge spaces currently at Arnos Grove 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>A car parking survey was undertaken on Thursday 10th October and Saturday 12th October 2019. The peak occupancy of the blue badge bays was 4 spaces on both days. This indicates there will be limited disruption during the construction period as the spaces are not currently occupied at full capacity</p> <p>Locations affected: Arnos Grove Station</p>
	Y	<p>Parking – As the scheme closes the car parks this may have an impact upon older people who rely more on private vehicles to access local services and amenities.</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>Locations affected: Arnos Grove Station</p>
		<p>Post Construction</p>
	Y	<p>Blue Badge Parking – As the scheme closes the car parks this may have an impact upon older people who rely on private vehicles to access local services and amenities. Additionally, older people are more likely to experience some form of disability and therefore rely on blue badge spaces.</p> <p>A car parking survey was undertaken on Thursday 10th October and Saturday 12th October 2019. The peak occupancy of the blue badge bays was 4 spaces on both days. This indicates there will be limited disruption</p>



		<p>during the construction period as the spaces are not currently occupied at full capacity. Additionally, there is no intention to remove existing blue badge spaces currently on site; these are to be reprovided by the scheme.</p> <p>Locations affected: Arnos Grove Station</p>		
	Y	<p>Parking – As the scheme closes the car parks, this may have an impact upon older people who rely more on private vehicles to access local services and amenities.</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>Locations affected: Arnos Grove Station</p>		
	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>Locations affected: Arnos Grove Station</p>		
<p>Disability Including Carers</p> <p>Based on the 2011 Census, London has a disabled population of 15.4%.</p> <table border="1" data-bbox="225 1373 592 1570"> <tr> <td data-bbox="225 1373 408 1570">% of Disabled people in Enfield</td> <td data-bbox="408 1373 592 1570">15%</td> </tr> </table>	% of Disabled people in Enfield	15%		<p>During Construction:</p> <p>There is a risk that the development may not be accessible unless a National Register of Access Consultants (NRAC) accredited access auditor is involved in the development of the scheme as well as individuals with disabilities who will be able to comment on the practicalities of living and moving around the site.</p>
% of Disabled people in Enfield	15%			
	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 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: Bowes Road and immediate area</p>		
		<p>Blue Badge Parking – As the scheme closes the car parks this may have an impact upon disabled people who rely</p>		



	<p>on private vehicles to access local services and amenities.</p> <p>The 6 publicly accessible blue badge spaces currently at Arnos Grove 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>A car parking survey was undertaken on Thursday 10th October and Saturday 12th October 2019. The peak occupancy of the blue badge bays was 4 spaces on both days. This indicates there will be limited disruption during the construction period as the spaces are not currently occupied at full capacity</p> <p>Locations affected: Arnos Grove Station</p>						
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	Enfield	Southgate Green					
Male	48.2%	50.1%					



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Female	51.8%	49.8%			
		<p>Post Construction:</p>			
	<p>Y</p>	<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 significant impact on women who are more likely to change their travel plans due to concerns over safety.</p> <p>Locations affected: Entire Scheme</p>			
	<p>Y</p>	<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: Arnos Grove Station</p>			
<p>Gender reassignment</p> <table border="1"> <tr> <td>% Gender Reassignment</td> <td>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.¹²)</p>	% Gender Reassignment	Unknown	<p>Y</p>	<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. This may be negatively impacted by the removal of car parking, requiring people to travel by other means.</p> <p>Locations Affected – Arnos Grove Station</p>	
% Gender Reassignment	Unknown				

¹² <https://new.enfield.gov.uk/services/your-council/borough-and-wards-profiles/borough-profile-2019-your-council.pdf>



<p>Marriage/civil partnership</p> <table border="1" data-bbox="193 309 544 501"> <tr> <td data-bbox="193 309 373 501">% of Married / Civil Partnerships</td> <td data-bbox="373 309 544 501">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 however be monitored on completion of the scheme.</p>
% of Married / Civil Partnerships	Unknown			
<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>Homeless¹³ - According to a Smith Institute Report from 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>		<p>During Construction:</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>		
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¹³ <https://governance.enfield.gov.uk/documents/s77276/Homelessness%20in%20Enfield%20Final.pdf>



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<p>Race Taken from Enfield Council Insight Team and ONS 2018 Estimates:</p> <table border="1" data-bbox="188 752 624 2029"> <thead> <tr> <th></th> <th>Enfield</th> <th>Southgate Green</th> </tr> </thead> <tbody> <tr> <td>Total BAME</td> <td>39%</td> <td>33%</td> </tr> <tr> <td>Black African</td> <td>7.41</td> <td>3.5</td> </tr> <tr> <td>Bangladeshi</td> <td>1.92</td> <td>1.6</td> </tr> <tr> <td>Black Caribbean</td> <td>5.29</td> <td>2.4</td> </tr> <tr> <td>Chinese</td> <td>0.82</td> <td>1.5</td> </tr> <tr> <td>Greek</td> <td>1.36</td> <td>1.9</td> </tr> <tr> <td>Greek Cypriot</td> <td>4.85</td> <td>7.4</td> </tr> <tr> <td>Indian</td> <td>3.55</td> <td>7.2</td> </tr> <tr> <td>Kurdish</td> <td>1.28</td> <td>0.6</td> </tr> <tr> <td>Other Asian</td> <td>3.84</td> <td>3.6</td> </tr> <tr> <td>Other Black</td> <td>2.5</td> <td>1.5</td> </tr> <tr> <td>Other</td> <td>3.99</td> <td>4.2</td> </tr> <tr> <td>Other Mixed</td> <td>2.06</td> <td>2.0</td> </tr> <tr> <td>Pakistani</td> <td>0.85</td> <td>1.1</td> </tr> <tr> <td>Somali</td> <td>2.74</td> <td>0.7</td> </tr> <tr> <td>Turkish</td> <td>7.25</td> <td>3.3</td> </tr> <tr> <td>Turkish Cypriot</td> <td>1.92</td> <td>1.3</td> </tr> <tr> <td>White and Black Caribbean</td> <td>1.4</td> <td>0.9</td> </tr> <tr> <td>White and Black African</td> <td>0.74</td> <td>0.8</td> </tr> <tr> <td>White and Asian</td> <td>1.3</td> <td>1.6</td> </tr> <tr> <td>White British</td> <td>35.18</td> <td>39.8</td> </tr> <tr> <td>White Irish</td> <td>2.17</td> <td>2.8</td> </tr> </tbody> </table>		Enfield	Southgate Green	Total BAME	39%	33%	Black African	7.41	3.5	Bangladeshi	1.92	1.6	Black Caribbean	5.29	2.4	Chinese	0.82	1.5	Greek	1.36	1.9	Greek Cypriot	4.85	7.4	Indian	3.55	7.2	Kurdish	1.28	0.6	Other Asian	3.84	3.6	Other Black	2.5	1.5	Other	3.99	4.2	Other Mixed	2.06	2.0	Pakistani	0.85	1.1	Somali	2.74	0.7	Turkish	7.25	3.3	Turkish Cypriot	1.92	1.3	White and Black Caribbean	1.4	0.9	White and Black African	0.74	0.8	White and Asian	1.3	1.6	White British	35.18	39.8	White Irish	2.17	2.8	<p>N</p>	<p>During Construction:</p> <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> <p>Post Construction:</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> <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 on completion of the scheme.</p>
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% Sexual Orientation	Unknown																	



<p>National Statistics, found that 2.7% of Londoners identify as LGB, an increase from 2015. ¹⁴</p> <p>We do not have statistics for Enfield, which may be higher or lower than this average.</p>		<p>from familiar routes.</p> <p>Locations Affected – Bowes Road</p>
		<p>Post Construction:</p>
	<p>Y</p>	<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. This may be negatively impacted by the removal of car parking, requiring people to travel by other means.</p> <p>Locations Affected – Arnos Grove Station</p>

¹⁴

<https://www.ons.gov.uk/peoplepopulationandcommunity/culturalidentity/sexuality/bulletins/sexualidentityuk/2016>

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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
<p>Age</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>	Y	<p>Affordable Housing - Enfield has a very high proportion of households that contain dependent children and a similarly poor position for household overcrowding. 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, aiding 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, Bowes 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 play spaces in a car free development and increased passive surveillance. We are working with the borough's Secured by Design officer to ensure the benefits of these spaces are maximised, while minimising potential negative impacts.</p> <p>Locations Affected: Entire Scheme</p>
		<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>



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. 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 to live in a household with an annual income of £20,000 or less than non-disabled Londoners (61% compared with 25%). They are therefore more likely to benefit from an affordable housing scheme.</p> <p>Homes will also be allocated through the Enfield Housing Allocation Scheme, which prioritises those with a more urgent need for suitable housing, including disabled people.</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 contribute to increased levels of ambience benefits, which will be felt more by 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</p>



		improve safety and the feeling of safety for female travellers. We 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.
	Y	Affordable Housing – Women are more likely than men to be on lower incomes. As the scheme will benefit those in need of affordable housing, it is likely that women in the area will experience an increased benefit. Locations affected: Residents of the development.
	Y	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. We will specifically be targeting underrepresented areas in the industry such as women to provide these vital opportunities.
Gender reassignment	Y	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. 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. Locations Affected – Arnos Grove Station, Entire Development
Marriage/civil partnership	N	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. Impacts will however be monitored on completion of the scheme.



<p>Other – e.g. refugees, low income, homeless people¹⁵</p>	<p>Y</p>	<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.</p> <p>Locations affected: Entire Scheme</p>
	<p>Y</p>	<p>Anti-Social Behaviour and Safety/ Feeling of Safety – Buildings will be completely secured, 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 Arnos Grove will be finalised in the property management plan, prior to practical completion of the scheme in 2022.</p> <p>Concerns about antisocial behaviour and crime are particularly mentioned as barriers to public transport use 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 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. We are replacing the existing car parks with open public realm spaces which will be well lit, experience more foot traffic and the homes in the development will provide natural surveillance 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>

¹⁵ <https://data.london.gov.uk/dataset/average-private-rents-borough>



	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 also be focussing on targeting traditionally underrepresented groups within the industry such as ex-offenders.</p> <p>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 - 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 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 predicted that there will be a positive effect on traffic flows in the area. This may positively impact BAME Londoners more significantly as they are the most likely to be, or feel, unsafe from road accidents when walking around London, particularly at night.</p>



<p>Religion or belief</p>	<p>N</p>	<p>Decreased Traffic and Safety – Removal of the car park will help to encourage more active modes of transport and reduce traffic along Bowes Road. This will be a benefit to those who travel along the road regularly, particularly congregants of The Lady of Lourdes Church which is close to Arnos Grove Station.</p> <p>Benefits may be experienced when congregating outside and walking or cycling to and from the church. The church itself is set back from the road so any reduction in noise will be small.</p> <p>Locations Affected – Bowes Road, Lady of Lourdes.</p>
<p>Sexual orientation</p>	<p>N</p>	<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 – Arnos Grove Station, Entire Development</p>



Step 4: Consultation

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

<p>List the groups you intend to consult with or have consulted and reference any previous relevant consultation?¹⁶</p>	<p>If consultation has taken place what issues were raised in relation to one or more of the protected characteristics?</p>																	
<p>Local places of worship</p>	<p>Gurudwara – Nanak Darbar North London, Our Lady of Lourdes Church, and Palmers Green and Southgate United Synagogue were invited to the consultations in Arnos Grove. They did not attend.</p> <p>We do not have faith data from the consultation responses to indicate whether people from these faith groups attended, however we do know that 70.45% of responses identified as white, a disproportionate number compared to Enfield’s BAME demographics. The lack of BAME responses may indicate a lack of responses from the Gurudwara and other faith groups.</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" data-bbox="416 1301 1596 1776"> <thead> <tr> <th data-bbox="416 1301 1007 1339">Date</th> <th data-bbox="1007 1301 1596 1339">Task</th> </tr> </thead> <tbody> <tr> <td data-bbox="416 1339 1007 1406">19th June 2019</td> <td data-bbox="1007 1339 1596 1406">Initial ‘Meet the Team’ Public Consultation event</td> </tr> <tr> <td data-bbox="416 1406 1007 1480">4th / 5th November 2020</td> <td data-bbox="1007 1406 1596 1480">Meeting with Arnos Grove Ward Councillors</td> </tr> <tr> <td data-bbox="416 1480 1007 1554">5th November 2020</td> <td data-bbox="1007 1480 1596 1554">Brief the Enfield Planning Committee</td> </tr> <tr> <td data-bbox="416 1554 1007 1592">6th November 2020</td> <td data-bbox="1007 1554 1596 1592">Public Consultation event #1</td> </tr> <tr> <td data-bbox="416 1592 1007 1630">7th November 2020</td> <td data-bbox="1007 1592 1596 1630">Public Consultation event #2</td> </tr> <tr> <td data-bbox="416 1630 1007 1704">16th November 2020 (<i>did not occur</i>)</td> <td data-bbox="1007 1630 1596 1704"><i>Pop-up stall held at Arnos Grove station (did not occur)</i></td> </tr> <tr> <td data-bbox="416 1704 1007 1776">February 2020</td> <td data-bbox="1007 1704 1596 1776">Statement of Community Involvement produced to support planning application</td> </tr> </tbody> </table> <p>In addition to public exhibition events, ‘Give My View’, an online engagement platform was also used to capture views and feedback in addition to those that attended public consultation events to ensure that outreach was maximised.</p>		Date	Task	19 th June 2019	Initial ‘Meet the Team’ Public Consultation event	4 th / 5 th November 2020	Meeting with Arnos Grove Ward Councillors	5 th November 2020	Brief the Enfield Planning Committee	6 th November 2020	Public Consultation event #1	7 th November 2020	Public Consultation event #2	16 th November 2020 (<i>did not occur</i>)	<i>Pop-up stall held at Arnos Grove station (did not occur)</i>	February 2020	Statement of Community Involvement produced to support planning application
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¹⁶ This could include our staff networks, the Independent Disability Advisory Group, the Valuing People Group, local minority groups etc.



Age

During our digital consultation for Arnos Grove, the “Give My View” digital engagement motivated 1,277 people to vote in the polls.

Of those that voted, 74% were local residents. Additionally, the reach was much more successful using this new engagement method, particularly in the lower age ranges than public consultation events. The age range with the highest number of respondents was 25-34; a traditionally hard to reach demographic. This helped to create a more balanced view of responses.



The gender and age demographic information is collected through the respondents Facebook/Instagram account information.

In contrast, the public consultation on the 6th and 7th November received 94 responses. Of the 91 responders that reported on age, 84.62% were over 50 years of age, and 63.74% over 60. Only 5.5% of responses were from those under 30. Of 72 who reported their gender, 53.73% were male, compared to 48.2% of Enfield.

Additionally, 88 opted to provide data on ethnicity. 70.45% of respondents reported as White, well above the 40.5% rate for Enfield residents. Only 1.14% reported as Black African/Caribbean/British, below the 9% for Enfield.

There was, as expected a concern for the loss of the car park and the impact this may have on traffic congestion, pressure on local infrastructure and parking on local streets. 60% of those that voted however agreed that there was a need for more affordable housing in the area and that it was the main issue for renters in Enfield, while 78.16% of responses cited improvements to public transport and reduction of traffic as priorities for improving air quality in the borough.

65.17% of respondents stated they were “Unhappy” (1, on a scale of 1 – 10), with the removal of the car-parking at Arnos Grove. Only 21.35% indicated they were happy about the proposal (score of 6 – 10).

Unfortunately, we cannot say whether these responses were due to the impact on protected characteristics, or the general removal of amenity.

Lower Incomes

Affordability and need for housing were identified as benefits of the scheme, by 39.08% of respondents to the public consultation. Additionally, almost 30% thought the investment in the local economy would help improve Enfield.

Issuing feedback to respondents

86.15% of respondents to the public consultation, opted to receive updates. This will allow the



	project team to easily share information amongst those who wish to be involved in the development of the scheme. Updates and responses to consultation feedback will also be published on the scheme website.
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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 several internal stakeholders including:

- Operational Delivery Manager
- LU Sponsor
- LU Infrastructure Protection
- Buses and Surface Teams
- NCP Car Park Management for existing car parks

We have also consulted with the Step Free Access team. While they are not currently planning to provide step free access at Arnos Grove, we have agreed to leave a provision available for this to be installed in the future.



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

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



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 an additional provision to expand to a total of 10% residential spaces, should demand increase in line with requirements of the emerging London Plan. Use of these spaces will be monitored to understand demand.</p> <p>The 6 existing public Blue Badge Spaces will be re-provided in the new scheme. A utilisation survey conducted in October 2019 showed that 4 spaces were in use during peak hours on both a Thursday and a Saturday. By providing the 6 current spaces this should adequately meet the current demand and minimise disruption.</p> <p>We are also working with Enfield borough regarding the layout, operation and public realm associated with the bus interchange outside the station. Maintaining or improving this interchange will allow for easy public transport access to both the site and the wider area. This will be refined in later design phases and confirmed prior to design freeze in late 2020.</p> <p>We will as far as possible, seek to maintain blue badge parking throughout construction. This will be addressed in the construction management plan. A high-level version will be issued along with planning submission in March 2020, however plans will be finalised once a contractor is appointed in Autumn 2020.</p> <p>We will work with NCP who currently manage the car-park 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>Connected Living London</p>



	<p>Details and decisions will also be published on the scheme website and communicated via consultation responses where relevant.</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 contractor appointment towards the end of 2020. The project team can work with Michal Barratt (Development Impact Assessment Manager) to carry out a Tier 3 assessment as required.</p>	<p>Connected Living London</p>
<p>Removal of Parking – Ensure alternative solutions are available and disruption from the closure is minimised as best as possible.</p>	<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 and are investigating the potential to utilise our Community Infrastructure Levy to create a transport hub to improve public transport.</p>	<p>Connected Living London</p>
<p>Antisocial Behaviour and Safety / Feeling of Safety – Ensure safety is considered and managed at all stages.</p>	<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. Details and utilisation of public realm space and the bus interchange will be confirmed at design freeze in</p>	<p>Connected Living London</p>



	late 2020.	
<p>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>	<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 ensure to prevent additional impacts for pedestrians by planning necessary diversions along with our traffic management plan. This will help to reduce interactions and increase safety and the feeling of safety along diverted routes. This will be handled in detail as part of the construction management plan, which will be finalised after contractor appointment towards the end of 2020.</p>	<p>Connected Living London</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 to benefit from our affordable housing. This will enable us 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. This is estimated as Autumn 2021. Leases will be managed by Grainger’s housing management team.</p>	<p>Connected Living London/ Grainger</p>
<p>Decreased Traffic – Ensure traffic on 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</p>	<p>Connected Living London</p>



	<p>in the public realm space or on the roads.</p> <p>We are working with our transport consultants Pell Frischmann to understand the potential options for the bus interchange and taxi ranks at the front of the station. Designs will be developed further in the next stage following submission of planning permission in March 2020. From this point we will be able to further refine any options, including wider surface transport movements and requirements of the area. A final design will be confirmed by Autumn 2020.</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 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. Final designs will be confirmed following the next phase, with a final design freeze in Autumn 2020.</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>Some previous Grainger developments have 24 hour concierge services, which may be considered as part of the housing management plan. This will be finalised by Grainger during construction of the scheme in 2021 – 2022.</p>	<p>Connected Living London</p>
<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 by the end of 2021.</p> <p>We will also seek to ensure that accessible provisions such as seating are not affected by secured design or other approaches. Details will be confirmed at design freeze in late 2020.</p>	<p>Connected Living London and Grainger</p>



<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, including improving transport links. Details of precise recruitment will be confirmed prior to starting on site in March 2021.</p>	
<p>Improved Public Realm- Ensure that play space is provided in the development and maintained to protect the provision.</p>	<p>Dedicated play spaces will be designed into the space along with landscaping to make the most of the space available. Questions on how to use the public realm were included in the public consultations to ensure we provide the most beneficial space for the residents and locals. Detailed design of the public realm space will be finalised in the next stage of design, by the end of 2020.</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. This will be produced following design freeze and will be finalised during construction, prior to practical completion of the scheme in late 2022.</p>	<p>Connected Living London</p>
<p>Accessible Housing – Ensure all homes meet Accessibility Requirements and standards including the ability to be adapted for future changes in use.</p>	<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>	<p>Connected Living London</p>

