

HARLOW DISTRICT COUNCIL

EQUALITY IMPACT ASSESSMENT FORM TEMPLATE

NB: This EIA template form should be completed as part of an assessment or screening process involving a minimum of the Project Lead plus at least one other officer. It is strongly recommended that it not be completed by one person working on their own.

Name of service, function or policy being assessed	Harlow Design Guide Supplementary Planning Document
Service/Department	Forward Planning
Names and roles of officers completing the assessment (indicate Lead officer)	Andrew Russell
Contact telephone number of Lead officer	Ext 6579
Date assessment completed	24 February 2011

1. Aims of the policy/service/function and how implemented

	Key Questions	Notes
1.1	Is this a new policy/service/function or a review of an existing one?	The Harlow Design Guide SPD provides new design guidance for Harlow Council Development Control Officers to use when assessing planning applications. It up-dates existing adopted design guidance in the form of the Essex Design Guide (1997) and provides design guidance which is more appropriate to Harlow's unique New Town context, character and heritage.
1.2	Briefly state the main purpose of the policy/service/function?	<p>The purpose of the Harlow Design Guide SPD is to provide detailed design guidance rather than new planning policies. It will assist with the implementation of existing planning policies contained in Harlow's Adopted Replacement Local Plan. In the long-term, the SPD will form part of Harlow's Local Development Framework (LDF) and will support the implementation of policies in the Council's Core Strategy.</p> <p>The aim of the design guide is to achieve a high standard of urban design, in keeping with Harlow's distinctive identity. It provides guidance to developers, householders, planning officers and Council members on the following urban design topic areas:</p> <ul style="list-style-type: none"> • Urban Structure • Streets • Neighbourhood Centres • Hatches • Employment Areas • Strategic Open Space • Local Open Space • Building Design • Building Interface • Building Performance

		<ul style="list-style-type: none"> Residential Extensions <p>The Design Guide will be used to assess small and large-scale development proposals in Harlow. The Design Guide does not cover development proposals for the Town Centre. This will be covered by separate design guidance.</p>
1.3	Briefly state the main activities of the policy/service/function?	<p>The Harlow Design Guide SPD will be used by Harlow District Council Development Control Officers and Council Members to assess the design quality of development proposals when making planning decisions in Harlow. It will assist with the implementation of existing planning policies contained in Harlow's Adopted Replacement Local Plan. In the long-term, the SPD will form part of Harlow's Local Development Framework (LDF) and will support the implementation of policies in the Council's Core Strategy.</p>
1.4	Who are the main beneficiaries? Whose needs is it designed to meet?	<p>The aim of the Harlow Design Guide SPD is to achieve a high standard of urban design, in keeping with Harlow's distinctive identity. It provides guidance to developers, householders, planning officers and Council members on a range of urban design topic areas. The Design Guide does not cover development proposals for the Town Centre. This will be covered by separate planning guidance.</p> <p>The main users of the Harlow Design Guide SPD will be:</p> <ul style="list-style-type: none"> Development Control Officers when making planning decisions on planning applications and upholding the Council's position at appeal; Councillors when making planning decisions at committee; Architects, designers and planning consultants preparing planning applications to Harlow Council; Householders and homeowners preparing planning applications to Harlow Council; Essex County Council; and The Highways Authority.

		<p>The document has been designed to meet the needs of all potential users. It is written in plain English and is presented in a colour coded, user friendly fashion with a strong emphasis on providing as many visual illustrations as possible, either through photographs, maps or drawings. There has been an emphasis on using examples in Harlow to demonstrate design issues in order to make the content of the document as accessible and relevant as possible to the intended users.</p>
1.5	<p>Which staff carry out the policy/service/function?</p>	<p>The Harlow Design Guide SPD will be used by Development Control Officers on a day-to-day basis, when:</p> <ul style="list-style-type: none"> • assessing planning applications; • advising householders and applicants; and • making planning decisions. <p>Council members will also utilise the Harlow Design Guide when making planning decisions at committee.</p> <p>Forward Planning Officers will also use the Harlow Design Guide SPD when discussing planning applications with applicants and providing advice and recommendations on planning applications to the Development Control team.</p>

2. Information Gathering and Data Collection

	Key Questions	Notes	If further data collection is needed – state by whom, when and how is it going to be done?
2.1	<p>What quantitative (numerical) data do you already have (e.g. national and local demographic data, equality monitoring data, employee data, customer profile data etc) about those who use or will use the policy or service? What gaps are there in the data? What else do you need?</p> <p>NB. Attach copies of the relevant data that you are using for this assessment</p>	<ul style="list-style-type: none"> • Harlow Joint Strategic Needs Assessment • Office of National Statistics sub-national 2008 data • Office of National Statistics neighbourhood data • Census data 2001 • Projecting Older People Population Information (POPPI) • Projecting Adult Needs and Service Information (PANSI) 	
2.2	<p>What qualitative data do you already have (e.g. results of customer satisfaction surveys, results of previous consultations, staff surveys, analysis of customer complaints/comments, feedback from community groups or individuals etc) about those who use or will use the policy or service? What gaps are there in the data? What else do you need?</p>	<p>In producing the draft SPD, consultants undertook detailed site visits and carried out five stakeholder workshops. Workshops were attended by a range of individuals representing the District and County Councils, community groups, regeneration agencies, local architects, developers and landowners. Workshops sought to determine the key issues in Harlow and the principles that are fundamental to its identity and distinctiveness. Workshops covered the following issues:</p> <ul style="list-style-type: none"> • neighbourhood centres, hatches and employment areas; 	

		<ul style="list-style-type: none"> • movement and streets; • open space and green infrastructure; and • residential design. <p>In addition to this, a final workshop took place involving a range of stakeholders who were invited to the initial workshops carried out prior to the production of the draft SPD.</p> <p>The aim of the final workshop was to test the Design Guide by putting stakeholders into small focus groups and so they could use the guide in real life planning scenarios, using a potential development site in Harlow. This would indicate whether the Design Guide was a robust and effective tool for delivering high quality design in Harlow.</p> <p>To ensure that the Design Guide was tested by an independent and impartial group, the workshop was led by consultants Studio Real - a team of architects and urban planners exclusively focused on urban design. As a separate exercise, Studio Real also carried out an in-house workshop in which they tested the Design Guide using development sites in Harlow. Studio Real have produced detailed feedback reports which has fed into the consultation process.</p> <p>A full Consultation Statement is included as an appendix to the final Harlow Design Guide SPD.</p>	
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3. Consultation

Please state below what formal or informal consultation has taken place or that you are planning to hold with appropriate stakeholders in relation to this policy/function			
	Key Questions	Notes	If further consultations are needed/ planned – state with whom, by whom, when and how is this going to be done?
3.1	<p>What consultations have been held and with whom did you consult?</p> <p>What were the main issues raised?</p>	<p>In producing the draft SPD, consultants undertook detailed site visits and carried out five stakeholder workshops. Workshops were attended by a range of individuals representing the District and County Councils, community groups, regeneration agencies, local architects, developers and landowners. Workshops sought to determine the key issues in Harlow and the principles that are fundamental to its identity and distinctiveness. Workshops covered the following issues:</p> <ul style="list-style-type: none"> • neighbourhood centres, hatches and employment areas; • movement and streets; • open space and green infrastructure; and • residential design. <p>Following Executive Committee approval on 8th December 2010, the Council has carried out public consultation on the Design Guide for a period of 6 weeks in accordance with Harlow’s Statement of Community Involvement (SCI). This ran from Monday 20th December 2010 to Monday 31st January 2011.</p>	

		<p>During the consultation period printed copies of the Design Guide SPD were placed in all of Harlow's local libraries. An electronic copy of the SPD was available for inspection on the Council's website. Representations could be made to the Council in writing by letter or email or via the Council's online consultation portal. In total, 127 representations were made on different aspects of the Design Guide from a total of 21 respondents.</p> <p>In addition to this, a final workshop took place involving a range of stakeholders who were invited to the initial workshops carried out prior to the production of the draft SPD.</p> <p>The aim of the final workshop was to test the Design Guide by putting stakeholders into small focus groups and so they could use the guide in real life planning scenarios, using a potential development site in Harlow. This would indicate whether the Design Guide was a robust and effective tool for delivering high quality design in Harlow.</p> <p>To ensure that the Design Guide was tested by an independent and impartial group, the workshop was led by consultants Studio Real - a team of architects and urban planners exclusively focused on urban design. As a separate exercise, Studio Real also carried out an in-house workshop in which they tested the Design Guide using development sites in Harlow. Studio Real have produced detailed feedback reports which has fed into the consultation process.</p>	
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		A full Consultation Statement is included as an appendix to the final Harlow Design Guide SPD.	
3.2	What consultations were held specifically with the equality target groups? What were the main issues raised?	A full Consultation Statement is included as an appendix to the final Harlow Design Guide SPD.	
	Key Questions	Notes	If further consultations are needed/ planned – state with whom, by whom, when and how is this going to be done?

3.3	<p>Is the Council working in Partnership with other organisations to implement this policy/function? Should this be taken into consideration? (E.g. Agreeing the equalities monitoring categories) Should the partnership arrangements have an EIA?</p>	<p>There are no partnership arrangements required.</p>	
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Note

- It is a legal requirement that consultation takes place with appropriate stakeholders as part of the EIA process.
- You must ensure that you record all the main areas of concern raised by equality and customer groups during consultations and how you aim to address these concerns.

4. Assessment of Impact

Based on the data you have analysed and provided, and the results of the consultation or research you have undertaken, list below how the policy or function will or does work for each of the following equalities groups.

Identify any differential impact and consider whether the policy/function meets any particular needs identified for each of the six equalities groups.

NB:If you do identify any adverse impact you must:

- a) **Seek appropriate advice as to whether it is highlighting unlawful discrimination or is potentially discriminatory, and**
- b) **Identify steps to mitigate any adverse impact**

Include any examples of how the policy or function helps to promote race, disability, age and/or gender equality.

		State evidence of impact or potential impact/How helps to promote equality
4.1	<p>Gender – identify the impact/potential impact of the policy/function on women, men and transgender people</p> <p style="text-align: center;">And/or</p> <p>Proposed measures to mitigate any adverse impacts</p>	<p>The SPD provides technical guidance on the implementation of design related Local Plan policies. It does not have any differential impact upon this equalities group.</p> <p>There are no proposed measures to mitigate any adverse impacts as no adverse impacts are identified.</p>

		State evidence of impact or potential impact/How helps to promote equality
4.2	<p>Disability – identify the impact/potential impact of the policy on disabled people (ensure consideration of a range of impairments including visual and hearing impairments, mobility impairments, learning disability etc)</p> <p style="text-align: center;">And/or</p> <p>Proposed measures to mitigate any adverse impacts</p>	<p>Accessibility Principle DG2 provides General Placemaking Principles. This principle puts forward a range of core urban design objectives which are intended to guide all development in Harlow. Accessibility is listed as a core urban design objective. This section states that schemes should be designed so that buildings and spaces are accessible and inclusive to all users. It also cites further guidance on inclusive design is provided in The Principles of Inclusive Design (CABE, 2006), Inclusive Mobility (Department for Transport, 2005) and Designing for Accessibility (London: RIBA Publishing, 2004).</p> <p>POTENTIAL IMPACT</p> <ul style="list-style-type: none"> • Accessibility for disabled and mobility impaired people considered as a fundamental core urban design objective in development proposals in Harlow. <p>Inclusive Design The SPD provides a Design Principle on Inclusive Design. This principle aims to ensure that streets and public spaces in Harlow are designed so that they reflect the diversity of people using spaces and are convenient, safe and easy to use for all people without having to experience undue effort, barriers to access or separation. This principle aims to enable everyone to participate equally, confidently and independently in everyday activities irrespective of a person’s mobility. Designs should ensure that real or perceived barriers are removed.</p> <p>The Inclusive Design principle puts in place a requirement for all public spaces and streets to be designed in order to meet the needs of wheelchair users and mobility impaired people. It requires street furniture, signage, lighting to be carefully designed and reflect the needs of all potential users. In response to the on-going debate about the design of shared spaces and the needs of blind and visually impaired people, the principle requires sufficient visual and textural contrast in the paving materials in order to provide sufficient legibility to blind people and reflect the training of guide dogs.</p> <p>This Design Principle on Inclusive Design also requires the needs of disabled people to</p>

		<p>be considered in terms of parking, pavement space and access to public transport.</p> <p>To strengthen the guidance, this principle on Inclusive Design states that the principles of inclusive design should be incorporate from the outset, rather than at the end of the design process as an afterthought. It also requires applicants to clearly set out in applicant's Design and Access Statements who Inclusive Design principles have been incorporated in their scheme.</p> <p>POTENTIAL IMPACT</p> <ul style="list-style-type: none"> • Streets and public spaces which are designed inclusively, so that buildings and spaces are accessible and inclusive to all users and reflect the diversity of people using spaces. • Spaces which are designed to be convenient, safe and easy to use for all people without having to experience undue effort, barriers to access or separation. • Streets and public spaces designed to enable everyone to participate equally, confidently and independently in everyday activities irrespective of a person's mobility. • Public realm designs which ensure that real or perceived barriers are removed. • Requirements of wheelchair users and mobility impaired people considered in design of public spaces and streets. • Street furniture, signage, lighting carefully designed and located to reflect the needs of all potential users, including disabled people. • Pavement surfaces designed to meet the needs of disabled people, blind and visually impaired people and reflect the training of guide dogs. • Development control officers refusing development proposals which do not meet the above requirements. • Applicants ensuring that their proposed schemes meet the above requirements, prior to submitting planning applications. • Development Control Officers using this guidance in pre-application discussions with applicants in order to ensure inclusive design principles are implemented in final planning applications submitted to the Council
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	<p>Street design and street furniture</p> <p>The Design Guide also contains extensive guidance on the design of streets. This guidance requires streets to be designed so that they are as accessible and usable as possible for disabled people.</p> <p>DG7: Streets ensures that streets should maintain a pedestrian movement zone free from obstructions such as street furniture, tree planting and lighting. This is designed to ensure that disabled, blind, partially sighted and mobility impaired people are able to navigate and use streets as easily as possible.</p> <p>It also states that safety and inclusivity should be integral in the design of streets. This guidance is also provided in a separate principle on street furniture which also stresses the need for street furniture to be designed and placed in a way to ensure ease of movement for all people.</p> <p>The Design Guide also contains specific design advice for a whole hierarchy of streets including: avenues, primary routes, secondary routes, access streets and mews and cul de sacs.</p> <p>This provides design advice in relation to streets and roads for masterplans and new urban areas, a principle component of which is guidance on movement, walking, cycling, parking and public transport. All of these elements have been worded to ensure streets are as accessible as possible for all potential users.</p> <p>POTENTIAL IMPACT</p> <ul style="list-style-type: none"> • Streets designed to be as accessible and easily used as possible for all users irrespective of age and disability. • Street furniture designed and located in a way which does not impair the accessibility and movement of older, disabled or mobility impaired people. • Increase public safety on streets and crossing points for disabled people.
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		<p>Public Transport, Movement and Compact Development</p> <p>At a wider spatial level, design principles on Movement and Compact Development are intended to create permeable and accessible urban areas which can be used as efficiently and easily as possible for all users.</p> <p>Principle DG5: Public Transport ensures that major new developments should provide direct corridors for the public transport network to integrate with and these should be identified at an early stage in the design process.</p> <p>Access to the bus network should be facilitated by ensuring bus stops are within walking distance of destinations and are conveniently-located in residential areas to serve as many properties as possible. Bus shelters should be provided to approved designs and may need to incorporate real-time passenger information. Facilities should be integrated into the streetscene, well-overlooked and well-lit so that they are safe and pleasant to use.</p> <p>POTENTIAL IMPACT</p> <ul style="list-style-type: none"> • Improved accessibility and safety for disabled people using public transport. • Improved safety and accessibility of bus stops. • More accessible neighbourhoods, shops, services and facilities for disabled and mobility impaired people. • Areas which are permeable and accessible for disabled and mobility impaired people. <p>Lifetime Homes</p> <p>The Harlow Design Guide contains Principle DG41: Lifetime Homes and Wheelchair Accessible Homes. This principle requires developers to provide a proportion of homes as Lifetime Homes, designed to the Lifetime Homes 2010 standards, with the exact proportion to be set by the Council's Core Strategy.</p>
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		<p>It also states that a proportion of homes, across all tenures should be built to recognised Wheelchair Housing standards.</p> <p>POTENTIAL IMPACT</p> <ul style="list-style-type: none"> • An increase in the number of wheelchair accessible homes • An increase in the number of homes built to a lifetime standard. • Additional homes built which are suitable for disabled people to live in independently. • Wheelchair accessible and lifetime homes located in suitably accessible locations within a development. • Further weight and clarity regarding the proportion of dwellings to come following the adoption of the Council's Core Strategy and subsidiary Development Management Policies. <p>Space Standards The Harlow Design Guide contains Principle DG43: Space Standards. This encourages applicants to meet the minimum space standards for new residential development set out in table 2. These are based on the HCA standards. Where these are not used, applicants should explain why these standards cannot be met.</p> <p>POTENTIAL IMPACT</p> <ul style="list-style-type: none"> • An increase in the internal size of dwellings provided. • Dwellings with more space and more capacity to be adapted to suit the needs of disabled people. <p>Principle DG40: Flexible and Adaptable Homes To permit flexible use and adaptation, all buildings should be designed to provide:</p> <ul style="list-style-type: none"> • Adaptability to allow them to change use and to be extended without
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		<p>fundamental restructuring or rebuilding.</p> <ul style="list-style-type: none"> • Flexibility to allow internal layouts and rooms to be changed or expanded, again without fundamental restructuring or rebuilding work. <p>POTENTIAL IMPACT</p> <ul style="list-style-type: none"> • An increase in the flexibility and adaptability of accommodation in Harlow. • Dwellings with more space and more capacity to be adapted to suit the needs of disabled people. <p>There are no proposed measures to mitigate any adverse impacts as no adverse impacts are identified.</p>
4.3	<p>Age – identify the impact/potential impact of the policy/function on different age groups</p> <p style="text-align: center;">And/or</p> <p>Proposed measures to mitigate any adverse impacts</p>	<p>Accessibility</p> <p>Principle DG2 provides General Placemaking Principles. This principle puts forward a range of core urban design objectives which are intended to guide all development in Harlow. Accessibility is listed as a core urban design objective. This section states that schemes should be designed so that buildings and spaces are accessible and inclusive to all users.</p> <p>POTENTIAL IMPACT</p> <ul style="list-style-type: none"> • Accessibility for people of all ages considered as a fundamental core urban design objective in development proposals in Harlow. <p>Inclusive Design</p> <p>The SPD provides a Design Principle on Inclusive Design. This principle aims to ensure that streets and public spaces in Harlow are designed so that they reflect the diversity of people using spaces and are convenient, safe and easy to use for all people without having to experience undue effort, barriers to access or separation. This principle aims to enable everyone to participate equally, confidently and independently in everyday</p>

		<p>activities irrespective of a person's mobility. Designs should ensure that real or perceived barriers are removed.</p> <p>Younger people Age is considered in the principle as a key consideration in terms of inclusive design. The principle specifically states that the design of spaces and streets should encourage social interaction and do not purposely design-out the activities of young people or other groups.</p> <p>This was included in response to a range of design responses which have the intent and impact of designing-out the equal participation and activities of young children in public spaces, normally as a result of perceived concerns about crime and anti-social behaviour. The principle on inclusive design responds to this issue by ensuring that designers should not actively seek to design-out the activities of one section of a community. Instead, the emphasis is on encouraging social interaction and the equal participation and mixing of all social groups, irrespective of age.</p> <p>Older people The principle puts in place a requirement for all public spaces and streets to be designed in order to meet the needs of wheelchair users and mobility impaired people. It requires street furniture, signage, lighting to be carefully designed and reflect the needs of all potential users.</p> <p>This Design Principle on Inclusive Design also requires the needs of disabled people to be considered in terms of parking, pavement space and access to public transport.</p> <p>In response to the on-going debate about the design of shared spaces and the needs of blind and visually impaired people, the principle requires sufficient visual and textural contrast in the paving materials in order to provide sufficient legibility to blind people and reflect the training of guide dogs.</p> <p>To strengthen the guidance, this principle on Inclusive Design states that the principles of inclusive design should be incorporate from the outset, rather than at the end of the design process as an afterthought. It also requires applicants to clearly set out in</p>
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		<p>applicant's Design and Access Statements who Inclusive Design principles have been incorporated in their scheme.</p> <p>POTENTIAL IMPACT</p> <ul style="list-style-type: none"> • Streets and public spaces which are designed inclusively, which facilitate social interaction and the mixing and equal participation of all groups of the community, irrespective of age. • Spaces which are designed to be convenient, safe and easy to use for older people without having to experience undue effort, barriers to access or separation. • Requirements of wheelchair users and mobility impaired people considered in design of public spaces and streets. • Streets and public spaces designed to enable everyone to participate equally, confidently and independently in everyday activities irrespective of a person's mobility. • Public realm designs which ensure that real or perceived barriers are removed for people of all ages. • Street furniture, signage, lighting carefully designed and located to reflect the needs of all potential users, including disabled people. • Pavement surfaces designed to meet the needs of disabled people, blind and visually impaired people and reflect the training of guide dogs. • Development control officers refusing development proposals which do not meet the above requirements. • Applicants ensuring that their proposed schemes meet the above requirements, prior to submitting planning applications. • Development Control Officers using this guidance in pre-application discussions with applicants in order to ensure inclusive design principles are implemented in final planning applications submitted to the Council
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		<p>Street design and street furniture</p> <p>The Design Guide also contains extensive guidance on the design of streets. This guidance requires streets to be designed so that they are as accessible and usable as possible for disabled people.</p> <p>DG7: Streets ensures that streets should maintain a pedestrian movement zone free from obstructions such as street furniture, tree planting and lighting. This is designed to ensure that disabled, blind, partially sighted and mobility impaired people are able to navigate and use streets as easily as possible.</p> <p>It also states that safety and inclusivity should be integral in the design of streets. This guidance is also provided in a separate principle on street furniture which also stresses the need for street furniture to be designed and placed in a way to ensure ease of movement for all people.</p> <p>The Design Guide also contains specific design advice for a whole hierarchy of streets including: avenues, primary routes, secondary routes, access streets and mews and cul de sacs.</p> <p>This provides design advice in relation to streets and roads for masterplans and new urban areas, a principle component of which is guidance on movement, walking, cycling, parking and public transport. All of these elements have been worded to ensure streets are as accessible as possible for all potential users.</p> <p>POTENTIAL IMPACT</p> <ul style="list-style-type: none"> • Streets designed to be as accessible and easily used as possible for all users irrespective of age. • Street furniture designed and located in a way which does not impair the accessibility and movement of older, disabled or mobility impaired people. • Child friendly designs in appropriate locations such as mews and cul de sacs, which facilitate improved safety, social interaction and play.
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		<p>Public Transport, Movement, Walking and Cycling and Compact Development</p> <p>Principle DG5: Public Transport ensures that major new developments should provide direct corridors for the public transport network to integrate with and these should be identified at an early stage in the design process.</p> <p>Access to the bus network should be facilitated by ensuring bus stops are within walking distance of destinations and are conveniently-located in residential areas to serve as many properties as possible. Bus shelters should be provided to approved designs and may need to incorporate real-time passenger information. Facilities should be integrated into the streetscene, well-overlooked and well-lit so that they are safe and pleasant to use.</p> <p>Principle DG6: Walking and Cycling requires new development to provide cycling and walking routes which offer safe and direct access to the Town Centre and between neighbourhoods. Cycling and walking routes should be integrated into the Local Street network and well overlooked by development. The creation of subways will be discouraged. New developments should provide or contribute to the provision of at-grade crossing facilities in legible and convenient locations.</p> <p>At a more macro level, design principles on Movement and Compact Development are intended to create permeable and accessible urban areas which can be used as efficiently and easily as possible for all users.</p> <p>POTENTIAL IMPACT</p> <ul style="list-style-type: none"> • Children and older people make up the largest proportion of the community without individual access to a private car. Therefore, improving the accessibility of public transport, cycling and walking is critical to ensure that they can participate in an equal way in life. • Improved accessibility and safety for children and older people public transport. • Improved safety for children and older people using pedestrian areas, crossing
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		<p>points and cycle ways.</p> <ul style="list-style-type: none"> • Improved safety and accessibility of bus stops. • More accessible neighbourhoods, shops, services and facilities for disabled and mobility impaired people. • Areas which are permeable and accessible by foot, bike or bus for young people, disabled and mobility impaired people. <p>Lifetime Homes The Harlow Design Guide contains Principle DG41: Lifetime Homes and Wheelchair Accessible Homes. This principle requires developers to provide a proportion of homes as Lifetime Homes, designed to the Lifetime Homes 2010 standards, with the exact proportion to be set by the Council's Core Strategy. It also states that a proportion of homes, across all tenures should be built to recognised Wheelchair Housing standards.</p> <p>POTENTIAL IMPACT</p> <ul style="list-style-type: none"> • An increase in the number of wheelchair accessible homes for older mobility impaired people. • An increase in the number of homes built to a lifetime standard. • Additional homes built which are suitable for disabled people to live in independently. • Wheelchair accessible and lifetime homes located in suitably accessible locations within a development. • Further weight and clarity regarding the proportion of dwellings to come following the adoption of the Council's Core Strategy and subsidiary Development Management Policies. <p>Space Standards The Harlow Design Guide contains Principle DG43: Space Standards. This encourages applicants to meet the minimum space standards for new residential development set out in table 2. These are based on the HCA standards.</p>
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		<p>Where these are not used, applicants should explain why these standards cannot be met.</p> <p>POTENTIAL IMPACT</p> <ul style="list-style-type: none"> • An increase in the internal size of dwellings provided for families with young children. • Larger habitable rooms and bedrooms for families with young children. • Dwellings with more space and more capacity to be adapted to suit the needs of elderly and disabled people. <p>Principle DG40: Flexible and Adaptable Homes To permit flexible use and adaptation, all buildings should be designed to provide:</p> <ul style="list-style-type: none"> • Adaptability to allow them to change use and to be extended without fundamental restructuring or rebuilding. • Flexibility to allow internal layouts and rooms to be changed or expanded, again without fundamental restructuring or rebuilding work. <p>POTENTIAL IMPACT</p> <ul style="list-style-type: none"> • An increase in the flexibility and adaptability of accommodation in Harlow. • Dwellings with more space and more capacity to be adapted to suit the needs of disabled people. • More adaptable homes suitable for an aging population. • More adaptable and flexible homes which can be altered to meet the changing needs of older people. • Homes which can be adapted to suit the needs of people throughout their lifetimes and ensure older people can lead independent lives. <p>Green Spaces Principles in the Design Guide SPD provide guidance on strategic and local open</p>
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		<p>spaces, including:</p> <ul style="list-style-type: none"> • Green Wedges; • Green Fingers; and • Landscape Features; <p>These guidelines ensure that sufficient provision of well-designed green open spaces is provided in new development for the enjoyment of young people and older people.</p> <p>Playspaces With respect to children in particular, DG24: Playspaces provides design guidance on play facilities for children.</p> <p>Private and Communal Open Space Guidance is also provided on Private Open Space such as gardens, patios and balconies. Where these cannot be provided in a development, the SPD requires developers to provide communal gardens and specific design advice is provided on this matter. These are essential for the enjoyment of children and older people, in addition to people of all ages.</p> <p>POTENTIAL IMPACT</p> <ul style="list-style-type: none"> • Strategic provision of green wedges and green fingers in new large developments and masterplans. • Provision of appropriately designed local open space, with guidance provided on how this space should provide a range of uses and activities for people of all ages. • Improved health and activity people of all ages. • Well-designed play spaces. • Improved provision of private open space and communal open space for people of all ages. • Well-designed communal spaces for the enjoyment of young and old residents.
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		There are no proposed measures to mitigate any adverse impacts as no adverse impacts are identified.
4.4	<p>Race – identify the impact/potential impact of the policy/function on different black and minority ethnic groups, including Gypsy and Traveller communities</p> <p style="text-align: center;">And/or</p> <p>Proposed measures to mitigate any adverse impacts</p>	<p>The SPD provides technical guidance on the implementation of design related Local Plan policies. It does not have any differential impact upon this equalities group.</p> <p>There are no proposed measures to mitigate any adverse impacts as no adverse impacts are identified.</p>
		State evidence of impact or potential impact/How helps to promote equality
4.5	<p>Sexual orientation – identify the impact/potential impact of the policy on lesbians, gay men, bisexual and heterosexual people</p> <p style="text-align: center;">And/or</p> <p>Proposed measures to mitigate any adverse impacts</p>	<p>The SPD provides technical guidance on the implementation of design related Local Plan policies. It does not have any differential impact upon this equalities group.</p> <p>There are no proposed measures to mitigate any adverse impacts as no adverse impacts are identified.</p>

4.6	<p>Religion/belief – identify the impact/potential impact of the policy on people of different religious/faith groups and also upon those with no faith</p> <p style="text-align: center;">And/or</p> <p>Proposed measures to mitigate any adverse impacts</p>	<p>The SPD provides technical guidance on the implementation of design related Local Plan policies. It does not have any differential impact upon this equalities group.</p> <p>There are no proposed measures to mitigate any adverse impacts as no adverse impacts are identified.</p>
4.7	<p>Socio-economic disadvantage – identify any impact on those who have a low income, or whose family circumstances/history may affect their ability to access services eg. carers and the cared for; pensioners; single-parents; long-term unemployed; history of abuse/domestic violence; benefits claimants; housebound; chronically ill;</p>	<p>Space Standards The Harlow Design Guide contains Principle DG43: Space Standards. This encourages applicants to meet the minimum space standards for new residential development set out in table 2. These are based on the HCA standards. Where these are not used, applicants should explain why these standards cannot be met.</p> <p>This is particularly important given the Governments removal of the requirement to meet HCA standards for new affordable housing.</p> <p>POTENTIAL IMPACT</p> <ul style="list-style-type: none"> • An increase in the internal size of dwellings provided in affordable housing for people who experience socio-economic disadvantage. • Larger habitable rooms and bedrooms for families with young children. • Dwellings with more space and more capacity to be adapted to suit the needs of vulnerable elderly and disabled people. <p>Principle DG40: Flexible and Adaptable Homes To permit flexible use and adaptation, all buildings should be designed to provide:</p>

		<ul style="list-style-type: none"> • Adaptability to allow them to change use and to be extended without fundamental restructuring or rebuilding. • Flexibility to allow internal layouts and rooms to be changed or expanded, again without fundamental restructuring or rebuilding work. <p>POTENTIAL IMPACT</p> <ul style="list-style-type: none"> • An increase in the flexibility and adaptability of accommodation in Harlow. • Dwellings with more space and more capacity to be adapted to suit the needs of vulnerable and disabled people. • More adaptable homes suitable for an aging population. • More adaptable and flexible homes which can be altered to meet the changing needs of older people. • Homes which can be adapted to suit the needs of people throughout their lifetimes and ensure older people can lead independent lives. <p>Green Spaces Principles in the Design Guide SPD provide guidance on strategic and local open spaces, including:</p> <ul style="list-style-type: none"> • Green Wedges; • Green Fingers; and • Landscape Features; <p>These guidelines ensure that sufficient provision of well-designed green open spaces is provided in new development for the enjoyment of all people. This includes people who face socio-economic disadvantages. Often, people who are from socio-economically deprived backgrounds have poorer levels of health. Therefore, the provision of sufficient, well-designed open space is critical to ensure people from socio-economically more deprived backgrounds can lead fuller and more healthy and active lives.</p>
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		<p>Playspaces With respect to children in particular, DG24: Playspaces provides design guidance on play facilities for children.</p> <p>Private and Communal Open Space Guidance is also provided on Private Open Space such as gardens, patios and balconies. Where these cannot be provided in a development, the SPD requires developers to provide communal gardens and specific design advice is provided on this matter. These are essential for the enjoyment of children and older people, in addition to people of all ages.</p> <p>POTENTIAL IMPACT</p> <ul style="list-style-type: none"> • Strategic provision of green wedges and green fingers in new large developments and masterplans. • Provision of appropriately designed local open space, with guidance provided on how this space should provide a range of uses and activities for people of all ages. • Improved health and activity people from socio-economically deprived backgrounds. • Well-designed play spaces. • Improved provision of private open space and communal open space for socio-economically deprived and vulnerable people. • Well-designed communal spaces for the enjoyment of socio-economically deprived and vulnerable people. <p>There are no proposed measures to mitigate any adverse impacts as no adverse impacts are identified.</p>
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4.8	<p>Any other groups, if appropriate e.g. children leaving care; pregnant or breast-feeding mothers; carers etc</p>	
4.9	<p>Are there any additional measures that could be adopted to further equality of opportunity in the context of this policy/service/function and to meet the particular needs of equalities groups that you have identified?</p>	<p>Notes</p> <p>Additional policy requirements to be established in the Council LDF Core Strategy and Development Management Policies for the following issues:</p> <ul style="list-style-type: none"> • The proportion of Lifetime homes and Wheelchair accessible homes • Possibly the requirement for Space Standards. <p>Policies would give more quantitative detail in terms of the requirements for new development. Policies would need to be underpinned by robust evidence regarding need and economic viability of such a policy and would need to be found sound, following an independent examination.</p>

NB

Please provide a summary overview by completing the Section overleaf, ticking the relevant boxes to confirm the outcome and findings of this assessment process

It is also essential that you complete an action plan based on your assessment (see form EIA.2) and attach this to your Equality Impact Assessment form (EIA.1) form. This is a vital component of the equalities impact assessment process.

Include all of the measures that you will take to improve the policy/function for the different equalities characteristics, e.g. staff training, positive action, revisions to policy, monitoring of your action plan, etc.

Once you have completed the forms EIA.1 and EIA.2 please sign and date and:

a) Send a copy to your Head of Service for endorsement

b) Keep a copy as a record of the processes you have been through in carrying out the EIA

c) Send a PDF copy of the signed and endorsed EIA form plus enclosed action plans to the Corporate Equalities Group via the HDC Community Liaison Officer equalities@harlow.gov.uk

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5. Summary Overview of EIA

As a summary overview of information and findings provided in the earlier sections of this Equality Impact Assessment, please tick the relevant boxes as appropriate to denote the OUTCOME of this process for each of the Equality Characteristics.

Equalities category	No adverse impact AND promotes equality and diversity <i>Please tick ✓ if appropriate</i>	No adverse impact BUT equality and diversity NOT promoted <i>Please tick ✓ if appropriate</i>	Evidence of adverse impact <i>Please tick ✓ if appropriate</i>
Gender and transgender	✓		
Race	✓		
Disability	✓		
Age	✓		
Sexual orientation		✓	
Religion and belief		✓	
Socio-economic disadvantage	✓		

NB: Tick relevant box as appropriate and based on information provided in section

Note

- If you are unsure of any aspect of this Equality Impact Assessment process you can seek guidance from your service representative on the Corporate Equalities Group or from the HDC Community Liaison Officer who can be contacted on equalities@harlow.gov.uk and extension 6388.
- Once the EIA form has been completed please ensure all enclosures are attached then sign and date the form, ensure it is countersigned by your Head of Service, keep a copy for your records and send a PDF to equalities@harlow.gov.uk

Signed
Project Manager 
Print Name ANDREW RUSSELL
Date 07.03.11

Countersigned
Head of Service 
Print Name G.A. Blower
Date 7.3.11

Under the Freedom of Information Act, this completed EIA form will be placed on the Harlowweb and be available on request to the general public.