

# Proposed submission Euston Area Plan

## December/January 2013

### Equalities Impact Assessment

This Equalities Impact Assessment has been prepared and kept under review to inform the emerging Draft Euston Area Plan. It has been prepared using LB Camden's EQIA template. It should be noted that the Proposed submission Euston Area Plan includes proposals around Euston Station which is affected by the High Speed Rail link proposal (HS2). Camden Council remains opposed to the HS2 project, but is producing the plan to ensure that if the project does proceed it can secure the best possible future for residents, businesses and visitors to Euston.

### Stage one - what is being analysed and who is responsible for the equality impact assessment?

This section should be completed to help you plan how you will analyse an activity.

Name of the activity being analysed	Euston Area Plan
Service and directorate responsible	Planning and Regeneration, Culture and Environment (jointly with the Greater London Authority and Transport for London)
Names and posts of staff undertaking the assessment	Rob Willis, Principal Planning Officer, Euston Area Plan team
<i>Date assessment completed</i>	<b><i>December 2013. Preparation was ongoing throughout draft EAP preparation</i></b>
Name of person responsible for sign off of the EIA	Euston Area Plan Management Board

## Stage two - planning your equality analysis

This section of the form should be completed when you are developing your proposals for assessing the activity.

The information you will need to collect should be proportionate to the activity that you are looking at. A small change in policy, for example, does not need to be supported by the same amount of evidence and analysis as a major change in service provision.

### Outline the activity being assessed

This part of the Assessment considers generally what the activity entails and how it might have an impact on equality.

When it is adopted, the Euston Area Plan will be one of Camden's development plan documents, and will be adopted as supplementary planning guidance by the Mayor of London. Development plan documents are the basis of our decisions on planning applications for development in Camden (and supplementary planning guidance informs decision making by the Mayor on planning applications). They guide how the Council and the Mayor negotiates to achieve planning benefits from development, and how the Council and the Mayor will spend funds that development contributes towards local infrastructure. The Area Plan will identify potential areas for development, and indicate how existing development plan documents will be interpreted in the particular circumstances of Euston.

The plan area is centred around Euston Station and covers Regent's Park Estate to the west and part of Somers Town to the east. To the north, the plan boundary includes Mornington Crescent, as well as the railway tracks running up to Parkway. To the south, the plan boundary includes Euston Road and the northernmost part of Bloomsbury. The Area Plan area covers around 85 hectares, equivalent to approximately 4% of the borough's total area. The Area Plan area includes parts of Regent's Park and St Pancras and Somers Town wards to the north of Euston Road, and small parts of Bloomsbury and King's Cross ward along the southern edge of Euston Road. In 2011 19,898 people were living in the Euston Area Plan study area.

The Euston Area Plan is being prepared for the area around Euston Station. This will help to shape change in the area over the next 15-20 years. The plan is being produced to respond to the current proposal for a new High Speed rail link from London to the midlands, known as the High Speed 2 project, and to reflect and update previous plans and aspirations for development in and around the station. A key aim of the Euston Area Plan will be to work with Camden's communities to minimise the impact of the HS2 project in the Euston area and to develop a plan which reflects their aspirations for the area whether HS2 goes ahead or not. Camden Council strongly opposes the HS2 project, however the plan seeks to ensure the replacement of homes and open spaces affected by HS2 and ensure that any additional development meets local priorities for the area.

Camden Council is working with the Mayor of London's Greater London Authority (GLA) and Transport for London (TfL) to produce this plan.

The Area Plan has the potential to impact equality by involving a wide range of groups in deciding which issues the Plan should address, tackling and prioritising issues that are important to particular groups (relevant groups are discussed in the next section) and making sure the identified groups continue to be involved and the identified issues continue to be addressed during implementation of the Plan.

## Gather relevant equality data and information

Under the Equalities Act 2010, the eight protected characteristics covered by the general equality duty are: age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation. People with common protected characteristics are often described as belonging to a protected group.

This part of the Assessment considers data about protected characteristics and groups in the area covered by the Plan, and information about other themes particularly likely to affect protected groups or characteristics.

Data given for Euston is based on sub areas from the 2011 Census – these are a rough approximation of the Area Plan coverage, and include small areas outside it. Where appropriate, ward based data is provided for the main wards that contain parts of the EAP area.

A much broader range of evidence has been gathered to inform preparation of the Area Action Plan, and is summarised in a Background Report.

### Data about protected characteristics

**Age** – The Area Plan area has a slightly younger population than Camden as whole, which itself has a relatively young age profile compared to the national average. Based on the 2011 census, the proportion of all residents who are aged 16-29 was 34.2%, compared with 26.6% across the borough. The Euston area has a slightly lower percentage of residents aged 60+, compared with the borough average.

Table 1. Age of residents		
	Euston area	Camden
<b>Under 16</b>	16.8%	16.1%
<b>16- 29</b>	34.2%	26.6%
<b>30-59</b>	36.2%	42.2%
<b>60+</b>	12.7%	15.1

**Disability** – For the EAP area the 2011 Census showed that out of all people aged 16-74, 5.5% were economically inactive due to a long-term sickness or disability – compared with 4.4% for Camden overall.

Euston data taken from the 2011 census does not include specific data on disability, but provides data more generally on health and care, which indicates that levels of health are poorer than the borough average, but similar to or slightly better than the national average:

- In Euston 16% of the population were living with a limiting long term illness, compared with the lower Camden figure of 14.4%. However, the proportion of people with limiting long term is below the national average (17.6% across England and Wales)
- Euston had a lower proportion of people whose health was 'good', 81.8% compared with Camden's proportion of 84%.

However, other data indicates that specific parts of the study area perform poorly in relation to health deprivation and disability. According to the Indices of Deprivation 2010, within the study area:

- Four out of eight sub areas (formally known as super output areas) in Regent's Park Ward are within the 20% most health deprived in the country. One of these sub areas is also within the 10% most health deprived in the country;
- Four out of eight sub areas in St Pancras and Somers Town Ward are also within the 20% most health deprived in the country. Three of these areas are also within the 10% most health deprived in the country.

Camden's 2008 Housing Needs Survey Update (based on 2004 data) looked at households that had special needs in terms of their housing requirements. Across the borough, the survey indicates that 6.4% of households contained a person with a physical disability, 0.4% with a severe sensory disability, and 0.6% with a learning disability. A significant number of households (2.4%) contained people with more than one special need, or more than one person with a need. Other special needs categories identified were frail elderly people, people with mental health issues, and vulnerable young people/ children leaving care.

The 2008 Housing Needs Survey looked specifically at a *south sub-area* (Regent's Park, King's Cross, Bloomsbury and Holborn and Covent Garden wards) and the St Pancras and Somers Town sub area:

- The proportion of households in the South sub-area containing someone with a special need was 10.2%, slightly higher than the Camden figure of 9.4%;
- The proportion of households in the St Pancras and Somers Town sub-area containing someone with a special need was 15.2%, the highest of all sub areas in the borough, and significantly higher than the overall Camden figure.

**Gender reassignment** – No data is available on gender reassignment.

**Marriage and civil partnership** – The 2011 census data for the Euston area showed the proportion of households comprising of a married/ civil partnership couple is 17.4%, slightly lower than the borough average of 20.2%.

The study area has slightly lower proportion of cohabiting couples (7.3%) compared to the borough average (9.8%), and slightly more lone parents (12.6% compared to 10% across the borough).

**Pregnancy and maternity** – Whilst there is no specific data on pregnancy rates in Euston, the number of live births registered to Camden residents is rising each year, from more than 2,650 in 1998 to 3,012 in 2006. The fertility rate is well below average though, with only 46.2 births per 1000 women aged 15-44, compared to 65.3 per 1000 women for London and 60.4 per 1000 women nationally.

**Race** – The Euston area has a comparatively high proportion of residents from Black and Minority Ethnic groups (46.5% of residents compared to a borough average of 33.7%). The largest minority groups in the study area are Bangladeshi (12.5%) and Black African (7%).

**Table 2. Ethnicity (summary)**

	Euston Area	Camden
<b>White British</b>	<b>35.3%</b>	<b>44%</b>
<b>Black &amp; Minority Ethnic Groups</b>	<b>46.5%</b>	<b>33.7%</b>
Bangladeshi	12.5%	5.7%
Black African	7%	4.9%
White Irish	4.1%	4.6%

(2011 Census)

A full breakdown of ethnic groups in the study area, and across the borough as a whole is provided below.

**Table 3. Ethnicity (full breakdown)**

	Euston Area %	Camden %
<b>White</b>		
English/Welsh/Scottish/Northern Irish/British	35.3%	44.0%
Irish	2.4%	3.2%
Gypsy or Irish Traveller	0.1%	0.1%

Other White	15.7%	19.0%
<b>Mixed/ multiple ethnic groups</b>		
White and Black Caribbean	0.9%	1.1%
White and Black African	1.1%	0.8%
White and Asian	1.3%	1.8%
Other Mixed	1.7%	1.9%
<b>Asian/ Asian British</b>		
Indian	2.8%	2.8%
Pakistani	0.8%	0.7%
Bangladeshi	12.5%	5.7%
Chinese	5.0%	2.9%
Other Asian	4.7%	4.0%
<b>Black/ African/ Caribbean/ Black British</b>		
African	7.0%	4.9%
Caribbean	1.6%	1.6%
Other Black	2.2%	1.7%
<b>Other ethnic group</b>		
Arab	2.3%	1.6%
Any Other Ethnic Group	2.4%	2.3%

**Religion** – In 2011, the census found that 32.6% of all Euston residents identified themselves as Christian, slightly less than across the borough (34%). It is notable that there is a comparatively large proportion of Muslims in the study area (21.1%) compared to the borough average (12.1%). There was a relatively small proportion of Jewish residents in Euston (1.3% compared with the borough's 4.5%). A further 3.7% of Euston's residents indicated that they had other religions such as Buddhist, Hindu and Sikh.

There are slightly fewer people of no religion in the Euston area compared with the borough average.

**Table 4. Religion**

	<b>Euston area</b>	<b>Camden</b>
Christian	32.6%	34%
Muslim	21.1%	12.1%
Jewish	1.3%	4.5%
Other religions	3.7%	3.5%
No religion	21.0%	25.5%
Religion not stated	20.3%	20.5%

(2011 Census)

**Sex/ gender** – 49.9% of all residents living in Euston in 2011 were male, and 50.1% of all residents were female. The male proportion of Euston residents is very slightly lower than the Camden figure of 49% (with 51% female across the borough), indicating that Euston has a slightly higher ratio of women to men than the borough overall.

**Sexual orientation** – No data is available for Euston on sexual orientation. On the basis of the Integrated Household Survey from April 2009 to March 2010, the Office for National Statistics (ONS) suggests that in London 91.0% of those surveyed identify themselves as heterosexual/ straight, 2.2% as gay, lesbian or bisexual, 0.7% have an alternative sexual identity, and 6.1% don't know or didn't respond. The ONS emphasises that Integrated Household Survey is an experimental data source undergoing evaluation for inclusion in new official statistics.

At borough level, the 2009 Camden Talks survey (based on a representative panel of 2,000 residents, with responses weighted to reflect the borough's demographic profile), found that 76% of the panel considered themselves heterosexual or straight, 6% homosexual, gay or lesbian and 1% bisexual. Camden's LGBT Forum estimates the Borough's homosexual, bisexual and transgender profile to be between 10-12% due

to Camden's location, diversity and developed LGBT social capital.

## Information about other themes likely to affect protected groups

**Crime** – crime rates for June 2013 in Regent's Park (12.12) and St Pancras and Somers Town (8.97) wards are at or below the Camden average of 12.83 per 1,000 people. Meanwhile, the crime rate in Bloomsbury (a small part of which is in the Euston Area Plan boundary) is significantly higher at 38.38.

Ward	Crime count (no. total notifiable offences )	Crime rate (rate of total notifiable offences per 1,000 head of population)
Camden	2540	12.83
St Pancras and Somers Town	112	8.97
Regent's Park	145	12.12
Bloomsbury	354	38.38

(Metropolitan police Crime Mapping: Total notifiable offences, June 2013)

**Housing** – There is a significantly higher proportion of households living in social rented accommodation compared to the rest of Camden. Over 52% of housing in the study area is in the form of social rented accommodation (32.8% from the Council and 19.5% housing association/ registered social landlord), compared to a borough average of 33%.

At the same time, the proportion of housing that is owner occupied also significantly below borough average at around 19% compared to 33% across borough as a whole.

	Euston area	Euston area %	Camden %
Owner occupied	1,513	18.6%	32.9%
Private landlord or letting agency	2,219	27.3%	32.2%
Council (local authority)	2,670	32.8%	23.0%
Housing Association/Registered Social Landlord	1,587	19.5%	10.1%
Living rent free	180	1.8%	1.8%
Total	7,673	100%	100%

(2011 Census)

Approximately 216 homes are located within the footprint of the proposed expanded Euston Station and tracks to accommodate HS2, and would therefore be lost as a result. The London Borough of Camden has also indicated (in its July 2011 formal response to the government regarding HS2) that an additional 264 dwellings could also potentially be at risk as a result of HS2, due to their close proximity to the expanded station and track. Many of the homes that will or may be affected are social rented.

**Deprivation and unemployment** – Income deprivation is a significant issue in communities to the north of the Euston Road, whilst it is much less of an issue for communities south of Euston Road. 2010 figures show that:

- Three out of eight sub areas (formally known as super output areas) in Regent's Park Ward are within the 10% most income deprived in the country.
- Six out of eight sub areas in St Pancras and Somers Town Ward are also within the 10% most income deprived in the country. One further sub area in this ward also falls within the 20% most income deprived in the country.
- One out of eight sub areas in Bloomsbury Ward just falls within the 20% most income deprived

in the country

(source: Indices of deprivation 2010)

Regent's Park and, in particular, St Pancras and Somers Town wards have above average numbers of job seekers allowance claimants, reflecting the deprivation statistics. These wards also have slightly higher than average proportions of male claimants, and younger claimants (aged 16-24), than the Camden average. Meanwhile, Bloomsbury ward has a relatively low proportion of job seekers allowance claimants, compared to the Camden average.

<b>Table 7 JSA Claimant Count (May 2012)</b>		
	<b>No. Claimants</b>	<b>% claimants</b>
<b>Bloomsbury</b>	190	4.2
<b>Regent's Park</b>	320	6.4
<b>St Pancras and Somers Town</b>	470	9.8
<b>Camden</b>	5,305	5.2

(Office for National Statistics- Jobcentre Plus administrative system, 2012)

## Consultation and engagement

This part of the Assessment considers consultation on the Euston Area Plan that has already taken place, and how far it has included engagement with protected groups. It also considers what we have found out about issues relevant to protected groups in the Plan area.

For full information regarding consultation methods and feedback on the Plan so far, please refer to the two consultation reports, which have also been produced in support of the Proposed Submission EAP.

### Initial community workshop

An initial community workshop was carried out in September 2012 which included a wide range of community organisations in the Euston area. This workshop was used to gather the initial views of community representatives ahead of the Stage 1 consultation on issues and priorities for the area, and included a walk around the Euston area to enable people to highlight things that they would like to protect, and things that could be changed or improved.

### Stage 1 (issues and priorities) consultation

Stage 1 consultation on the Euston Area Plan ran from 5<sup>th</sup> November to 14<sup>th</sup> December and focused on the draft key objectives and vision for the EAP. The purpose of the consultation was to:

- inform local residents and businesses about the Euston Area Plan
- seek their views on the emerging vision and objectives for the area
- ascertain whether there are any other key issues that should be addressed in the Euston Area Plan.

A mixed methods approach was used to maximise the opportunities for individuals and organisations to comment, including those who traditionally give their views and also to specifically target hard to reach groups. This included the following:

- Identifying users and stakeholders including interest groups and organisations and set up database
- Identifying community networks and meetings
- Carrying out a gap analysis highlighting hard to reach groups
- A bespoke Euston Area Plan website and consultation hub including and discussion forum, twitter feed and email sign up functions for use on ipads
- A survey asking people what uses and routes they would like to see on the new station site and prioritising the draft objectives for the plan both on-line and available as a paper copy
- Contacting statutory consultees
- A pop-up exhibition detailing the objectives and constraints in the Euston Area
- A mail out to all residents and businesses in the plan area advertising the website and consultation events to ensure those without internet access could learn more and participate
- Drop-in sessions at Regent's Park library and other community organisations, specifically to target people from the Bengali communities and young people
- Meetings with specialist groups
- Maintain regular contact with interested residents and business focus groups through email bulletins (this is ongoing)
- Use of targeted posters and publicity such as 'We are Camden'
- Use of drop in sessions at a number of locations on estates across the study area at different times of day (including daytime and evening sessions), to engage with residents in these areas
- Handing out consultation flyers at Euston Station concourse

### Information from consultation and engagement that is relevant to protected groups

The stage 1 consultation produced the following high level findings:

- General support was given to the proposed EAP objectives



- When asked to give a rank in terms of priority, no. 2 'Securing excellent design' came out as the one most often considered as a high priority, followed by no. 1 prioritising local needs in second.
- Within Prioritising local needs, housing was raised as the most significant priority particularly in relation to re-housing those affected and replacing lost homes and the provision of affordable housing
- Housing was raised consistently across all the survey when asked to comment on the priorities including as making the best use of the station above the tracks.
- Scale of development was a key issue, ensuring low density, small scale and mixed use schemes was considered important
- Housing featured when asked about creating sustainable developments particularly in relation to energy efficiency and heating
- Concern was also expressed at drop in events regarding the impact of HS2 on open space, local businesses (including Drummond Street) as well as housing demolitions.
- Support for enhanced accessibility across the Euston Station and Tracks site
- Support for housing and open space to the north of Euston station and tracks, with more commercial uses on the station site itself

### **Stage 2 (draft Euston Area Plan) consultation**

Following on from (and informed by) the initial stage 1 consultation, a draft Plan was prepared.

Consultation was carried out on the draft Euston Area Plan between July and September 2013. Building on the consultation work carried out during the Stage 1 consultation, the Stage 2 consultation included:

- A bespoke Euston Area Plan website (with online questionnaire) and consultation hub including and discussion forum, twitter feed and email sign up functions for use on ipads
- A consultation leaflet was produced asking respondents to indicate how they thought the proposals reflected the agreed Euston Area Plan objectives.
- A mail out to all residents and businesses in the plan area advertising the website and consultation events, and enclosing the consultation leaflet (this was requested by residents during in the initial consultation on the Plan in November/ December 2012, to enhance the ability to respond for those who do not have access to the internet).
- Contacting statutory consultees
- 7 pop-up events held in public open spaces across the Plan area at different times of day (including daytime and evening sessions). It included boards showing the proposed masterplan and allowed people from the Plan area the opportunity to view the proposals and ask questions.
- Attendance at community events/ meetings including the Somers Town Street Fair and the Euston Community Forum and West Euston Partnership planning meetings
- A bespoke community workshop (held on 26<sup>th</sup> September 2013)
- A closing Exhibition event held in Regent's Park Estate
- Attendance at the Surma Centre to discuss the plan with young people
- Meetings with specialist groups
- Use of targeted posters and publicity such as 'We are Camden'
- Maintain regular contact with interested residents and business focus groups through email bulletins (this is ongoing)

### **Information from consultation and engagement that is relevant to protected groups**

Feedback from the Stage 2 consultation process included:

- There was general support for the approach taken by the plan to the station area (i.e support for improvements to Euston Station) but there were caveats on the need to secure a comprehensive redevelopment of the station which the current HS2 plans on their own do not propose.
- Survey responses illustrated that the plan was on balance considered to have largely met its objectives.
- All proposal areas, except North Euston Cutting were on balance considered to broadly meet the EAP objectives in the survey with West Somers Town and Euston Station and tracks considered most frequently by respondents as meeting plan objectives.
- 25 respondents to the survey expressed outright opposition to HS2 coming into Euston which was reflected in the overall results. People want more detail on the proposals in relation to the impact of

HS2 should it go ahead.

- The general tenor of responses was that people wanted to see change to the Euston area but were keen for more information about what this may mean.

### Have you identified any information gaps?

Some information is absent or limited e.g. gender reassignment, whilst some information is at a higher geographical level than the Plan area such as disability, pregnancy and maternity and sexual orientation.

Our future consultation will continue to engage with protected groups and ask questions about the concerns of protected groups – see the later section of the Assessment *planning for improvement*.

## Stage three - analysing your equality information and assessing the impact

This section of the EIA should be completed when you are reviewing this activity and considering different options for future delivery.

Analysing the evidence outlined above, could the activity have a negative or positive impact on protected groups?

This part of the Assessment outlines the facilities the Plan is intended to deliver, and the impact their delivery is likely to have on protected groups.

This is a high level document expressed in terms of guidance on future decision-making and aspirations for future expenditure. It aims to improve the area for all of Euston's residents, workers and visitors (current and future) and so the overall impact on each protected group is likely to be positive or neutral at worst.

The Area Plan is expected to have a positive impact through the provision of additional homes and jobs, a significantly enhanced urban environment, improved connectivity through the area, better streets and spaces, and improved transport infrastructure.

The facilities and features the Plan is intended to deliver are outlined as follows.

**Public realm and urban design** – the draft Plan seeks to overcome the significant barrier effect of Euston Station and Euston Road. This is likely to assist all groups in the area, including protected groups whose accessibility to facilities and services is affected by the current poor connectivity in some parts of the area.

**New and replacement housing and affordable housing** – The draft Plan provides for the provision of sites for replacement homes (for those demolished as a result of HS2) as well as additional homes (including affordable homes). It is likely that some protected groups will be disproportionately affected by HS2 housing demolitions caused by HS2, and the Euston Area Plan will provide a benefit by seeking to mitigate this impact. Additional housing has potential to assist all groups in the area, but affordability can be a particular issue for some protected groups.

**Employment uses** – The draft Plan provides for additional employment space, including office uses and, in particular, knowledge economy uses. It places a strong emphasis on enabling local people to take advantage of employment opportunities created at Euston. Additional business premises, with measures in place for local people to be involved, can potentially increase the range of job opportunities available, to the benefit of all seeking employment, but particularly those protected groups who are otherwise disadvantaged in the jobs market.

**Social infrastructure** – The draft Plan seeks to ensure that community facilities affected by HS2 (such as the Maria Fidelis School) can be re-provided elsewhere, as needed, as well as ensuring that new development is supported by appropriate community facilities. This would be likely to help all groups in the area, including protected groups in particular young people.

**Retail uses** – The draft Plan provides for additional retail floorspace, focuses at Euston Station, but also in the King's Cross/ Euston Road Central London Frontage; and in neighbourhood centres to meet local needs. It seeks to protect and support the role of existing centres. The provision of a broad range of retailers and a dispersed pattern of shops can benefit groups with particular requirements (eg halal meat) and also those with mobility difficulties. Additional retailers can also potentially increase the range of job

opportunities available, to the benefit of all seeking employment in Euston, but particularly those protected groups who are otherwise disadvantaged in the jobs market.

**Open space** – Whilst there may be some loss of (undesignated) open space associated with the proposed replacement housing infill on Regent's Park Estate, the EAP seeks to ensure that any losses are mitigated through innovative working, including the provision of new open spaces on under-used land on the estate. The draft Plan provides for the provision additional public open space (including a large new space on the site of the current Maria Fidelis Lower School), along with an improved network of open space through enhancements to the quality and accessibility of existing spaces. New and improved public open space can add to quality of life for all groups, but may be particularly valued by some groups such as children and older people. The Plan aims to ensure that spaces are accessible to all including people with disabilities and people who feel vulnerable to crime in some circumstances (e.g. older people, women). Public open space will need to be designed with a view to accessibility and public safety.

## Equality impact summary

Please use this grid to summarise the impacts outlined above.

Protected group	Summarise any possible negative impacts that have been identified for each protected group and the impact of this for the development of the activity	Summarise any positive impacts or potential opportunities to advance equality or foster good relations for each protected group
Age	The EAP and its related projects are not expected to have a negative impact on people regardless of their age.	<p>The overall vision and objectives of the EAP are considered to have positive impacts and benefits for all groups, regardless of their age.</p> <p>The relocation of Maria Fidelis Lower School could have significant benefits for some young people.</p> <p>Through achieving better designed affordable housing, younger people as well as older people will benefit through this addition housing stock in their area.</p> <p>The principles also seek to increase the amount, quality and accessibility of public open space which will also have opportunities to enhance the quality of life of children.</p>
Disability	The EAP and its related projects are not expected to have a negative impact on people who have a disability.	It is considered that the EAP will have a positive impact on the quality of life of disabled people. The Plan aims to deliver a series of improvements to the public realm. These will make provision for safe pedestrian movement and crossing which will be of particular benefit to people with restricted mobility. This infrastructure will have an overall positive impact for people with a disability.
Gender reassignment	The EAP and its related projects are not expected to have a negative impact on gender re-assigned people.	The EAP aims for overall improvements in the area from which people should benefit regardless of their current or previous gender.
Marriage and civil partnership	The EAP and its related projects are not expected to have a negative impact on people regardless of their relationship status.	The EAP aims for overall improvements in the area from which people should benefit regardless of their relationship status.
Pregnancy and maternity	The EAP and its related projects are not expected to have a negative impact on people who are pregnant or	While there may be the loss of some local open spaces, the EAP seeks to mitigate this loss including through provision of alternative new local

	parents.	spaces. The EAP aims to secure additions and improvements the amount, quality and accessibility of open space, which will bring benefits to all sectors of society. Families and young people will be particular beneficiaries through the delivery of additional open space across the area.
Race	The EAP and its related projects are not expected to have a negative impact on people regardless of their race.	The EAP aims for overall improvements in the area from which people should benefit regardless of their race. Given the potential disproportionate impacts of HS2 on the local Bengali community, measures in the Plan to mitigate these impacts, for example through the provision of replacement homes and the protection and enhancement of Drummond Street, should have a positive impact.
Religion or belief	The EAP and its related projects are not expected to negatively impact on people regardless of their religion or beliefs.	The EAP aims for overall improvements in the area from which people should benefit regardless of their religion or beliefs.
Sex	The EAP and its related projects are not expected to negatively impact on people regardless of their gender.	The EAP aims for overall improvements in the area from which people should benefit regardless of their gender.
Sexual orientation	The EAP and its related projects are not expected to have a negative impact on people regardless of their sexual orientation.	The EAP aims for overall improvements in the area from which people should benefit regardless of their sexual orientation.

## Stage four - planning for improvement

This section of the form should be completed when you are developing plans for the future delivery of the activity.

The actions identified below can also be included in your service plan to help mainstreaming and for performance management purposes. They should also be included in any decision making reports relating to the activity you are analysing. You may find it helpful to document the actions in an [action plan](#).

### What actions have been identified:

- to mitigate against or minimise any negative impacts?
- to advance equality, and therefore improve the activity?

Stage Three of EqIA assessment (above) indicates that the draft Plan would have positive impacts for all groups, including protected groups.

Comments from respondees, including those from protected groups, were taken into account in developing the draft and proposed submission versions of the Euston Area Plan. Further consultation on the proposed submission Euston Area Plan (December 2013/ January 2014 – March 2014) will provide an additional opportunity for those from protected groups to identify additional opportunities to provide positive impacts for protected groups.

Responding to comments from people in the initial consultation on the Plan (November/ December 2012), in the consultation on the draft Euston Area Plan paper questionnaires were sent to residents, in order to enhance the ability to respond for those who do not have access to the internet.

Key to the successful delivery of the Plan beyond the stage 3 consultation will be on-going engagement with local people and groups, voluntary sector organisations, developers, businesses, councillors and council services to ensure that all appropriate opportunities to benefit all those who live, work and visit the area, advance equality and foster good relations will continue to be taken.

## Stage five - outcome of the EIA

Use this stage to record the outcome of the EIA. An EIA has four possible outcomes.

Outcome of analysis	Description	Select as applicable
Continue the activity	The EIA shows no potential for discrimination and all appropriate opportunities to advance equality and foster good relations have been taken	√
Change the activity	The EIA identified the need to make changes to the activity to ensure it does not discriminate and/ or that all appropriate opportunities to advance equality and /or foster good relations have been taken. These changes are included in the planning for improvement section of this form.	
Justify and continue the activity without changes	The EIA has identified discrimination and / or missed opportunities to advance equality and / or foster good relations but it is still reasonable to continue the activity. Outline the reasons for this and the information used to reach this decision in the box below.	
Stop the activity	The EIA shows unlawful discrimination.	

Reasons for continuing with an activity when negative impacts or missed opportunities to advance equality have been identified.

Not applicable



## Stage six - review, sign off and publication

### Review

Your EIA will have helped you to anticipate and address the activity's likely effect on different protected groups. However the actual effect will only be known once it is introduced. You may find you need to revise the activity if negative effects do occur. Equality analysis is an ongoing process that does not end once an activity has been agreed or implemented.

Please state here when the activity will be reviewed, and how this will be done, for example through the service planning process, when the service is next procured etc. This will help you to determine whether or not it is having its intended effects. You do not necessarily need to repeat the equality analysis, but you should review the findings of the EIA, consider the mitigating steps and identify additional actions if necessary.

For restructures or organisational change a review should take place once the restructure has been completed. In addition to the areas identified above your review should include an evaluation of how the staff profile after the organisational change compares to Camden's profile, the division profile and the staff profile prior to the change. Your HR change adviser will provide you with the necessary data.

Date when EIA will be reviewed: \_\_\_\_\_

Preparation of the EIA is ongoing. The EIA will be published in its current form alongside the proposed submission Euston Area Plan for formal consultation. A formal review of the EIA will take place following public examination and prior to adoption of the Plan. This is currently anticipated in autumn 2014.

### Sign off

The EIA must be quality assured within the directorate before sign-off by the service head /AD.

Quality assured by:	Rebecca Denney, User Focus and Equalities Officer, Culture and Environment
Quality assured by OD for organisational change / restructures:	Not applicable
Signed off by:	Ed Watson, Assistant Director 
Date:	21 November 2013
Comments (If any)	None

### Publication

If the activity will be subject to a Cabinet decision, the EIA must be submitted to committee services along with the relevant Cabinet report. Your EIA should also be published on Camden Data. All EIAs should now be uploaded to the [SharePoint site](#).

