

Woolwich Exchange - CPO

Equality Impact Assessment

Royal Borough of Greenwich

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Quality information

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Introduction

01

1. Introduction

1.1 Purpose

AECOM has been commissioned on behalf of Royal Borough of Greenwich to undertake an Equality Impact Assessment (EQIA) as to the impacts which would derive from the use of the Council's compulsory purchase powers to enable the delivery of the proposed Woolwich Exchange Development.

An EQIA is a systematic assessment of the potential or actual effects of plans, policies, or proposals on groups with protected characteristics¹ as defined by the Equality Act 2010. The purpose of the Woolwich Exchange EQIA is to consider how the Compulsory Purchase Order (CPO) would contribute to the realisation of equality effects on businesses and residents affected. Its aims are to:

- Assess the potential impact that the compulsory acquisition of property interests could have on groups and individuals sharing protected characteristics within the Woolwich Exchange site;
- Carry out any preparatory work and/or investigations as may be appropriate to identify potential equality impacts of undertaking a CPO process in relation to Woolwich Exchange;
- Identify ways in which groups with protected characteristics may benefit from the development and where equality of opportunity may be advanced; and
- Ensure the Council's fulfilment of the Public Sector Equality Duty (PSED) and review/identify means of mitigating any identified impacts and continue to update and review such assessment as appropriate.

An initial EQIA report was developed by AECOM for the development in August 2018 (at that time referred to as Spray Street Quarter). The findings and recommendations set out in the initial EQIA report have been taken into account by the Council and Developer (Spray Street Quarter Limited Liability Partnership or SQLLP) throughout the development process, taking positive action to paying due regard to the PSED, minimising potential negative impacts and enhancing positive effects. This report identifies how such actions have mitigated against identified impacts as well as highlighting any new or residual impacts of the CPO process arising since the initial EQIA. Further recommendations have been made where appropriate.

The Council and the Developer are currently aiming to acquire current interests in the site through option agreements. However, it is anticipated that the Council will need to use CPO powers to acquire any outstanding interests. This EQIA will support the Council to fulfil its equality duties in relation to the PSED as well as addressing the Council's equalities objectives (see sections 3.4.3 and 3.4.4 of this report) in using its CPO powers. It provides a consideration of potential direct and indirect equality impacts (both negative and positive) associated with the CPO process on businesses and residents. This draws on evidence from secondary data sources as well as primary research undertaken for the purpose of the initial EQIA between February and April 2018 and subsequent primary research carried out in November 2021.

1.2 Background

In April 2012, the Council adopted a Masterplan for Woolwich that identified a number of potential sites that should be regenerated. The Spray Street Quarter was identified as one of these sites. Notting Hill Commercial Properties Ltd (now Notting Hill Genesis) and St Modwen were appointed in 2014 as joint Developer to deliver a mixed used residential led development of 1.9 hectares on the Spray Street Quarter site. The Council subsequently adopted the Spray Street Masterplan Supplementary Planning Document (SPD) in 2015 which set out the vision for the area. Notting Hill Genesis and St Modwen have formed a joint venture partnership -Spray Street Quarter LLP (the "Developer") – for the purposes of carrying out the proposed development.

¹ Protected characteristics are: Age, sex, belief or religion, race, disability, sexual orientation, gender reassignment, marriage/civil partnership and pregnancy and maternity.

Following consultation with the local community, an initial planning application for the redevelopment was submitted to the council in January 2018. Shortly afterwards, the former covered market, which forms part of the site, was given Grade II listed status. The Council also introduced the Woolwich Conservation Area, which includes some buildings that form part of the site on Woolwich New Road.

As a result, the original proposals for the site could no longer be delivered, and the design team reviewed the plans to see how the former covered market could be retained and reused, as well as elements of the buildings on Woolwich New Road.

In February 2020, further consultation on the revised plans was undertaken. A second planning application (and a listed building consent application) was made to the Royal Borough of Greenwich in October 2020 as the Woolwich Exchange development. The Council's Planning Board resolved to approve the plans on 25 May 2021. Planning permission (reference 20/3385/F) and listed building consent (reference 20/3386/L) were granted by the Council on 23 December 2021 (the "**Planning Consents**") following completion of an agreement made pursuant to section 111 of the Local Government Act 1972 on 20 December 2021 (which contained various contractual obligations relating to matters such as affordable housing and imposed a binding requirement on the Developer to enter into an agreement pursuant to section 106 of the Town and Country Planning Act 1990 following its acquisitions of interests in the site).

Land acquisition is continuing through engagement with affected businesses and landowners. Construction work is expected to begin on site in 2023. Figure 1-1 summarises the key events in the development of the Woolwich Exchange site.

Figure 1-1 Timescale of events in the development of Woolwich Exchange



1.3 Report structure

Following on from this introduction section the remainder of the report is structured as follows:

- **Section 2: Methodology** – setting out our approach to collecting evidence and assessment of impacts;
- **Section 3: Policy and legislation review** – providing context through relevant national, regional and local policy and legislation associated with equalities and housing and regeneration;
- **Section 4: Summary of planned redevelopment** – an overview of the planned redevelopment against current on-site provision;
- **Section 5: Equalities baseline** – using secondary data sources such as Census 2011 data to form an understanding of the community residing and working within the area;
- **Section 6: Primary research findings** – results of the findings of the business, resident and on-street surveys undertaken for the purpose of the EQIA;
- **Section 7: Assessment of equality impacts** – an appraisal of impacts and equality effects using the evidence gathered; and
- **Section 8: Conclusions** – high level conclusions and outcomes from actions as well as remaining recommendations for enhancing positive equality impacts and minimising potential negative impacts based on available evidence to date.



Methodology

02

2. Methodology

2.1 Introduction

This section sets out the approach to assessment of equality impacts of the CPO associated with the delivery of the Woolwich Exchange development. The assessment considers how the CPO could directly impact (both positively and negatively) commercial and residential leaseholders, tenants and occupiers who share protected characteristics within the footprint of the proposed development.

It also considers the potential equality impacts of the CPO for those employees and customers of affected businesses as well as for local residents sharing protected characteristics, including direct impacts of loss of use of services available and indirect impacts associated with changes to the public realm immediately surrounding the site. This assessment focuses on the direct and indirect impacts of the CPO for the Woolwich Exchange Development and therefore, does not take into account how the impacts of wider development in the area could cumulatively impact on groups with protected characteristics. It is assumed that EQIAs undertaken for planning documents and specific planning application purposes within the area will address such cumulative impacts.

In considering the direct impacts of the CPO, this EQIA takes a 'worst case scenario' approach, considering the most severe possible outcome that can reasonably be predicted to occur in a given situation.

2.2 Approach overview

The approach for undertaking this EQIA and compiling this report follows a four stage process:

1. Desk-based review - including relevant national, regional and local policies and legislation, the proposed redevelopment plan and secondary datasets relating to groups with protected characteristics;
2. Primary research - comprising a business survey, a resident's survey, and an on-street survey;
3. Assessment of potential impacts - informed by a consideration of the policy context, equalities baseline data, primary research survey findings, and previous consultation; and
4. Development of recommendations and conclusions.

The approach is based on our understanding of the Equality Act 2010, particularly section 149 regarding the PSED, and supporting technical guidance produced by the Equality and Human Rights Commission (EHRC) as well as AECOM's in-house approach to conducting EQIAs.

2.3 Desk-based review

In addition to a review of recent relevant national, London-wide and local policies and legislation, the desk-based review included the following:

- Review of documentation associated with the Planning Consents under the key equality themes of housing, business and employment, public realm, transport and accessibility and crime and safety;
- Review of national and local datasets to develop an equalities baseline profile of groups with protected characteristics within and surrounding development area; and
- Review of the consultation activities undertaken to date in relation to the development undertaken by the Council and the Developer to identify any issues of relevance to this EQIA.

2.4 Primary research

2.4.1 Survey design

Three separate surveys were designed in order to gather the views of those affected by the development. Surveys were prepared for businesses and residents within the proposed

redevelopment area and an on-street survey was prepared for customers of the businesses within the proposed redevelopment area. Copies of the surveys can be found in Appendix A.

The surveys were developed to capture a combination of quantitative and qualitative information to ensure that relevant factual information was collected, whilst also allowing respondents to share their wider views on the proposal and how they are likely to be affected. Questions were relevant to the needs and circumstances of this particular project. Diversity monitoring questions that were drawn from data in the 2011 Census were also included².

The surveys adhered to best practice principles of survey design following Market Research Society guidelines. This included an attempt to avoid the use of leading questions and to take care in the choice of wording (e.g. clear, language) and type of questions (e.g. closed, open), the application of logical sequencing and simple layout, and consideration of questionnaire length.

All three surveys were designed to follow the Market Research Society's Code of Conduct³ to ensure the highest level of data integrity and compliance with the General Data Protection Regulation (GDPR).

2.4.2 Conducting the surveys

2.4.2.1 Survey team

The surveys were conducted by a team of trained market research interviewers with prior experience on similar projects associated with the equality impacts of regeneration and development schemes. Interviewers were each provided with a briefing pack and tablet loaded with the survey forms prior to the start of the survey period.

All members of the survey team were requested to wear AECOM ID and were provided with a letter of authority, which was pre-agreed with the Council. This helped to legitimise their activities and to instil confidence in respondents with regards to the purpose and independence of the survey.

The survey team were managed by a supervisor who was fully briefed on-site by the project manager. The supervisor was responsible for ensuring that team members were on-site at the times required and to record and update on progress with the interviews to AECOM.

2.4.2.2 Survey location and dates

The surveys were conducted in the area that would be directly affected by the development, as shown on the land reference map produced by Persona (now known as Gateley Hamer) (see Appendix B), and includes the area bounded by Woolwich New Road, Plumstead Road, Burrage Road and Spray Street.

The survey team initially visited the area between February and April 2018. A repeat survey using the survey forms and approach for consistency purposes was undertaken in November 2021. Surveys were carried out during different time periods and days of the week in order to maximise availability of respondents and therefore the response rate.

Table 2-1 summarises the approach for each of the different survey types and the response rate achieved.

Table 2-1 Survey details and response rates

Type of Survey	Description of survey activities	Response rates 2018	Response rates 2021
Resident Surveys	Addresses of residential properties affected by the proposed scheme were provided to AECOM by the Council. A letter was sent to each address by GL Hearn (the Council's	In total 10 residential surveys were completed with no response from the remaining three	In total 7 residential surveys were completed.

² It should be noted that although the most recent Census for England and Wales took place in March 2021, the full census data outputs are not scheduled for release until March 2023.

<https://www.ons.gov.uk/census/censustransformationprogramme/census2021milestones>

³ Market Research Society (September 2014) MRS Code of Conduct available at https://www.mrs.org.uk/standards/code_of_conduct

Type of Survey	Description of survey activities	Response rates 2018	Response rates 2021
	<p>property agent) prior to the survey period to provide advance notice of the primary research and its purpose.</p> <p>Each of the addresses provided was visited up to three times between 27th February and 16th March 2018. The repeat survey took place between 2nd and 12th November 2021</p>	addresses after three attempts to make contact.	
Business Surveys	<p>A list of commercial property interests in the area was supplied to AECOM by the Council in February 2018. The list consisted of tenants and occupiers within the site of the proposed redevelopment. In total the survey team attempted to make contact with 101 businesses who were deemed to be occupiers. An updated list was provided by Newsteer (who replaced GL Hearn) for the purpose of the repeat surveys in November 2021.</p> <p>Each business was visited up to three times between the 27th February and 16th March 2018. The repeat survey was undertaken between 2nd and 12th November 2021. The survey was either completed or an appointment to conduct the survey at a later date was made to maximise participation in the survey. In one case one business owner was provided the survey link by email.</p>	<p>In total 75 business interviews were conducted with occupiers.</p> <p>12 properties were considered to be temporarily or permanently closed.</p> <p>1 business refused to respond.</p> <p>The owners or managers of 12 businesses were unavailable to be interviewed during the survey period.</p>	In total 70 business interviews were conducted with occupiers.
On-street surveys	For both the initial and repeat surveys respondents were stopped and asked to participate in the survey on-street. This included a mix of customers exiting the businesses in the project area and passers-by. Screening criteria was applied to include only those that visited the project area at least once per week. Anyone responding that they lived in the area bounded by the development was asked to complete the resident survey also. Interviewing took place in the proposed Woolwich Exchange area and also in Woolwich Town Centre to ensure that a mix of customers were canvassed.	In total 99 members of the general public were interviewed on-street. These were conducted on Spray Street, Woolwich New road, Plumstead Road and Burrage Road.	In total 99 members of the general public were interviewed on-street. These were conducted on Spray Street, Woolwich New road, Plumstead Road and Burrage Road

2.4.3 Survey Analysis

Once the surveys were completed all datasets were checked, cleaned and coded in the case of open ended responses. Analysis was undertaken producing frequencies of responses as well as identifying any significant differences in responses by different groups with protected characteristics. Results of the surveys are provided in Section 6 of this report.

2.5 Assessment of Impacts

An assessment of equality impacts has been undertaken and takes into account the information gathered through the above activities. A judgment has then been made as to how the CPO would contribute to the realisation of the equality effects of the planned development for affected people with protected as defined in the Equality Act 2010 as:

- **Age:** this refers to persons defined by either a particular age or a range of ages;
- **Disability:** a disabled person is defined as someone who has a physical or mental impairment that has a substantial and long-term adverse effect on his or her ability to carry out normal day-to-day activities;
- **Gender reassignment:** this refers to people who are proposing to undergo, are undergoing, or have undergone a process for the purpose of reassigning their gender identity;
- **Marriage and civil partnership:** marriage can be between a man and a woman or between two people of the same sex. Same-sex couples can also have a civil partnership. Civil partners must not be treated less favourably than married couples;
- **Pregnancy and maternity:** pregnancy is the condition of being pregnant or expecting a baby. Maternity refers to the period after the birth. In the non-work context, protection against maternity discrimination is for 26 weeks after giving birth;
- **Race:** the Equality Act 2010 defines race as encompassing colour, nationality (including citizenship) and ethnic or national origins;
- **Religion or belief:** religion means any religion a person follows. Belief means any religious or philosophical belief, and includes those people who have no formal religion or belief;
- **Sex:** this refers to a man or to a woman or a group of people of the same sex, while gender refers to the wider social roles and relationships that structure men's and women's, boys' and girls' lives;
- **Sexual orientation:** a person's sexual orientation relates to their emotional, physical and/or sexual attraction and the expression of that attraction.

The appraisal considers both disproportionate and differential impact. A disproportionate equality effect arises when an impact has a proportionately greater effect on protected characteristic groups than on other members of the general population at a particular location. For the purposes of this EQIA, disproportionality can arise in two main ways, either:

- where an impact is predicted for the area, where protected characteristic groups are known to make up a greater proportion of the affected resident population than their representation in the wider local authority district and/or county/region; or
- where an impact is predicted on a community resource predominantly or heavily used by protected characteristic groups (e.g. primary schools attended by children; care homes catering for very elderly people).

A differential equality effect is one which affects members of a protected characteristic group differently from the rest of the general population because of specific needs, or a recognised sensitivity or vulnerability associated with their protected characteristic, irrespective of the number of people affected.

In some cases, protected characteristic groups could be subject to both disproportionate and differential equality effects. The EQIA will consider impacts on groups of people rather than on individuals.

Criteria used to determine differential or disproportionate impacts of the CPO with respect to equality protected characteristics includes:

- People who share a protected characteristic form a disproportionately large number of those adversely affected by the CPO;
- Amongst the population affected by the CPO, people who share protected characteristics are particularly vulnerable or sensitive to a possible impact in relation to their possessing a specific protected characteristic;
- The CPO may either make worsen or improve existing disadvantage (e.g. housing deprivation or economic disadvantage) affecting people who share a protected characteristic;
- People with shared protected characteristics amongst the affected population may not have an equal share in the benefits realised as a result of the CPO. This can be either due to direct or indirect discrimination or where the groups experience particular barriers to realising such benefits, unless suitable mitigations are proposed to overcome those barriers; and
- The CPO may worsen existing community cohesion amongst the affected local population or exacerbate conflicts with community cohesion policy objectives.

2.6 Conclusions and Recommendations

The final section of this report sets out conclusions on the equality effects of the proposed CPO as well as setting out recommendations for mitigating against adverse impacts and enhancing equality of opportunity.



Policy and legislation review

03

3. Policy and legislation context

3.1 UK Legislation

3.1.1 Equality Act 2010 and the Public Sector Equality Duty

The Equality Act 2010 is a major piece of UK legislation which provides the framework to protect the rights of individuals against unlawful discrimination and to advance equal opportunities for all. Section 149 of the Equality Act sets out the PSED to which the Council, as a public body, is subject in carrying out all its functions, including in the exercise of its CPO powers.

Those subject to the PSED must, in the exercise of their functions, have due regard to the need to:

- Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act;
- Advance equality of opportunity between people who share a protected characteristic and those who do not; and
- Foster good relations between people who share a protected characteristic and those who do not.

These are sometimes referred to as the three aims or arms of the PSED. The Act explains that having due regard for advancing equality involves:

- Removing or minimising disadvantages suffered by people due to their protected characteristics;
- Taking steps to meet the needs of people from protected groups where these are different from the needs of other people; and
- Encouraging people from protected groups to participate in public life or in other activities where their participation is disproportionately low.

The Act states that meeting different needs involves taking steps to take account of disabled peoples' disabilities. It describes fostering good relations as tackling prejudice and promoting understanding between people from different groups. It states that compliance with the duty may involve treating some people more favourably than others.

The duty covers the following eight protected characteristics: age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex and sexual orientation as described Section 2.5 of this report.

Public authorities also need to have due regard to the need to eliminate unlawful discrimination against someone because of their marriage or civil partnership status. This means that the first arm of the duty applies to this characteristic, but that the other arms (advancing equality and fostering good relations) do not apply.

3.1.2 Compulsory Purchase Order

Compulsory purchase powers are provided to enable acquiring authorities to compulsorily purchase land to carry out a function which Parliament has decided is in the public interest. Anyone who has land acquired is generally entitled to compensation. Local authorities have CPO powers under the Acquisition of Land Act 1981, the Town and Country Planning Act 1990 and other specific Acts of Parliament in order to promote development and regeneration. The CPO process comprises a number of stages, including Resolution to make the CPO, the making of the CPO, the consideration of any objections to the CPO (ordinarily heard in a public inquiry), the inquiry, the confirmation and publication of the CPO, the implementation of the CPO and the assessment and payment of Compensation to affected landowners. The acquiring authority does not have the powers to compulsorily acquire land until the CPO is confirmed by the relevant Government minister. However, they can acquire by agreement at any time, and they should endeavour to do so before acquiring by compulsion.

The Government guidance on CPO process⁴ includes an explanation of how the PSED should be taken into account. The guidance confirms that in exercising compulsory purchase powers public sector acquiring authorities must have regard to the effect of any differential impacts on groups with protected characteristics.

The guidance acknowledges that an important use of compulsory purchase powers is to help regenerate run-down areas. Although low income is not a protected characteristic in itself, it is not uncommon for people from ethnic minorities, the elderly or people with a disability to be over-represented in low-income groups. As part of the PSED, acquiring authorities must have due regard to the need to promote equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it. This means that the acquiring authority may need to develop a process which promotes equality of opportunity by addressing particular problems that people with certain protected characteristics might have (e.g., making sure that documents are accessible for people with sight problems or learning difficulties and that people have access to advocates or advice).

Through the CPO process the acquiring authority should demonstrate that it has considered alternatives to the scheme underlying the CPO, and whether the public benefits of the scheme could be delivered without interfering with the private rights of existing owners and occupiers, or via a method where the impact would not be so detrimental. The Council has considered alternatives but, on balance, has concluded that the public benefits of the Woolwich Exchange development cannot be delivered elsewhere. Recognising that there will be an impact on existing owners and occupiers, the Council, in deciding to progress with a CPO, need to consider how impacts can be mitigated.

3.1.3 Children Act 2004

Section 11 of the Children's Act 2004 places duties on the Council, as a local authority, to ensure their functions, and any services that they contract out to others, are satisfied having regard to the need to safeguard and promote the welfare of children.

3.2 National Policy

3.2.1 National Planning Policy Framework (2021)

The current version of the National Planning Policy Framework (NPPF)⁵ was adopted in July 2021 and consolidates the Government's economic, environmental and social planning policies for England into a single document and describes how it expects these to be applied. The NPPF provides overarching guidance on the Government's development aims and is supplemented by National Planning Practice Guidance.

While the NPPF does not contain specific guidance on equalities, it does emphasise the importance of sustainable development and the need to support a healthy and just society. This is reflected in the key dimensions of sustainable development which relate to the economic, social and environmental roles of the planning system:

- *The economic role contributes to building “a strong, responsive and competitive economy, by ensuring that sufficient land of the right type is available in the right places and at the right time to support growth, innovation and improved productivity; and by identifying and coordinating development requirements, including the provision of infrastructure”;*
- *The social role supports “strong, vibrant and healthy communities by “providing the supply of housing required to meet the needs of present and future generations; and by creating a high quality built environment, with accessible local services that reflect the community’s needs and support its health, social and cultural well-being”;* and
- *The environmental role contributes to protecting and enhancing the “natural, built and historic environment; and, as part of this, helping to improve biodiversity, use natural resources prudently,*

⁴ Ministry of Housing, Communities & Local Government (2018) Guidance on Compulsory purchase process and the Crichel Down Rules available at <https://www.gov.uk/government/publications/compulsory-purchase-process-and-the-crichel-down-rules-guidance>

⁵ Department for Communities and Local Government, (2018); National Planning Policy Framework

minimise waste and pollution, and mitigate and adapt to climate change including moving to a low carbon economy”.

The NPPF identifies key principles that local planning authorities should ensure that they consider when performing their functions, including:

- Local strategies to improve health, social and cultural wellbeing for all;
- The delivery of sufficient community and cultural facilities and services to meet local needs;
- The requirement to plan for the needs of different groups within communities.

In Chapter 8, the NPPF outlines how planning policy should help promote healthy and safe communities by taking a positive and collaborative approach to enable development to be brought forward. The NPPF emphasises that planning policies and decisions should aim to create places which offer: opportunities for social interaction and meetings between members of the community through the delivery of mixed-use developments, strong neighbourhood centres and active street frontages; safe and accessible environments which include social, recreational and cultural facilities and services the community needs; a sufficient choice of school places to meet the needs of existing and new communities; and access to high quality open spaces and opportunities for sport and recreation.

3.3 Regional Policy

3.3.1 London Plan (2021)

The London Plan was formally published by the Greater London Authority in March 2021. The Plan includes strategic planning policies for London which seek to encourage equal life chances for all, in recognition of social inequalities existing within the city. A number of policies outlined in the Plan are relevant to the proposed regeneration, including tackling deprivation, promoting equality and enabling different groups to share in the benefits of development, specifically:

- GG1 ‘Building strong and inclusive communities’ promotes Good Growth as inclusive growth. The creation of a London where all Londoners, regardless of their age, disability, gender, gender identity, marital status, religion or race, can access opportunities with confidence, independence and choice will make a fairer, more inclusive and more equal city;
- GG2 ‘Creating a healthier city’ recognises that the delivery of Good Growth involves prioritising health in London’s planning decisions and mitigating any adverse impact of development proposals on health inequality;
- Policy SD10 Strategic and local regeneration requires that boroughs and other stakeholders should work to identify areas for regeneration with unique concentrations of deprivation and develop locally-sensitive initiatives contributing to Good Growth through tackling inequality and disadvantage, addressing the social, economic and environmental barriers to existing residents and businesses and creating a more accessible and welcoming public realm;
- Housing policies H1-H16 concerning housing provision, affordable housing, loss of existing housing, and provision of specialised accommodation, are all relevant to equal opportunities;
- Policies S1-S7 concerning the provision of social infrastructure, including health, education, childcare, sports and recreation facilities, are all relevant to equal opportunities and boroughs should ensure the social infrastructure needs of London’s diverse communities are met;
- Policy E11 ‘Skills and opportunities for all’ promotes inclusive access to training, skills and employment opportunities, to address gender and ethnicity pay gaps, through development proposals which support employment, skills development, apprenticeships and other training opportunities in both the construction and end-use phases, including through Section 106 obligations where appropriate;

Equal Life Chances for All, the Mayor of London’s equality strategy revised in June 2014, and sets out priorities for achieving equality across a range of dimensions. It emphasises enabling the most vulnerable and disadvantaged people to benefit from London’s success; supporting deprived communities, vulnerable people and promoting community cohesion; supporting businesses to consider social issues in their corporate planning to bring real change to people’s quality of life;

increasing the levels of employment of excluded groups; and decreasing the difference in income between the equality groups and others from deprived communities and the wider community.

3.3.2 Inclusive London: Mayor's Equality, Diversity and Inclusion Strategy (2018)

The Mayor of London's Equality, Diversity and Inclusion Strategy⁶ (EDIS) was published in May 2018. The strategy sets out how inequalities, barriers and discrimination experienced by groups protected by the Equality Act will be addressed by tackling issues such as poverty and socio-economic inequality, as well as the challenges and disadvantage facing London can be a fairer, more equal, integrated city where all people feel welcome and able to fulfil their potential.

The EDIS sets out 33 equality, diversity and inclusion objectives which include working with councils and other partners to:

- Increase the supply of homes that are genuinely affordable to buy or rent.
- Improve property conditions, management standards, security and affordability for private renters, including support for the growing numbers of households with children in private rented homes, as well as groups who are more likely to live in the sector.
- Better protect Londoners living in social housing, including those affected by estate regeneration projects, to ensure that their views are properly heard and acted upon.
- Improve the supply of homes available to meet Londoners' diverse housing needs, including for accessible and adapted housing, specialist and supported accommodation, and Gypsy and Traveller sites.
- Regenerate the most deprived parts of London in a way that supports good growth and opens up opportunities for the most disadvantaged groups.
- Protect and provide the social infrastructure needed by London's diverse communities.
- Promote the use of inclusive design through planning, procurement and commissioning of projects and programmes.
- Support effective ways to involve communities in the development of their neighbourhoods and the wider city.

Objectives also include working with employers, education and skills providers, and voluntary and community organisations so that as many Londoners as possible can participate in, and benefit from, employment opportunities in London. This includes providing employability and skills support for those who are disadvantaged in London's skills, enterprise and jobs market and increasing the diversity of the workforces in vital sectors in London. These include digital, construction, creative and the built environment.

The strategy aims to encourage inclusive growth in London through better planning and provision of business support, including access to finance for BAME (black, Asian and minority ethnic), women- and disabled-led businesses and to help save and sustain diverse cultural places and spaces, by promoting good growth

3.3.3 Homes for London: the London Housing strategy

The London Housing Strategy was formally published by the Greater London Authority in May 2018. The Strategy identifies its emphasis as to deliver significant new housing across all tenures to address demand and support London's continued economic growth. Its long-term ambition is to increase supply of homes, while also addressing issues such as affordable housing needs, quality of housing and types of tenures offered. The Strategy has a particular focus on low- and middle-income working households, whilst also addressing the needs of vulnerable and older households.

⁶ GLA (2018); Mayor's Equality, Diversity and Inclusion Strategy

Key policies within the Strategy include:

- Policy 4.1: Genuinely Affordable Homes, which sets out the ways in which homes should be “genuinely affordable” to Londoners, on the basis of affordability tests. This includes delivering homes based on social rent levels (including those for ‘London Affordable Rent’⁷), intermediate rent homes and shared ownership homes; and
- Policy 5.2: Meeting London’s Diverse Housing Needs, which states all homes in London should be able to meet the needs of a range of groups, including disabled and older people, with specific attention drawn to the disproportionate rates of overcrowding experience by BAME communities making it a key health inequality issue.

3.4 Local Policy

3.4.1 Greenwich Local Development Framework

The Greenwich Core Strategy was adopted by the Council on the 30th July 2014 and is the key strategic planning document for Greenwich Borough. It is used to help shape development and determine planning applications. It contains a number of policies which are relevant to promoting equality and tackling existing disadvantage, including:

- Policy CH1 Cohesive Communities, which requires all future development must include measures that help to create and maintain cohesive communities, and importantly, which encourage and reduces inequalities;
- Policy CH2 Healthy Communities outlines that development should incorporate measures which address health inequalities within the community; and
- Policy H3 Affordable Housing sets out that developments of 10 or more homes, or on residential sites of 0.5 hectare or more are required to provide at least 35% affordable homes.

The Core Strategy also includes Policy TC2 Woolwich Town Centre which states that the Council will be supportive of any development that contributes to the eventual reclassification of Woolwich as a Metropolitan Centre. This includes additional retail floorspace, office development, leisure uses and improved links and connectivity to the centre of Woolwich.

3.4.2 Spray Street Masterplan Supplementary Planning Document (2015)

The Council’s Spray Street Masterplan Supplementary Planning Document (SPD) 2015⁸ supports a comprehensive approach to the redevelopment of this site. The objectives are to:

- Contribute to Woolwich’s growth into a Metropolitan Town Centre;
- Create a landmark high-quality mixed-use development, which will help integrate the Royal Arsenal and Crossrail station into the town centre;
- Increase and diversify housing development;
- Improve the built and environmental quality and create a gateway to the town centre;
- Expand and improve the cultural and leisure offer to create a destination;
- Increase permeability and connections to the town centre; and
- Attract and retain people within Woolwich Town Centre.

⁷ A type of Affordable Rent home. Introduced by the Mayor, homes aimed at low income households, with rents based on social rent levels.

⁸ Royal Borough of Greenwich (2015) Spray Street Master Plan SPD [online] available at:
http://www.royalgreenwich.gov.uk/downloads/file/2535/spray_street_supplementary_planning_document_january_2015

3.4.3 Greenwich Council Corporate Plan 2018-2022

The Council's Corporate Plan highlights that the Council is committed to promoting a healthier and cleaner Greenwich and delivering affordable homes and economic prosperity for all.⁹ The Council outline a series of objectives for 2018-2022. Those relevant to the Woolwich Exchange Development include improving the town centres through delivering affordable homes that meet the needs of residents; supporting people into work and offering advice to businesses at risk; developing green and public spaces and protecting historic buildings.

3.4.4 Greenwich equality objectives 2020 – 2024

The Council state that it is fully committed to tackling discrimination and promoting equality of opportunity and good community relations. To deliver this commitment it has outlined a series of equality objectives over the period 2020 to 2024. These are:

- Ensuring that equalities policies and procedures are applied consistently and sensitively across the Council.
- Make sure our workforce is representative of the wider population and report on how well we are achieving this.
- Ensure that senior management take the lead in promoting equality and embed it across the organisation through their own model behaviour.
- Encouraging knowledge and resource sharing by removing silos within the organisation and supporting our staff and most vulnerable residents to achieve their best.
- Improving and developing our services through feedback, to make sure residents' needs are better met, with a focus on those with protected characteristics.
- Ensuring that managers receive training to make sure disabled staff (including those with invisible disabilities) are supported in their roles and career development, and better understanding is promoted in teams.

3.4.5 Royal Greenwich Equality and Equity Charter

The Council's Equality and Equity Charter (see Figure 3-1) was launched in February 2021 and sets out pledges to promote the values of equality, diversity and inclusion. The Council are actively encouraging local organisations to sign the charter and commit to its pledges so that opportunities can be unlocked for all people across the borough.

⁹ Royal Borough of Greenwich [2018] Royal Greenwich Corporate Plan 2018-2022 [online] available at: [Royal Greenwich Corporate Plan | Royal Borough of Greenwich](#)

Figure 3-1 Royal Greenwich Equality and Equity Charter

FAIRER SAFER ACCESSIBLE INCLUSIVE

Royal Borough of Greenwich Equality and Equity Charter

Everybody counts – a pledge for equality across Royal Greenwich

Royal Greenwich is a vibrant borough with a growing diverse population. We share an ambition to create a fairer, safer, accessible and inclusive borough where everyone feels they belong, has a voice and an equal opportunity to succeed and thrive.

We are committed to making a real difference by:

- making Royal Greenwich a welcoming borough where everyone feels they belong
- inspiring trust and confidence in all the borough has to offer
- recognising, valuing and celebrating diversity
- listening to and understanding the diverse needs of all people
- building good relations and understanding between people
- creating a fairer borough through promoting inclusion, participation and equal access
- challenging discrimination, harassment, bullying, hate crime and victimisation
- eliminating barriers, encouraging a growth mindset, raising aspirations and creating opportunities for growth beyond limit.

As an organisation we will:

- actively promote equality
- work with partners and the community to make our information, services and products more accessible and inclusive
- put equal opportunity at the heart of our recruitment, employee development and service delivery
- continually review the diversity of our workforce and ensure it's representative of our local community across all levels
- address all allegations of discrimination, harassment, bullying and victimisation
- promote good relations between people from different backgrounds
- share good equality practice with our partners
- measure and share our progress and success.



Summary of Planned Development

04

4. Summary of planned development

4.1 Introduction

This section summarises the relevant information within the planning application¹¹ (REF: 20/3385/F) granted by the Council in respect of the proposed redevelopment of the Woolwich Exchange site, which covers the area to which the potential CPO powers will apply.

The section includes relevant detail on the existing site conditions as well as the proposals within the planning permission with regards to housing provision, business and retail space, public realm. It relies on the data available as part of the full planning permission.

4.1.1 The current site

The Woolwich Exchange site is approximately 2.3 hectares in area and is located in the heart of Woolwich town centre, situated between the Woolwich Arsenal DLR Station and the town centre to the south-west and Berkeley Homes' Royal Arsenal Riverside development to the north. The site is bound by Plumstead Road to the north, Burrage Road to the east, Spray Street to the south and Woolwich New Road to the west. Despite being in central Woolwich parts of the site appear peripheral and more like an edge of town location.

The ownership of the site currently comprises approximately 52 freehold titles with multiple uses including a mix of shops selling a range of products including food, clothing, beauty products, newsagents and specialist goods as well as providing services such as dental and optical care, motor vehicle repair, hair and beauty and legal services. The site also includes, residential flats, places of worship, former education and workshop spaces. The site also comprises a number of leaseholders and sub-leaseholders; the current estimate totals circa 160 occupiers. The majority of the properties are non-residential and currently occupied. Many of the business units are operated by BAME owners.

The Council own the former Woolwich Covered Market which is also located on the site and which was vacated by its original tenants in 2016. In March 2018 a short-term lease by Street Feast opened a street food market on the premises which has since ceased operations and left the property vacant. The Council also own some small parcels of land which form part of the adopted highway around the site.

4.2 Housing

There are currently circa 24 existing residential units identified on the land referencing schedule of interests. This comprises private rented accommodation which would be demolished prior to redevelopment of the overall site.

The proposed housing provision on-site is a total of 801 residential dwellings in a mix of studio, one, two, three and four bedroom units. The breakdown of each type is as follows:

- Studio – 29 (4%);
- 1 Bed – 278 (35%);
- 2 Bed – 370 (46%);
- 3 Bed – 119 (15%); and
- 4 Bed – 5 (1%).

In total there will be a net increase of 788 residential dwellings on the site. Of the housing provision detailed above a total of 158 will be classed as affordable housing (20% by unit) including 46 homes

¹¹ Planning Application Ref : 20/3385/F (November 2020) https://planning.royalgreenwich.gov.uk/online-applications/applicationDetails.do?keyVal= GRNW_DCAPR_104901&activeTab=summary

available for shared ownership. The current anticipated mix for affordable housing is outlined in Table 4-1.

London Affordable Rent means rented housing provided by a registered provider that is subject to rent controls that require it to be offered to eligible households in accordance with Part VI of the Housing Act 1996 at a rent that is:

- including Service Charges, up to 80 per cent of local market rents; and
- excluding Service Charges, no higher than the benchmark rents published by the GLA annually in accordance with the Mayor's Funding Guidance.

Table 4-1 Breakdown of affordable housing

Type	Shared ownership	London Affordable Rent
1 Bed	13	12
2 Bed	24	53
3 Bed	9	42
4 Bed	0	5
Total	46	112

Furthermore, 90% of new homes will meet Building Regulation requirement M4(2) and 'be accessible and adaptable dwellings' and the remaining 10% will meet Building Regulations requirement M4(3) by being designed to be wheelchair accessible or easily adaptable for residents who are wheelchair users. Table 4-2 shows the breakdown of tenure types for adaptable and fully adaptable housing.

Table 4-2 Tenure breakdown of adaptable housing provision

Tenure	Adaptable	Fully Adapted
Private	64	0
Shared Ownership	5	0
London Affordable Rent	0	11
Total	69	11

The Environmental Statement¹² produced for the planning application identifies permanent moderate adverse effect to 26, 28 Parry Place, 12-12A, 14, 16, 18, 32-32A, 36, 34, 38-46, 52 Spray Street and 1-36 Gill Court Burrage Road with respect to light. However, the assessment also finds that in each case the retained levels of daylight are typical for an urban location.

4.3 Business and employment

According to the Planning Statement, the existing site has 101 businesses on site incorporating a wide range of uses including retail, finance, restaurants and take-away and healthcare. The existing floor space is shown in Table 4-3 below.

¹² Environmental Statement vol 2 (SSQLLP) November 2020 https://planning.royalgreenwich.gov.uk/online-applications/applicationDetails.do?activeTab=documents&keyVal= GRNW_DCAPR_104901

Table 4-3 type and extent of existing business floor space¹³

Use Class	Operations	Floorspace (sqm GEA)
Class E	Retail, financial and professional services, restaurants and cafes, workspace, dental practice, light industrial	7000
Class B8	Industrial storage/warehouse	800
Class F1	Churches	2600
Sui Generis	Takeaway, drinking establishment, unknown	1200
Class C3	Residential	1900
Class E	Vacant Covered Market	1400
Total		14,900sqm

The proposed development will provide a total of 14,584sqm of non-residential floorspace consisting of retail uses, leisure, a nursery, and business uses.

The Planning Statement envisages that the development proposal will maintain and provide active frontages, commercial, business and service (Class E) and drinking establishment (sui generis) uses located on the Ground and First Floors, set around a new central square and other public realm areas. The new development provides for small retail units to be delivered as part of the retail mix. 500 sq. m. of retail accommodation with be small retail space with unit sizes no greater than 80 sq. m. so to provide opportunities for local micro, small and medium-sized enterprises and vary the retail mix and offer of the Development

The proposals include the creation of an estimated 654 FTE jobs per annum during construction and 219 permanent jobs on operation following completion.

The Woolwich Covered Market was originally not re-provided in the 2018 Spray Street Quarter scheme and was instead planned to be a public square. The choice not to re-provide the Woolwich Covered Market created a loss of 15% of the existing business floor space. Shortly after the initial planning application in January 2018, the Woolwich Covered Market was given Grade II listed status. As a result, the new Woolwich Exchange scheme proposes the re-purposing of the covered market as a new 4,124sqm five-screen cinema at basement and ground floor level with food and beverage uses classified in the Class E and Sui Generis uses above.

4.4 Public realm and townscape

The proposed redevelopment includes the re-purposing of the now vacant Woolwich Covered Market. A refurbishment into a cinema and publicly accessible food and beverage units (cafes/bars/restaurants) is proposed. The new public space will be entered via the new public square and via a renewed entrance to Plumstead Road which will accommodate a new active permeable frontage formed of retail kiosks.

A Townscape and Visual Impact Assessment was carried out as part of the Environmental Statement for the development proposal. The assessment identified that there would be significant adverse effects on the townscape during the construction phase due to disruption to features, access and townscape character. However, this would be minimised by a phased programme over 5 years and on completion, construction phase adverse effects would cease.

In the long-term the assessment concluded that there would be significant beneficial effects to the local townscape, contributing positively to the wider townscape. It stated that these benefits comprise

¹³ Reproduced from table 3.1 in the planning application for St. Modwen Properties plc and Notting Hill Housing [online] available at: https://planning.royalgreenwich.gov.uk/online-applications/files/35AD3FC99CD5B7757C3BD12A64B38E54/pdf/18_0126_F-PLANNING_STATEMENT-451160.pdf

the delivery of high-quality townscape that will support the regeneration of Woolwich Town Centre and help to improve access, permeability and legibility.

The playspace strategy for the redevelopment is to provide 'playable' areas consisting of a mix of formal equipped space and non-equipped areas. The Planning Statement states that child playspace will be provided within safely accessible communal amenity areas overlooked by passive surveillance at podium level. In total 2,281sqm of playspace for children of 0-11years will be provided and accessible for all tenures.

4.5 Cultural, leisure and community

The proposed development includes a nursery with outdoor playspace provided, a cinema and flexible leisure floorspace. The public square will be fronted by cafes, restaurants and bars to enable both a daytime and evening use of the area.

On the existing site, there is limited leisure and recreational facilities, but some businesses provide informal community services and meeting places.

4.6 Transport and accessibility

The site currently has a Public Transport Accessibility Level (PTAL) of 6b, the highest level of accessibility. This rating is unlikely to change as a result of the redevelopment. However, the Planning Statement highlights that the proposed development has been designed to be highly accessible to pedestrians and cyclists.

The proposed development includes pedestrian and cycle connectivity from Spray Street, Woolwich New Road, Plumstead Road and Parry Place to the new public square being provided in place of Woolwich Covered Market. The Planning Statement states that provision of routes through the Site will encourage permeability with enhanced connectivity west-east and north-south to the existing situation. Pedestrian entrances into the residential cores and non-residential land uses will be provided from all of the surrounding roads.

A total of 1,459 residential cycle parking spaces are to be provided within the residential buildings where separate storage areas of 50-70 cycles will be provided.

For the non-residential land use the Planning Statement envisages that staff cycle parking areas will be provided within each of the individual units within the redevelopment site. Visitor cycle parking will be accommodated at ground floor locations across the public realm and will total 188 spaces. There is no available information as to the current number of cycle parking stands on the existing site. The development is car-free with the exception of 68 spaces for disabled parking.

4.7 Planning obligations

4.7.1 Section 106/ Section 111 agreement

The following obligations have been included as part of section 106/ section 111 agreements:

- Affordable Housing – subject to detailed early stage and late stage viability review, the Scheme will deliver 20% affordable housing in accordance with the mix and tenure split agreed with the Council;
- Relocation Strategy – implementation of a Relocation Strategy which is to be based on the Framework Relocation Strategy (approved under the Planning Permission) which includes measures for the provision of relocation assistance to all existing residential and commercial tenants within the Order Land;
- Community Space – delivery of an area of not less than 500 sqm GIA to be used as community space. An approved Community Space Strategy must detail how the community space is to be provided, details of the marketing strategy to be used (and how this will have regard to the Framework Relocation Strategy) and the process by which the operator of the community space will be selected in consultation with the Council. This is anticipated to provide a measure by

which opportunities will be available for existing places of worship within the Order Land to utilise space within the redeveloped Scheme;

- Open Space – an Open Space Management Plan must set out the way in which the Scheme's open space will be managed and maintained in order to keep it open for public pedestrian access throughout the year. This is a key component to realising the objectives of the Scheme to improve permeability and linkage (footfall) between the site, Woolwich Town Centre and nearby transport links;
- Small Retail – part of the redevelopment is to provide not less than 500 sqm of replacement small retail units on site – for which the Developer will be subject to an agreed marketing and management strategy and (subject to demand) will be provided in accordance with that strategy for a period of not less than 15 years. This will provide an opportunity for parties displaced by the Scheme who wish to consider relocation within the redeveloped Scheme;
- Employment – a contribution of £500,000 towards the Greenwich Local Labour and Business Service to assist in mitigating any temporary or permanent loss of employment brought about by the closure or relocation of affected businesses. A Construction Employment Plan must be submitted which will set out how the Scheme will support the local supply chain, and reasonable endeavours to promote and recruit employees contractors and sub-contractors from the area of the Borough required for and during the construction of the Development. This includes a commitment that each sub-contractor's work forces to contain at least 5% apprentices on-site at any one time throughout construction.
- Healthcare – an option for a healthcare facility to be housed within the Scheme, failing which a commuted sum of £1,332,499 towards the funding of additional health facilities in the local area must be paid to the Council by the Developer;
- Education – a financial contribution of £1,312,500 towards the funding of additional school places within the local area.
- Cycle use and wayfinding – a financial contribution of £170,000 towards extending the cycle network from the Woolwich Ferry Roundabout towards Woolwich town centre as well as £16,020 towards training and £10,000 towards the Legible London Signage and Wayfinding initiative.
- Offsite play space – a financial contribution of £196,955 towards play provision for children of 12+ years within the vicinity of the site.

4.7.2 Community Infrastructure Levy

The new floorspace to be created by the development will be liable to deliver a Mayor of London Community Infrastructure Levy (MCIL2) of £1.66m and the Council CIL contribution of £5.33 million. The Royal Borough of Greenwich CIL contribution may be spent towards:

- Transport (excepting site specific matters needed to make the development acceptable in planning terms);
- Waste;
- Decentralised energy;
- Information and communications technology;
- Water and drainage;
- Non site-specific flood defences;
- Education;
- Health and social services;
- Emergency services and public safety; and
- Local and social community facilities including libraries, sports and leisure facilities.
- Burial provision and crematoria; and
- Open space and public realm including town centre improvements and public art.

4.7.3 Planning Application Equality Impact Assessment

An EQIA¹⁴ was prepared by the Developer for the Woolwich Exchange planning application. This concluded that the proposed development would deliver a range of socio-economic and regeneration outcomes to the local area and borough. These outcomes include:

- A substantial number of new homes, which will help reduce overcrowding, provide households with affordable dwellings to rent and offer the opportunity for young people to get on the housing ladder through intermediate ownership;
- A net decrease in onsite employment. However, the construction phase will offer other job opportunities for local people onsite and through the supply chain;
- An improved public realm, higher standards of accessibility that will benefit the disabled priority group; and
- An opportunity for people to be closer to the high-quality public transport services in Woolwich Town Centre and helps to discourage crime through design in the local impact area.

The EQIA stated that through effective consultation and design measures, the proposed development is anticipated to deliver an inclusive scheme that overall will not negatively affect any priority group and have a direct, long-term moderate positive impact on priority groups in the area.

4.7.4 Framework Relocation Strategy (2021)

The Framework Relocation Strategy¹⁵ has been prepared on behalf of the Developer and sets out the approach to the acquisition of land forming the Woolwich Exchange Site. The strategy seeks to assist businesses and residents who wish to relocate to alternative premises led by Newsteer Real Estate Advisers. The strategy has been secured as obligation in the S111 Agreement entered into in connection with the Planning Consents.

The strategy focuses on the following activities:

- Establishes assistance which will be provided to all occupiers of commercial, community and residential accommodation: the strategy document breaks down relocation strategies into three categories: business, community uses and residential.
- Questionnaires to understand business requirements: issuing questionnaires to all property owners and occupiers to obtain details about the occupation of properties, their anticipated future requirements, and contact details for all parties who own or occupy accommodation within the Site.
- Fee undertakings for professional advice: on receipt of the occupier's lease/occupational details and establishment of the compensation rights of the business occupier, a fee undertaking to an initial capped amount will be provided to the occupier's selected consultant so as to allow occupiers to obtain professional CPO advice at no financial cost.
- Retail Revival: The Council and Developer have appointed Retail Revival, a specialist consultancy which works with businesses that need to relocate due to the redevelopment of an area to provide support and assistance to all businesses within the Site. The scope of Retail Revival's expertise is broad, covering all stages of business relocation planning.
- Property advice: Retail Revival is providing drop-in sessions and workshops, but reflecting the limited take-up, the focus of relocation and business support has been on a one-to-one basis. Group workshops are expected to be limited to specific subjects where there is significant interest from a number of occupiers.
- Identification of relocation opportunities: engaging with affected businesses and residents to assist the search for suitable relocation properties, leading to negotiations for the acquisition

¹⁴ Woolwich Exchange, Equalities Impact Assessment (2020) prepared by Lichfields.

¹⁵ Newsteer (2021). Framework Relocation Strategy. Available at:

https://www.royalgreenwich.gov.uk/downloads/file/5433/woolwich_estates_framework_relocation_strategy

of new accommodation and informing the occupiers of compensation processes and technical elements of relocation.

- Financial support through CPO compensation payment: in accordance with the CPO Guidance, compensation will be offered in accordance with the 'compulsory purchase compensation code' in advance of the CPO being confirmed.
- Alternative accommodation options: Newsteer and the Council/Developer will prepare and maintain a register of potentially suitable properties which are available. The register will focus primarily on properties within the Royal Borough of Greenwich but will also include potentially suitable properties in neighbouring boroughs. The Council is also exploring improvements to the existing outdoor market at Beresford Square to establish whether additional pitches can be formed which may be suitable for some businesses within Spray Street.
- The planning application provides flexibility to deliver uses falling within Class F1 and Class F2 within the development to achieve the vision of a vibrant and active development for a variety of uses and users.



Equalities Baseline Profile

05

5. Baseline profile

5.1 Introduction

This section outlines the equalities baseline relevant to the proposed development and associated CPO. This includes analysis of Census 2011 data and other datasets at the ward, borough and London scale. It should be noted that although the most recent Census for England and Wales took place in March 2021, the full census data outputs are not scheduled for release until March 2023¹⁶. Areas analysed include Woolwich Riverside Ward (the ward in which the development site is located) as well as the two wards of Glyndon and Woolwich Common due to their close proximity to the redevelopment site. Wherever possible the most recently available data is presented at all geographical levels relevant to the study area.

5.2 Profile of protected characteristics groups

5.2.1 Age

Table 5-1 outlines age breakdown across the different geographical areas encompassed within the baseline area for 2016. The proportion of residents aged 0 – 15 years old across all of the Woolwich Wards included in the baseline are higher than for Greenwich (21.9%) and London (20.3%). The proportion of the residents within the 16 – 64 age group in Woolwich Riverside (67.1%) is broadly comparable to Glyndon (67.7%), slightly lower than that of Greenwich Borough (67.6%) but higher than Woolwich Common (65.4%) and London (68.2%). The proportion of residents over the age of 65 is significantly lower in the baseline wards than for Greenwich Borough (10.4%), or London as a whole (11.5%).

Whilst not available at all geographical levels, the updated 2018-based population projections reflect the younger population of Greenwich displayed in Table 5-1, with 21.3% aged 0-15; 68.1% aged 16-64; and only 10.6% aged 65+.¹⁷

Table 5-1: Age breakdown by different geographical areas

Age (years)	Wards			Greenwich	London
	Glyndon	Woolwich Common	Woolwich Riverside		
0-15	24.2%	29.1%	23.1%	21.9%	20.30%
16-64	67.7%	65.4%	69.9%	67.6%	68.20%
65 and over	8.1%	5.6%	7.1%	10.4%	11.50%

Source: ONS Mid-year population estimates, 2017¹⁸

GLA 2016-based Population Projections estimate that by 2028, the proportion of 0–15-year-olds living in the borough will increase by approximately 7.4% on 2016 levels. The working age population of 16–64-year-olds is projected to experience a slightly higher rate of population increase over the same time period, at 11.8%. The greatest population increase is expected in the 65 and over age group, which will increase considerably on 2016 levels, by 52.2%.¹⁹

5.2.2 Sex

There is a slightly higher proportion of males in all of the baseline wards compared to females. Greenwich Borough also has a slightly higher proportion of males (50.3%); however, London has

¹⁶ <https://www.ons.gov.uk/census/censustransformationprogramme/census2021milestones>

¹⁷ London Population Projections Explorer (2018); available at <https://maps.london.gov.uk/population-projections/>, accessed October 2021.

¹⁸ <https://data.london.gov.uk/dataset/gla-population-projections-custom-age-tables>

¹⁹ GLA Round Population Projections, (2014); available at: <http://data.london.gov.uk/dataset/gla-population-projections-custom-age-tables>, accessed January 2018.

slightly more females (50.70%). Updated 2018-based projections for Greenwich reveal no change in male-female percentages, however no data is available for ward level breakdowns.²⁰

Table 5-2: Population breakdown by sex and geographical area

Sex	Wards			Greenwich	London
	Glyndon	Woolwich Common	Woolwich Riverside		
Male	50.5%	51.6%	50.7%	50.3%	49.30%
Female	49.5%	48.4%	49.1%	49.6%	50.70%

Source: ONS Mid-year population estimates, 2017²¹

Table 5-3: Lone parent household breakdown by sex and geographical area

Lone parent households with dependent children	Wards			Greenwich	London
	Glyndon	Woolwich Common	Woolwich Riverside		
Lone parent household with dependent children	12.5%	14.4%	12.8%	10.4%	8.5%
Male lone parent households with dependent children	9.3%	8.8%	11.3%	8.5%	7.5%
Female lone parent households with dependent children	90.7%	91.2%	88.7%	91.5%	92.5%
Lone parent household with non-dependent children	4.3%	4.5%	3.5%	4.1%	4.1%

Source: ONS KS105EW – Household composition (2011)²² and KS107EW – Lone parent households with dependent children (2011)²³

While lone parenting is not a protected characteristic, it is recognised as a driver of inequality. Significantly, the percentage of lone parent households with dependent children is higher in all three wards compared to the borough and national average. Woolwich Common has the largest proportion of all geographies (14.4%) which is more than 5% higher than country-wide. The sex breakdown reveals that male single parents are disproportionately represented within the study area, and Woolwich Riverside represented the highest percentage (11.3%).

Lone parenting is an important characteristic to consider because they could face disproportionate difficulties in relocating in terms of affordability and available childcare services, including schools and child minders.

5.2.3 Sexual orientation and Gender Reassignment

The ONS statistical bulletin on sexual orientation in the UK from 2019, using data from the Annual Population Survey (APS), indicates that 2.6% of London residents identified themselves as Gay or Lesbian; 1.2% as Bisexual; 88.9% as Heterosexual or straight; and 0.7% as an 'other' sexual identity. The remaining 6.5% are classified as 'Don't know'.²⁴

London as a region has the largest proportion of adults identifying as Lesbian, Gay, or Bisexual (LGB), at 3.8% and experienced the largest statistically significant change since 2018 from 2.8% (with other regions in the UK ranging from 2.1% in the East Midlands to 2.9% in the South East). Estimates relating to numbers of people identifying with a specific sexual orientation are not available at borough level or below, due to the small sample size of this dataset.

²⁰ Ibid15

²¹ ONS Mid-year population estimates – Custom Age tables, (2017); available at: <http://data.london.gov.uk/dataset/ons-mid-year-population-estimates-custom-age-tables>, accessed January 2018.

²² ONS Household composition (2011). Available at:

<https://www.nomisweb.co.uk/query/construct/summary.asp?mode=construct&version=0&dataset=605>

²³ ONS Lone parent households with dependent children (2011). Available at:

<https://www.nomisweb.co.uk/query/construct/summary.asp?mode=construct&version=0&dataset=607>

²⁴ ONS Sexual orientation, UK: 2019 (2021); available at: [Sexual orientation, UK - Office for National Statistics \(ons.gov.uk\)](https://www.ons.gov.uk/peoplepopulationandcommunity/sexualorientationandgender/articles/sexualorientationintheuk/2019), accessed October 2021.

5.2.4 Race

Table 5-4 shows that the proportion of White British residents at the baseline ward level is considerably lower than both Greenwich Borough (52.3%) and London (44.9%) averages. The proportion of 'Other' white residents is also lower in Glyndon (7.5%) and Woolwich Common (6.7%) than Greenwich (8.3%) or London (12.6%), however Woolwich Riverside shows a higher proportion than Greenwich (10.2%).

The proportion of Black African residents in the ward level data (20.5%, 24.3%, and 20.3%) is higher than Greenwich averages (13.8%) and significantly higher than the London average (7.0%). Furthermore, Woolwich Common and Woolwich Riverside wards have the 10th and 20th highest percentage of Black African residents of all wards in the UK.

The proportion of 'Other' Asian residents is also higher at the ward level than either Greenwich (5.0%) or London (4.9%) levels.

Table 5-4: Ethnic groups by different geographical areas

Ethnic group		Wards			Greenwich	London
		Glyndon	Woolwich Common	Woolwich Riverside		
White	British	35.8%	34.4%	39.3%	52.3%	44.9%
	Irish	1.6%	1.2%	1.3%	1.7%	2.2%
	Gypsy or Traveller	0.2%	0.1%	0.2%	0.2%	0.1%
	Other	7.5%	6.7%	10.2%	8.3%	12.6%
Mixed/ Multiple Ethnic Groups	White/ Black Caribbean	1.6%	2.0%	2.1%	1.6%	1.5%
	White and Black African	1.7%	1.5%	1.6%	1.1%	0.8%
	White and Asian	0.8%	0.8%	0.7%	0.9%	1.2%
	Other	1.3%	1.4%	1.5%	1.3%	1.5%
Asian/ Asian British	Indian	5.5%	4.0%	2.5%	3.1%	6.6%
	Pakistani	2.3%	1.3%	1.0%	1.0%	2.7%
	Bangladeshi	1.1%	1.0%	0.9%	0.6%	2.7%
	Chinese	1.6%	2.3%	3.1%	2.0%	1.5%
	Other	9.4%	8.2%	6.1%	5.0%	4.9%
Black/ African/ Caribbean/ Black British	African	20.5%	24.3%	20.3%	13.8%	7.0%
	Caribbean	4.3%	4.1%	3.4%	3.2%	4.2%
	Other Black	2.6%	4.6%	3.6%	2.1%	2.1%
Other Ethnic Group	Arab	0.5%	0.4%	0.8%	0.4%	1.3%
	Other	1.9%	1.8%	1.4%	1.4%	2.1%

Source: ONS DC2101EW - Ethnic group by sex by age²⁵

Table 5-5 reveals the proportion of residents born in Europe are lowest at the ward level compared to Greenwich and London. While the percentage born in Africa are significantly higher at the ward level. Notably, Woolwich Common has the smallest percentage of European births (66.6%) and the highest percentage of African births (18.2%), which sits over 10% above the national average (7.6%). Glyndon represents the largest proportion of the population born in Middle Eastern and Asian

²⁵ ONS, (2011); , KS209EW - Religion, available at:
<https://www.nomisweb.co.uk/query/construct/summary.asp?reset=yes&mode=construct&dataset=616&version=0&anal=1&initset=> accessed January 2018

countries (14.4%). Finally, the Americas and Caribbean are underrepresented at local and regional geographical levels compared to nationally.

Table 5-5: Population by place of birth by different geographical areas

Place of birth	Wards			Greenwich	London
	Glyndon	Woolwich Common	Woolwich Riverside		
Europe	66.9%	66.6%	71.3%	77.9%	75.5%
Africa	15.9%	18.2%	15.5%	10.6%	7.6%
Middle East and Asia	14.4%	12.1%	9.7%	8.3%	11.8%
The Americas and the Caribbean	2.4%	2.6%	2.9%	2.6%	4.0%
Antarctica and Oceania	0.3%	0.5%	0.6%	0.6%	1.0%
Other	0.0%	0.0%	0.0%	0.0%	0.0%

Source: ONS QS203EW – Country of Birth²⁶

Table 5-6 breaks down the main language spoken in different geographical areas. Compared to London and Greenwich, the local area has a lower percentage of English speakers. While higher percentages are represented amongst African and East Asian speakers. Significantly, Russia speaking residents are overrepresented in Glyndon (8.8%) compared to all other regions (ranging from 0.2%-0.4%). Similarly, South Asian speakers compose the largest percentage in Glyndon (11.7%).

Table 5-6: Main language by different geographical areas

Main Language	Wards			Greenwich	London
	Glyndon	Woolwich Common	Woolwich Riverside		
English	73.8%	75.1%	77.5%	83.1%	77.9%
Other European Language (EU)	4.6%	3.8%	4.8%	0.6%	5.4%
Other European Language (non-EU)	0.4%	0.6%	0.8%	0.5%	0.5%
French	1.3%	1.0%	1.3%	0.5%	1.1%
Portuguese	0.5%	0.5%	0.7%	3.9%	0.9%
Spanish	0.3%	0.6%	0.5%	0.4%	0.9%
Russian	8.8%	0.2%	0.4%	0.4%	0.3%
Turkish	0.5%	0.5%	0.7%	0.6%	0.9%
Arabic	0.3%	0.3%	0.5%	0.3%	0.9%
South Asian Language	11.7%	8.4%	4.6%	4.7%	6.5%
East Asian Language	1.7%	2.7%	3.2%	1.9%	1.6%
African Language	3.5%	5.3%	4.2%	2.3%	1.7%
Other Language	0.1%	0.1%	0.1%	0.1%	0.1%

Source: ONS QS204EW – Main Language²⁷

5.2.5 Religion or Belief

The percentage of the population who identify as Christian is broadly comparable across all geographies, with the highest proportion in Greenwich (52.9%) and lowest Glyndon (48.7%). Although Glyndon and Woolwich Common Wards show a higher proportion of Hindus (7.5% and 5.4%

²⁶ ONS, (2011); QS203EW – Country of Birth, available at: <https://www.nomisweb.co.uk/query/construct/summary.asp?reset=yes&mode=construct&dataset=524&version=0&anal=1&init=el> accessed January 2022

²⁷ ONS, (2011); QS204EW – Main Language, available at: <https://www.nomisweb.co.uk/query/construct/submit.asp?forward=yes&menuopt=201&subcomp=> accessed January 2022

respectively) than the London average (5.0%), Woolwich Riverside and Greenwich show a lower proportion (3.6% each respectively). Sikhism has a proportionally higher representation in Glyndon (2.0%) and Woolwich Common (2.4%) than Greenwich (1.4%) or London (1.5%), however Woolwich Riverside has a much lower representation of Sikhs (0.7%). The proportion of Muslim residents at ward level (10.9%, 12.4%, 11.1%) is broadly similar to the London average of 12.4% but significantly higher than that found in Greenwich (6.8%). The proportion of residents with no religion in Glyndon (20.8%) and Woolwich Common (20.2%) is broadly comparable to the London average of 20.7%, while Woolwich Riverside (25.0%) and Greenwich (25.5%) are slightly higher.

Table 5-7: Religion or belief by different geographical areas

Religion	Wards			Greenwich	London
	Glyndon Ward	Woolwich Common	Woolwich Riverside		
Christian	48.7%	50.2%	49.4%	52.9%	48.4%
Buddhist	2.9%	2.8%	2.2%	1.7%	1.0%
Hindu	7.5%	5.4%	3.6%	3.6%	5.0%
Jewish	0.1%	0.1%	0.2%	0.2%	1.8%
Muslim	10.9%	12.4%	11.1%	6.8%	12.4%
Sikh	2.0%	2.4%	0.7%	1.4%	1.5%
Other religion	0.2%	0.3%	0.4%	0.4%	0.6%
No religion	20.8%	20.2%	25.0%	25.5%	20.7%
Religion not stated	6.8%	6.2%	7.5%	7.6%	8.5%

Source: ONS, KS209EW - Religion²⁸

5.2.6 Disability

Table 5-8: Limiting long-term illness or disability by different geographical areas

Level of disability	Wards			Greenwich	London
	Glyndon	Woolwich Common	Woolwich Riverside		
Day-to-day activities limited a lot	7.6%	6.8%	6.8%	7.5%	8.1%
Day-to-day activities limited a little	7.0%	7.0%	7.3%	7.6%	8.8%
Day-to-day activities not limited	85.4%	86.2%	85.9%	84.9%	83.2%

Source: ONS, DC3602EW - Long-term health problem or disability by NS-SeC by sex by age

The proportion of residents at ward level who reported that their day-to-day activities were limited a lot (7.6%, 6.8%, 6.8%) were generally marginally lower than the Greenwich average of 7.5% and lower than the London average of 8.1%. Correspondingly the proportion of residents who reported that their day-to-day activities were not limited is higher than that reported for London.

5.3 Socio-economic status

Socio-economic status considers a number of indicators, including education levels and relative deprivation. Employment is also a relevant factor; however, this is outlined in the Business and Employment section of the baseline (sub-section 5.5)

²⁸ ONS, (2011);

<https://www.nomisweb.co.uk/query/construct/summary.asp?reset=yes&mode=construct&dataset=616&version=0&anal=1&initset=>

5.3.1 Deprivation

According to the Index of Multiple Deprivation (IMD) 2019, there has been improvement in Greenwich's ranking however it remains one of the most deprived boroughs.

Greenwich Borough is the 60th most deprived out of the 317 local authorities in England, an improvement from 50th in 2015.²⁹ The ranking of LSOAs in the most deprived 10% in England also improved from 173 to 191 (out of 317). However, the borough's average rank (measuring the average levels of deprivation across a local authority) sits in the bottom 25% of local authorities in England, at 39th compared to 31st in 2015.³⁰

- Income deprivation is high in Greenwich with nearly a third of the population living in communities ranked in the 20% most income deprived compared to only 4% in the least income deprived.
- Barriers to housing and services is the only indicator to increase in rank relative to other local authorities, with almost two thirds of residents living in the top 20% most deprived in England by 2019.
- The level of deprivation relating to "education, skills and training" and "health and disability" is much lower, with no communities falling within the most deprived in England for education and only 3% of the population experiencing health and disability deprivation.

5.3.2 Education

Education attainment at ward level for Glyndon, Woolwich Common, Woolwich Riverside (21.4%, 21.8%, 19.9%) and also Greenwich Borough (20.6%) show a higher percentage of residents with no qualifications relative to London as an average. Correspondingly, the proportion of residents with level 4 qualifications and above at ward level is lower than the London average of 37.7%.

Table 5-9: Educational attainment by different geographical areas

Educational attainment	Wards			Greenwich	London
	Glyndon	Woolwich Common	Woolwich Riverside		
No qualifications	21.4%	21.8%	19.9%	20.6%	17.6%
Level 1 qualifications	13.0%	13.4%	11.2%	12.0%	10.7%
Level 2 qualifications	13.1%	15.2%	12.8%	13.1%	11.8%
Apprenticeship	1.6%	1.2%	1.2%	1.9%	1.6%
Level 3 qualifications	10.5%	11.2%	9.9%	10.7%	10.5%
Level 4 qualifications and above	28.6%	26.7%	35.2%	33.2%	37.7%
Other qualifications	11.8%	10.6%	9.8%	8.5%	10.0%

Source: ONS, LC5102EW - Highest level of qualification by age

5.4 Health inequalities

There is a tendency for people belonging to protected characteristic groups, particularly young people, older people, disabled people, and BAME people, to experience poorer health.³¹ The Royal

²⁹ Ministry of Housing, Communities & Local Government (2021); English Indices of Deprivation 2019 – Summaries at Local Authority Level; available at: https://opendatacommunities.org/slice?dataset=http%3A%2F%2Fopendatacommunities.org%2Fdata%2Fsocietal-wellbeing%2Fimd2019%2Findicesbyla&http%3A%2F%2Fopendatacommunities.org%2Fdef%2Fontology%2Fcommunities%2Fsocietal_wellbeing%2Fimd%2Findices=http%3A%2F%2Fopendatacommunities.org%2Fdef%2Fconcept%2Fgeneral-concepts%2Fimd%2Fcombineddeprivation [accessed October 2021].

³⁰ Royal Borough of Greenwich (2019); Indices of Multiple Deprivation 2019; available at: https://www.royalgreenwich.gov.uk/downloads/download/1051/indices_of_multiple_deprivation_2019 [accessed October 2021].

³¹ Equality and Human Rights Commission, (2010); *How Fair is Britain?* Report. Available at: https://www.equalityhumanrights.com/sites/default/files/how_fair_is_britain_-_complete_report.pdf [accessed January 2018]

Borough of Greenwich has higher rates of health deprivation and 21.8% of children (under 16) live within low-income families compared to 18.8% in London and 17% in England.³²

In terms of health issues within the borough, rates of childhood obesity (27.2%) are worse than the average for England (20.2%) alongside the incidence of Tuberculosis and sexually transmitted infections.³³ Local health priorities in the borough are identified as “*developing a systematic prevention infrastructure across the borough, embedding a 'make every contact count' approach across council, health and third sector organisations, improving mental well-being and addressing the continuing rise in child and adult obesity*”.³⁴

5.5 Employment and business ownership

The site of Woolwich Exchange is located within the designated Woolwich Town Centre, which the council notes “*performs a vital role within Greenwich Borough as one of the main centres for shopping, civic and community services, office employment*”³⁵. Woolwich Town Centre has been identified within the London Plan as an Opportunity Area which has significant opportunities for housing and employment. The Greenwich Local Plan reflects these aspirations and combined with the arrival of Crossrail this site should see significant economic growth in the future.

Table 5-10 presents a detailed breakdown of employment sectors by geographical area. This highlights that there is a higher proportion of employee jobs in elementary and caring, leisure and service occupations and a lower proportion in highly skilled jobs within the baseline wards compared to the borough and regional levels.

Table 5-10: Employee jobs by broad sector group across different geographical areas

Employee jobs by sector	Wards			Greenwich	London
	Glyndon	Woolwich Common	Woolwich Riverside		
Managers, directors, senior officials	7.0%	6.8%	9.2%	9.6%	11.6%
Professional occupations	14.7%	13.0%	21.1%	20.4%	22.5%
Associate professional & technical occupations	10.7%	16.1%	13.9%	14.2%	16.3%
Administrative & secretarial occupations	11.5%	8.7%	10.1%	11.7%	11.7%
Skilled trades occupations	9.2%	9.3%	7.6%	9.0%	8.3%
Caring, leisure & other service occupations	12.5%	12.7%	10.3%	9.7%	7.9%
Sales & customer service occupations	9.8%	9.3%	8.8%	7.9%	7.5%
Process plant / machine operatives	6.6%	6.3%	5.0%	5.5%	4.7%
Elementary occupations	18.0%	17.9%	14.1%	12.0%	9.6%

Source: ONS, LC6112EW – Occupation by age

5.6 Housing

Within Greenwich and London, the greatest proportion of residents own their own properties (43.3% and 48.3%, respectively). This compares with only 30.4% in Glyndon, 21.9% in Woolwich Common, and 19.0% of residents in Woolwich Riverside who own their homes. The proportions of private rented dwellings vary from 25.1% in London, 19.8% in Greenwich, and 24.7%, 24.7% and 25.2% in Glyndon, Woolwich Common, and Woolwich Riverside Wards respectively.

³² Public Health England (2020); Local Authority Health Profile 2019; available at: <https://fingertips.phe.org.uk/static-reports/health-profiles/2019/E09000011.html?area-name=Greenwich>; [accessed October 2021].

³³ Ibid24

³⁴ Public Health England (2016); Health Profile 2016; available at: <https://fingertips.phe.org.uk/profile/health-profiles/data#page/13/ati/202/are/E09000011>; [accessed October 2021].

³⁵ Royal Borough of Greenwich Council (2015) Spray Street Supplementary Planning Document [online] available at: http://www.royalgreenwich.gov.uk/downloads/file/2535/spray_street_supplementary_planning_document_january_2015

Across all of the baseline wards the most represented tenure is social rented – with 41.4% of homes in Glyndon, 50.0% in Woolwich Common, and 50.0% in Woolwich Riverside being rented socially. The averages for both Greenwich and London are lower than this (34.4% and 24.1% respectively).

Within Greenwich Borough 19% of dwellings are considered overcrowded, although this is slightly lower than the London average of 21.7%. In contrast Glyndon, Woolwich Common, and Woolwich Riverside all show high levels of overcrowding (27%, 30%, and 31% respectively). Overcrowding is more likely to occur among some protected characteristic groups and is also likely to be more detrimental to people belonging to certain protected groups, for example, young people and disabled people.³⁶

5.7 Access to services and facilities

There are no schools within the proposed redevelopment site, however there are seven schools located within Woolwich Riverside Ward which include: University Technical College, Woodhill Primary School, Cardwell Primary School, Mulgrave Primary School, St Mary Magdalene Church of England Primary School, Pulse and Water College, and Right Choice Independent School. Woolwich Common has five schools which include Peter's Catholic Primary School, Nightingale Primary School, Notre Dame Catholic Primary School, Eglinton Primary School, and Greenwich Free School. Glyndon only has three schools which are Heronsgate Primary School, Southrise Primary School, and Plumstead Manor School.

GP and dental surgeries are planned for at the strategic level, and services are delivered and overseen by NHS Greenwich Clinical Commissioning Group. There are a total of nine GP and Health Centres in the Study Area, none of which are located within the site boundary. Woolwich Riverside has four GPs and Health Centres which include Triveni PMS, Ferryview Health Centre GP Surgery, Clover Health Centre, and Royal Arsenal Medical Centre. Woolwich Common has two, which include St Marks PMS and All Saints Medical Centre PMS. Glyndon has three, including Blossom Place, Glyndon PMS and Waverly PMS. A dentist surgery and, opticians are also located within the **existing** site.

5.8 Public realm and open space

The Royal Borough of Greenwich Parks and Open Space Strategy³⁷ identified that there were 300 open spaces in the borough, and that public open spaces amount to approximately 822 hectares. Parks and gardens comprise 382ha of this, or around 46% of publicly accessible open space; the largest proportion of any of the types of open space that exist in Greenwich. The Strategy identified that key interventions needed are in terms of accessibility to parks and accessibility to open space in the east of the borough.

The closest open spaces to the site identified in the Parks and Open Space Strategy, and which are managed by Greenwich Borough are: Beresford Square (approximately 60m to the west), St Mary's Gardens (approximately 1100m to the north west); Sunbury Street Playground (approximately 1200m to the west); and General Gordon Square (approximately 480m to the south). The new Maribor Park, located in Royal Arsenal, is located approximately 450m to the north west of the site.

People sharing protected characteristics may be disadvantaged if they are unable to access public open space, and for certain protected groups there are considerable advantages associated with access to open space; for example, young and older people are likely to benefit from opportunities for active and passive recreation and socialising with others.³⁸

³⁶ Equality and Human Rights Commission, (2010); *How Fair is Britain?* report. Available at: https://www.equalityhumanrights.com/sites/default/files/how_fair_is_britain_-_complete_report.pdf, accessed January 2018.

³⁷ Royal borough of Greenwich (2017) Parks and Open Space Strategy [online] available at: http://www.royalgreenwich.gov.uk/news/article/914/parks_and_open_spaces_strategy_published accessed January 2018

³⁸ Equality and Human Rights Commission, (2010); *How Fair is Britain?* report. Available at: https://www.equalityhumanrights.com/sites/default/files/how_fair_is_britain_-_complete_report.pdf, accessed January 2018.

5.9 Transport and connectivity

The site benefits from excellent public transport connectivity with a variety of National Rail, bus, DLR and London Overground connections in close proximity. The site has a Public Transport Accessibility Level (PTAL) rating of 6a; the second highest level, emphasising the area's importance as a diverse residential, business and leisure destination for local residents.³⁹

The new Crossrail station will be built at the Royal Arsenal and will provide connections to Canary Wharf, Central London and Heathrow with 12 trains per hour. The new station was planned to open in December 2018. However, due to delays in construction it is now expected to open in the first half of 2022.⁴⁰

5.10 Safety security and well being

The feeling of safety and security within a person's local area is key to ensuring their personal wellbeing. Everyone is vulnerable to feelings of being unsafe, however these may be particularly acute for people belonging to certain protected characteristic groups, including young people, older people, disabled people, women, and people belonging to a particular ethnicity, or sexual orientation.⁴¹

Greenwich's 2020 crime rate of 87 crimes per 1,000 people does not vary greatly compared to the 86 crimes per 1,000 people in London. The borough has a notably lower rate of anti-social behaviour crimes than London, however the rates of violence and sexual offences are significantly higher.⁴²

At a ward level, the top three highest proportions of crimes within Woolwich Common are violence and sexual offences (32.39%) followed by anti-social behaviour (20.71%), and criminal damage and arson (9.21%). The pattern is similar in Woolwich Riverside, with violence and sexual offences again making up the highest proportion of offences (25.14%), this is followed by anti-social behaviour (19.29%) and shoplifting (10.99%). In Glyndon violence and sexual offences and anti-social behaviour again make up the highest proportion of offences (33.22% and 19.91% respectively); this is followed by vehicle crime (11.77%). In terms of overall number of crimes, the most recent data shows that between December 2016 and November 2017, 2149 crimes were recorded in Woolwich Common, 3795 crimes were recorded in Woolwich Riverside, and 1487 in Glyndon.

5.11 Community cohesion

To ensure healthy communities which are functional, safe, and enjoyable places to live and work, it is important to promote community cohesion and good relations between different groups. Encouraging civic engagement and ensuring dialogue with all people in the community; particularly those belonging to protected characteristic groups, is an important step in working towards community cohesion. For people belonging to protected characteristic groups, their feelings of a lack of cohesion (or exclusion) may be more acute than those of other people. Feelings of trust and belonging to one's local area tend to be lower among ethnic minorities, younger people, those from lower socio-economic backgrounds or who are economically excluded, and for those living in urban areas⁴³.

5.12 Covid-19

In light of the Covid-19 pandemic, it is important to consider the disparate ways in which Covid-19 affects protected characteristic groups. According to a report by Public Health England (2020), Covid-19 is more likely to affect certain protected characteristic groups, on the basis of factors such as race,

³⁹ Transport for London, (2016); Public Transport Accessibility. Available at: <https://tfl.gov.uk/info-for/urban-planning-and-construction/planning-with-webcat/webcat?Input=SE1+6TE&PlaceholderText=eg.+NW1+6XE+or+530273%2C+179613&type=Ptal>, accessed January 2018

⁴⁰ Royal Borough of Greenwich (2015) Spray Street Supplementary Planning Document [online] available at: http://www.royalgreenwich.gov.uk/downloads/file/2535/spray_street_supplementary_planning_document_january_2015

⁴¹ Equality and Human Rights Commission, (2010); *How Fair is Britain?* report. Available at: <http://www.equalityhumanrights.com/publication/how-fair-britain>, accessed September 2016.

⁴² CrimeRate (2020); Crime and Safety in Greenwich; available at: <https://crimerate.co.uk/london/greenwich#:~:text=Greenwich%20is%20among%20the%20top%2020%20most%20dangerous,th an%20London%27s%20rate%20of%2087%20per%201%2C000%20residents.> [accessed October 2021].

⁴³ Is Britain Fairer (2018) Equality and Human Rights Commission [Is Britain Fairer \(equalityhumanrights.com\)](https://www.equalityhumanrights.com)

ethnicity, age and deprivation.⁴⁴ Concurrently, the Local Government Association elaborate that “people living in more socio-economically disadvantaged neighbourhoods and minority ethnic groups have higher rates of almost all of the known underlying clinical risk factors that increase the severity and mortality of Covid-19”.⁴⁵ These characteristics are discussed below in the context of Woolwich.

5.12.1 Race and ethnicity

Public Health England report a disproportionate diagnosis and death rate from Covid-19 amongst BAME groups. Specifically, people of Other Asian, Black Caribbean Other Black ethnicities have a 10-50% higher risk of death compared to White British when external variables are controlled for. This opposes mortality rates prior to the pandemic which were higher amongst White ethnic groups than Asian and Black ethnic groups, demonstrating the disparity in Covid-19 mortality.

ONS provisional analyses (March-May 2020) of Covid-19 deaths by ethnic group revealed that Black ethnic groups have the highest mortality at 225.7 deaths per 100,000 population, compared the White ethnic group with 87 deaths. Deaths amongst Black males were 3.3 times greater than White males, and Black females were 2.4 times greater than White females.⁴⁶

5.12.2 Deprivation

Populations of deprived areas have higher diagnosis rates and death rates than those living in less deprived areas. As per Public Health England, Covid-19 mortality is more than double in the most deprived communities compared to the least deprived, for both males and females. This exceeds the disparity of previous years, indicating that Covid-19 exacerbated widely experienced inequalities. The proximity to infections, cuts to public services and jobs with high exposure are contributed to the high mortality within areas of high deprivation. Between 2009 and 2020, the 10% most deprived areas net expenditure per person fell by 31% in comparison to only 16% in the least deprived areas.⁴⁷

Deprivation and ethnicity converge to intensify the disproportionate vulnerability of ethnic minority groups in the pandemic. ONS (2020) reveal that people from BAME groups – except for Indian and Chinese populations – are more likely to live in the most overall deprived 10% of neighbourhoods in England. 15.7% of Asian, 15.2% of Black and 13.2% of Mixed ethnicities take residence in the 10% most deprived areas compared to 9% White ethnic groups, exposing them to factors attributable to Covid-19.

5.12.3 Housing

It is important to consider the impacts of the Covid-19 pandemic on house prices and affordability in terms of renting, especially in the Private Rented Sector (PRS). Rental prices are likely to increase as a larger number of households will be unable to access home ownership, including affordable home ownership products, in the short term. The overall demand for rented housing could increase in the short term and increasing rents may impact several households over the course of the pandemic, and long after it ends. This might also have disproportionate impact on BAME groups that are more likely to rent in the social rented sector and could face increasing costs.

Furthermore, for those that might still want to access specialist housing, the experiences of pandemic isolation could lead to a greater demand of certain attributes in the types of housing: people are likely to need spacious homes, homes located near green space, homes equipped with smart technology (for those who cannot access carers), and homes located close to community support networks in order to ensure their physical and mental well-being. These factors isolation might affect site allocation for specialist housing, and commercial housing developments in general.

5.12.4 Employment

⁴⁴ Public Health England (2020); Disparities in the risk and outcomes of COVID-19; available at: https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/908434/Disparities_in_the_risk_and_outcomes_of_COVID_August_2020_update.pdf [accessed October 2021].

⁴⁵ Local Government Association (2021). Deprivation and poverty – the impact of Covid-19; available at: <http://www.local.gov.uk/deprivation-and-poverty-impact-covid-19> [accessed October 2021].

⁴⁶ ONS (2020); Ethnicity and COVID-19; available at: <https://www.ethnicity-facts-figures.service.gov.uk/covid-19> [accessed October 2021].

⁴⁷ Ibid38

The pandemic has reduced economic activity and affected business, however, it is SMEs and local businesses, including businesses owned by protected characteristic groups, such as BAME owned or female-owned businesses, that have been impacted the most.⁴⁸ A 2020 study on the economic impact of Covid-19 on London's Small and Medium-sized enterprises shows the impact of the pandemic on local employment.⁴⁹ One key observation from the report is that individuals from BAME communities experienced disproportionate job losses. Furthermore, the report notes that more jobs in deprived areas were lost than other areas, and that lower wage and lower skilled jobs experienced the greatest percentage declines. In the context of Woolwich, being a neighbourhood with high levels of deprivation and high percentages of BAME groups, it is likely the economic impacts of Covid-19 were experienced strongly by several community members, including local businesses.

⁴⁸ Bank of England (2020); available at: <https://bankunderground.co.uk/2021/07/16/what-do-two-million-accounts-tell-us-about-the-impact-of-covid-19-on-small-businesses/> [accessed October 2021].

⁴⁹ London Datastore (2020); Economic Impact of Covid-19; available at: <https://data.london.gov.uk/dataset/economic-impact-of-covid-19-sme> [accessed October 2021].



Findings of the
Primary research

06

6. Primary research findings

6.1 Introduction

This section presents the findings from the primary research conducted by AECOM with residents, businesses and customers. Research was first conducted between 27th February and 24th April 2018 and repeated for the EQIA update between 2nd and 12th November 2021. This consisted of survey interviews with directly affected businesses and residents as well as visitors to the area.

It also includes a summary of feedback relating to equality issues from consultation undertaken to date by the Council and the Developer in relation to the planning application for the Woolwich Exchange Redevelopment.

6.2 Findings of the residential surveys

The following paragraphs provide a breakdown of the results from the surveys conducted with affected residents. The 2021 survey achieved 7 responses from 13 residential properties approached. Five of which were purely residential tenants while the remaining two were business owners who also lived in the property.

6.2.1 Household composition

All but two of the residences were found to be home to more than one occupant. One of the residences surveyed had two occupants living in them, two had three occupants and a further two had four occupants.

Three of the residences were home to dependent children and none were home to people aged over 65. No-one living in any of the residences surveyed was either pregnant or expecting in the past 12 months.

The majority of residents (57%) had lived in their property for less than five years. Two residents had lived in their property for over 10 years, and this was in combination with the operation of a business property.

None of the respondents indicated that a household member had a long-standing illness, disability, or infirmity⁵⁰ which limits their activities in some way.

6.2.2 Property type and ownership

All but one of the residential properties in the area are flats rented from private landlords and occupied on assured shorthold tenancies. The one flat owned outright operated an on-site business.

6.2.3 Preferences and needs in the event of scheme approval

Two of the residents stated that in the event of scheme approval and having to vacate their residence that they would seek accommodation in the immediate area (within a 10-minute walk of their current address). Two residents would prefer to relocate elsewhere within London. One resident would look to relocate elsewhere in Greenwich and one outside London.

When asked what factors might affect chances of getting new accommodation in the area, two residents thought that it would be unlikely that they would be able to afford rent for other housing in the local area. Three respondents stated that they would want to apply for affordable housing (council or new affordable rent). This pattern of needs is consistent with that initially found in 2018. While residents in 2021 established a new preference for part rent-part bought housing. These and other responses are shown in Table 6-1.

⁵⁰ Long-standing illness, disability, or infirmity was defined as anything that has troubled the household member for a period of at least 12 months or that is likely to affect them over a period of at least 12 months.

Table 6-1 Preferences for new accommodation

Statement on preferences and needs in the event of scheme approval	Number of respondents (2018)	Number of respondents (2021)
Unlikely to be able to afford rent for other housing in local area	3	2
Want to apply for affordable housing (council or new affordable rent)	6	3
Want to see part rent- part buy housing	0	2
Have current use of a garden	1	2
Have current use of residents parking	2	2
Home is shared by extended family	1	0
Provide care to a family member/relative living nearby	1	1
Receive care from a family member/relative living nearby	0	0

6.2.4 Diversity of residential survey respondents

In 2018, the respondents of the survey consisted of four females and three males. The majority were in the age ranges 35-44 age group. A diverse range of ethnicities was recorded, consisting of:

- One White: Gypsy/Irish traveler
- Two Asian/Asian British: Indian
- Seven Black: African

All households except for one stated that their religion was Christian with one resident stating they were Hindu.

All respondents stated that they were heterosexual.

In 2021, the residential respondents of the survey consisted of four females and three males. The breakdown of age ranges recorded were three 25-34 years, three 45-54 years and one 55-64 years, who was a residential business owner. A diverse range of ethnicities was recorded, consisting of:

- One White
- Two Other White
- One Asian/Asian British: Chinese
- One Asian/Asian British: Pakistani
- Two Asian/Asian British: Indian

The majority of households stated that their religion was Islam (3). With the remaining households recording a variety of religions as follows:

- Christian (1)
- Buddhism (1)
- No Religion (1)
- Orthodox (1)

All respondents stated that they were heterosexual.

6.3 Findings of the business survey

The 2021 survey received responses from 70 businesses affected by the proposed development, including two business owners who also live at the property. Some of the business addresses

targeted by the survey could not be contacted, were closed, or did not wish to take part in the survey. A number of businesses were vacant or could not be located.

6.3.1 Nature of the businesses

Table 6-2 summarises the relationship of the respondents to the businesses they are representing in the survey. Surveys were only to be completed by the business owner or manager, or someone who had been delegated permission to complete the survey on the owner or manager's behalf. In 2018 and 2021, the majority of respondents surveyed owned their businesses (57.3% and 73% respectively), indicating a consistently high level of owner run businesses in the area.

Table 6-2 Business position

Question	Options	Respondents (2018)	Respondents (2021)
What is your position within the business?	I own the business/organisation	57.3%	73.0%
	I am the business manager	29.3%	24.0%
	Other – I have the permission of the owner or manager to respond to this survey	13.3%	3.0%
Response Rate	Answered Question	75	70
	Skipped Question	0	0

The leaseholder status of the businesses surveyed is summarised in Table 6-3. In 2018, the majority of businesses either leased (28%) or sub-leased (36%) their premises. A significant proportion (26.7%) did not know about the status of the leasehold for the business premises. By 2021, there was an increase in leaseholders (to 36%) and a decrease in sub-leaseholders (to 24%). While the percentage of people who were unsure about their status decreased to 19%.

Table 6-3 Leasehold status of business

Question	Options	Respondents (2018)	Respondents (2021)
What is the leasehold status of your premises?	Freeholder	8.0%	19.0%
	Main leaseholder	28.0%	36.0%
	Sub-leaseholder	36.0%	24.0%
	Licence holder for a market stall	1.3%	3.0%
	Don't know	26.7%	19.0%
Response Rate	Answered Question	75	70
	Skipped Question	0	0

Table 6-4 summarises the length of time that businesses have operated at the current location. In 2018, over 60% of businesses have been at the location for over 6 years and 44% over 10 years which shows that the majority of the businesses surveyed are well established at the location. While over 50% of established businesses remain in the area, a shift to newer business occupants is observed by 2021. Businesses which have operated in Woolwich for under two years increased to 28% compared to 12% in 2018. This is of interest due to public awareness of redevelopment plans to the town centre which place businesses at risk of redundancy.

Table 6-4 Length of time in operation

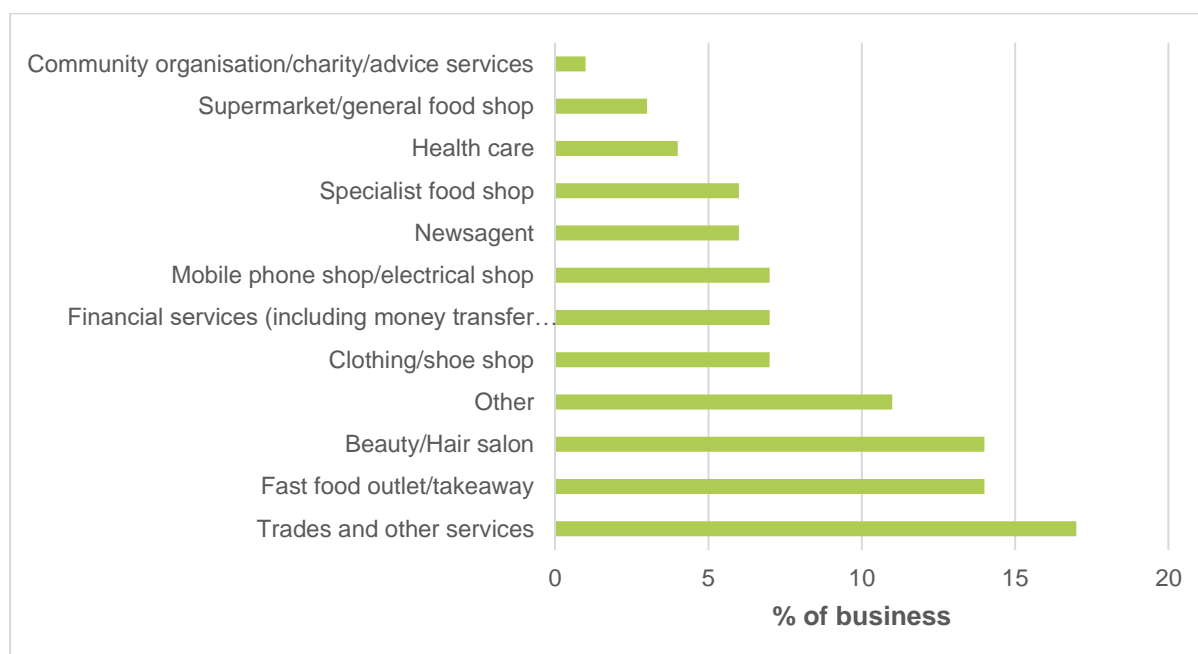
Question	Options	Respondents (2018)	Respondents (2021)
How long has the business operated in this location?	Less than 12 months	4.0%	13.0%

	Between one and two years	8.0%	15.0%
	Between three and five years	22.7%	17.0%
	Between six and ten years	21.3%	10.0%
	More than ten years	44.0%	45.0%
Response Rate	Answered Question	75	70
	Skipped Question	0	0

The majority of businesses on the existing site in 2018 class themselves as independent businesses (90.7%) whereas 6.7% of respondents were from religious organisations, 1.3% classed themselves as a market stall and the remaining 1.3% stated 'other'. Comparatively, this diversity was not present in 2021. All but one business classed themselves as independent (99%), while the remaining identified as a franchise.

Figure 6-1 provides a breakdown of the types of businesses on the site in 2021. The majority (17%) stated that they were 'trades or other services'. The second most popular category was 'beauty/hair salon' and 'fast food outlet/takeaway' (both 14%), while 'other' represents 11% and this included a security business, butchers, training centre, tattoo shop, shopping business, body cosmetics business and African food shops. Community organisations included places of worship for which there was one respondent in this category.

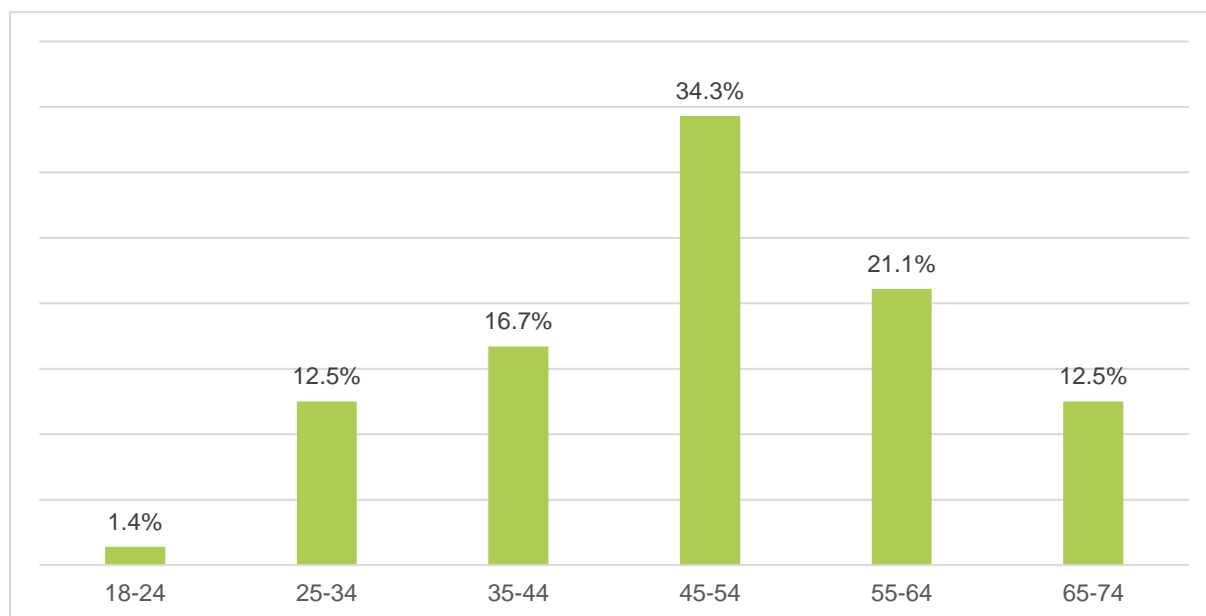
Figure 6-1 Type of existing businesses on-site (2021)



6.3.2 Diversity of Business Owners/Managers

The majority of businesses were owned by males (70%). Figure 6-2 shows the age breakdown of owners and managers in the area indicating that only a small minority of businesses are run by those in the youngest or oldest age categories. While the majority are run by 45-54 year olds.

Figure 6-2 – Age of Business Owners/Managers (2021)



In 2018 and 2021 both, the largest ethnic group amongst business owners and managers was Black African (48% and 55.7% respectively). In 2021, BAME groups made up over 80% of business owners on the exiting site.

Table 6-5 Ethnic group of business owner/managers

Question	Options	Respondents (2018)	Respondents (2021)
Which ethnic group do you feel you belong to?	White: English/Welsh/Scottish/Northern Irish/British	6.7%	7.1%
	White: Gypsy or Irish Traveller	1.3%	0.0%
	White: Other White	2.7%	1.4%
	Asian/Asian British: Pakistani	13.3%	14.3%
	Asian/Asian British: Bangladeshi	0.0%	1.4%
	Asian/Asian British: Chinese	2.7%	1.4%
	Asian/Asian British: Other Asian	9.3%	2.9%
	Asian/Asian British: Indian	4.0%	5.7%
	Black/African/Caribbean/Black British: African	48.0%	55.7%
	Black/African/Caribbean/Black British: Caribbean	6.7%	1.4%
	Black/African/Caribbean/Black British: Other Black	2.7%	1.4%
	Mixed/multiple ethnic group: White and Asian	1.3%	1.4%
	Mixed/multiple ethnic group: Other Mixed	0.0%	1.4%
	Other Ethnic Group (please specify)	1.3%	4.3%
Response Rate	Answered Question	75	70
	Skipped Question	0	0

6.3.3 Employees

Respondents were asked to state the number of people employed on the premises on a full time or part time basis. In 2021, 38% of respondents stated they did not employ any full-time staff and 46% did not employ any part-time staff. The majority of businesses employed between 1 and 5 full time staff (55%) with no businesses employing more than 10 staff.

Table 6-6 The number of people employed on the premises full-time

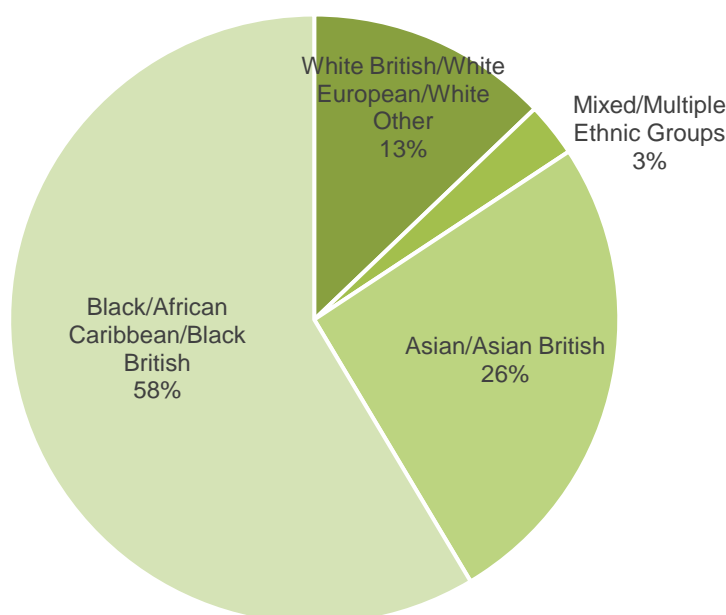
Question	Options	Respondents (2018)	Respondents (2021)
Including yourself how many people are employed at the premises? Full-time (31 hours a week or more)	No one	35.1%	38%
	One person	27.0%	27.0%
	Between two and five people	28.4%	28.0%
	Between six and ten people	6.8%	7.0%
	Between eleven and twenty people	1.4%	-
	Prefer not to say	1.4%	-
Response Rate	Answered Question	74	60
	Skipped Question	1	0

Table 6-7 the number of people employed on the premises part-time

Question	Options	Respondents (2018)	Respondents (2021)
Including yourself how many people are employed at the premises? Part-time (30 hours a week or less)	No one	52.7%	46.0%
	One person	20.3%	37.0%
	Between two and five people	21.6%	15.0%
	Between six and ten people	2.7%	2.0%
	Prefer not to say	2.7%	-
Response Rate	Answered Question	74	59
	Skipped Question	1	0

Figure 6-3 shows that 57% of employees working in the area are Black African showing the importance of the area to the Black African community in terms of employment opportunities, with a higher representation of this ethnic group than for the population living in the area overall.

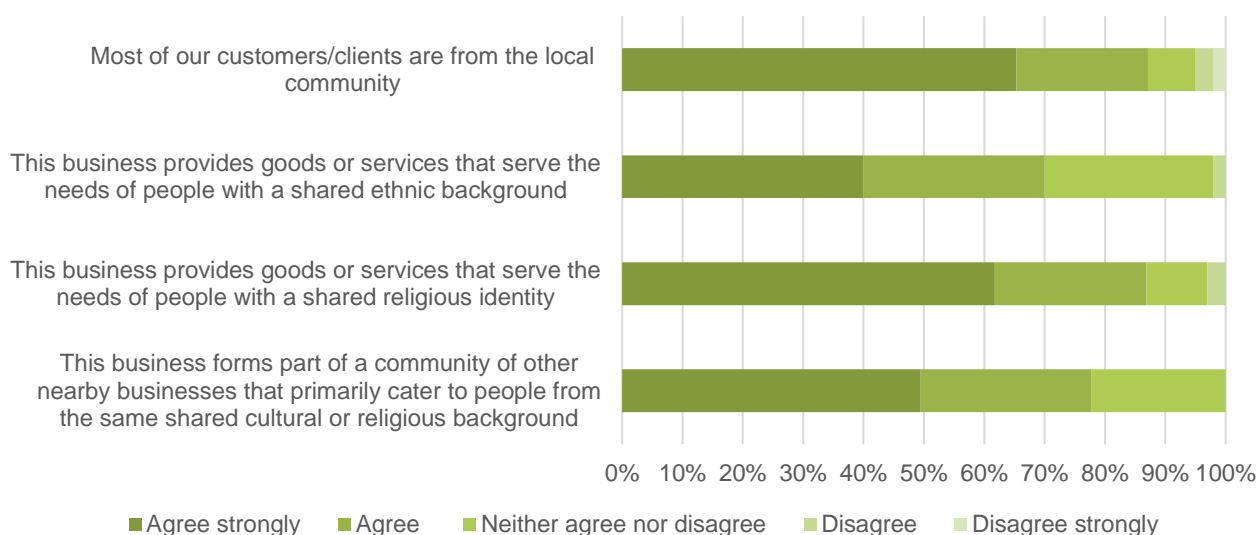
Figure 6-3 Ethnicity of employees in existing businesses (2021)



6.3.4 Profile of business's customer base

Businesses were asked to confirm the extent to which they agreed with a set of statements relating to their business and its customers. Figure 6-4 demonstrates that over 60% of businesses agreed or strongly agreed with all statements. The highest level of agreement was with statements relating to customers coming from the local community and serving people from a shared ethnic background.

Figure 6-4 Shared protected characteristics of customers

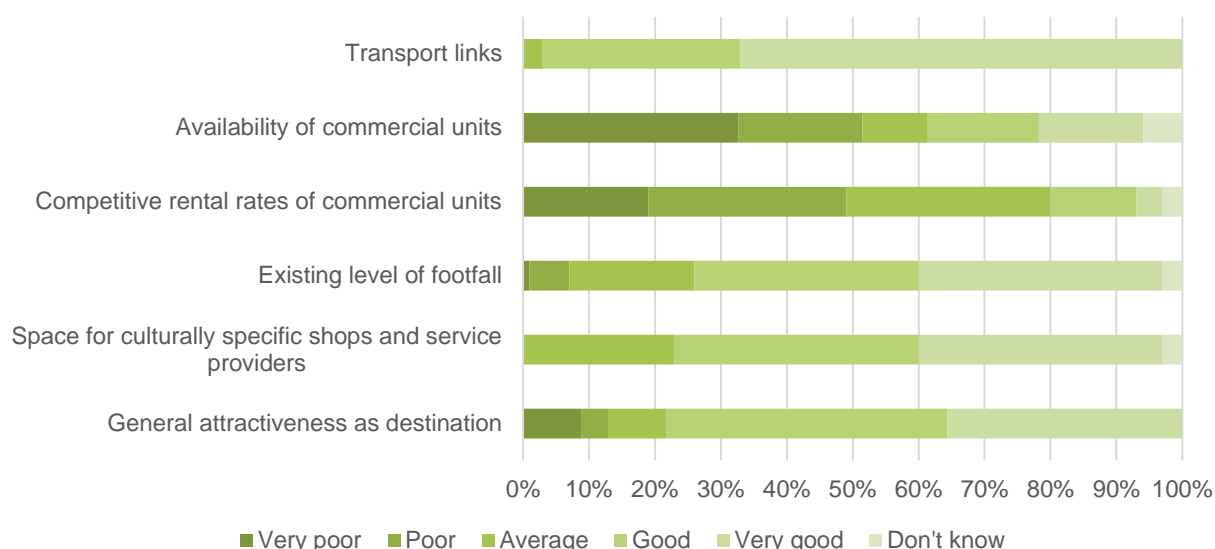


6.3.5 Businesses and the Woolwich Exchange development

Businesses were asked if they had been aware of the proposals for the Woolwich Exchange prior to the interview and 96% of the businesses who responded agreed that they were aware of the proposals. However, only 10% of businesses stated they had taken part in any consultation activities associated with the redevelopment with the majority of these activities involving attending public exhibitions.

When asked to rate the existing site on a number of factors, businesses rated transport links, general attractiveness as a destination and a place for culturally specific shops and service providers as good or very good. Rental rates and availability of units were rated lowest.

Figure 6-5 Views on the existing site

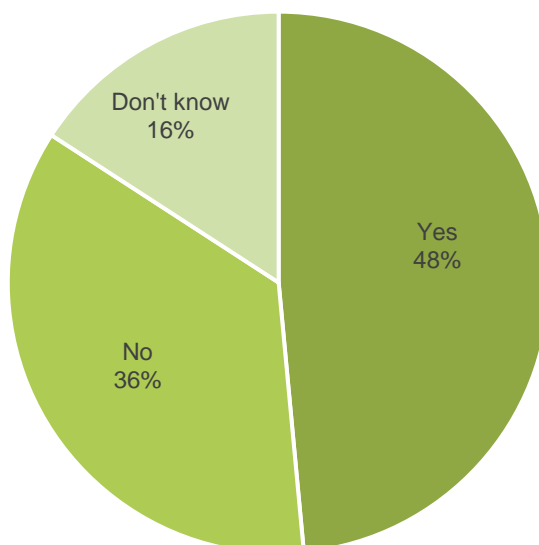


Businesses were also asked what their preferred option would be if the development obtains planning permission. Table 6-8 provides a summary of the responses.

Table 6-8 Preferred option for business if planning permission is obtained

Question	Options	Respondents (2018)	Respondents (2021)
If the development obtains planning permission and goes ahead, what would be the preferred option for your business?	Relocate your business within Woolwich	74.7%	91.0%
	Relocate your business within the Royal Borough of Greenwich	5.3%	3.0%
	Relocate your business elsewhere (outside of this borough)	1.3%	3.0%
	Close your business	13.3%	1.0%
	Other (please specify)	5.3%	1.0%
Response Rate	Answered Question	75	70
	Skipped Question	0	0

Figure 6-6 Are you confident that you could set your business up elsewhere?



In 2018, the majority of businesses (57%) did not feel confident setting up elsewhere. Only 24% of businesses stated that they were confident of being able to set up elsewhere. Comparatively, by 2021 only 36% of businesses did not feel confident and 49% felt they could relocate their business elsewhere.

While relocation within Woolwich remains the majority response for both years, a larger proportion opted for this preference in 2021 (91% compared to 74.7% in 2018). There was also a significant decrease in respondents opting to close their business (from 13% to just 1%). This business felt they had no other place to relocate as a mobile phone/electrical goods shop, expressing concerns about alternative business spaces being affordable.

Those that answered that they did not feel confident setting up elsewhere in 2021 were mostly Black African or Caribbean. When asked to explain why they felt this way, respondents largely expressed their longevity of business in Woolwich, established customer base and concerns regarding the affordability of relocation.

Some common comments on the development and its impacts of local business included:

- *The development will impact my business but I would like a new shop to carry on my business*
- *There must be an allowance in the plans for small shops and not just big retailers*
- *I've only heard rumours, if it goes ahead it will be a disaster to me as I will be back on square one in my life and rents will go up*
- *Just hope they can find me a shop*
- *We may lose our clients if we move out of the area and if it isn't an accessible area*
- *My fear is that if my business is relocated outside Woolwich I would really struggle*
- *[This] will impact my business as when you move, you lose customers and it's difficult to start all over again*
- *The area is very good and I think they should give us some space in the new shopping centre*
- *I have been here for 16 years and if they moved us from here, it is so difficult for us to find another location*

Both in 2018 and 2021, it is evident that the type of support that businesses would find most useful is affordable space and support for their businesses. The impact of losing customers and moving to a new space is a concern and 87% of those who responded they would struggle with moving stated that support with upfront costs and assistance in finding alternative accommodation would be helpful.

6.4 On-street surveys

Surveys were undertaken in the Woolwich Exchange area to identify views on customers and those passing through the area. Respondents were selected based on their frequency of visits to the area being at least once per week.

6.4.1 Frequency of visits to the Woolwich Exchange area

Table 6-9 shows that in 2018, the majority of respondents (47.5%) surveyed visited the Woolwich Exchange area every day, 40.4% visited every week and 12.2% stated that they lived in the area. In 2021, the majority of respondents (58%) visited the area every week, 37% visited every day and 5% lived in the area.

Table 6-9 Frequency of visits to the Woolwich Exchange area

Question	Options	Respondents (2018)	Respondents (2021)
How often do you visit the area shown on the map?	I live here	12.1%	5%
	Everyday	47.5%	37%
	Every week	40.4%	58%
Response Rate	Answered Question	99	99
	Skipped Question	0	0

The most popular mode of travel to the area in 2021 was to walk (41%). A further 33% travelled by bus, 13% by car and 10% by train. This shows that 43% of people visiting the Woolwich Exchange site used public transport and 42% used non-motorised modes of travel.

Table 6-10 Main mode of travel to the area

Question	Options	Respondents (2018)	Respondents (2021)
How do you usually travel to the area shown on the map?	Walk	26.3%	41%
	Cycle	1.0%	1%
	Car	35.4%	13%
	Bus	32.3%	33%
	Train	4.0%	10%
	Other	1.0%	-
Response Rate	Answered Question	99	98
	Skipped Question	0	1

Respondents were asked to rate the area on a scale of 1 to 5 (with 1 being very poor and 5 being very good) on the factors shown in Figure 6-8. This shows that the factors scoring highest are transport links and proximity to home as well as being a hub for culturally specific shops and service providers.

Figure 6-7 Rating of factors relating to the Woolwich Exchange area (2021)



(Based on average score out of 5)

Table 6-11 Reason for visiting Woolwich

Question	Options	Respondents (2018)	Respondents (2021)
Did you travel to Woolwich today specifically to visit a business, shop or organisation in the Spray Street Area?	Yes this is the main purpose of my visit to Woolwich today	65.7%	28%
	No I am mainly visiting for a different purpose	34.3%	72%
Response Rate	Answered Question	99	97
	Skipped Question	0	2

Of all respondents interviewed on-street in 2018, 28% said that they had specifically travelled to Woolwich to visit a business within the Spray Street area. Respondents were asked if there were any businesses or services that they used where there was no viable alternative nearby. However, in 2021, this trend was nearly reversed: 72% of respondents said they were visiting the area for a different purpose, unrelated to shopping in the Spray Street Area, while only 28% of respondents travelled to visit a shop in the area.

Table 6-12 summarises the responses. It shows that in 2018, 26.5% of those interviewed thought there were no nearby alternatives to services they were using. In 2021, only 9% of the people interviewed responded in the same way.

In 2018, feedback on this included:

- Nearby cash and carry shops are available but not accessible by public transport. Other areas have alternative services (such as traditional Nigerian clothes, Catford) or coffee shops but they considered the Spray Street Area to be more affordable.
- Many commented on the fact there were a number of services grouped together at Spray Street which meant they could use a number of services at the same time.

In 2021, respondents that answered 'Yes' said:

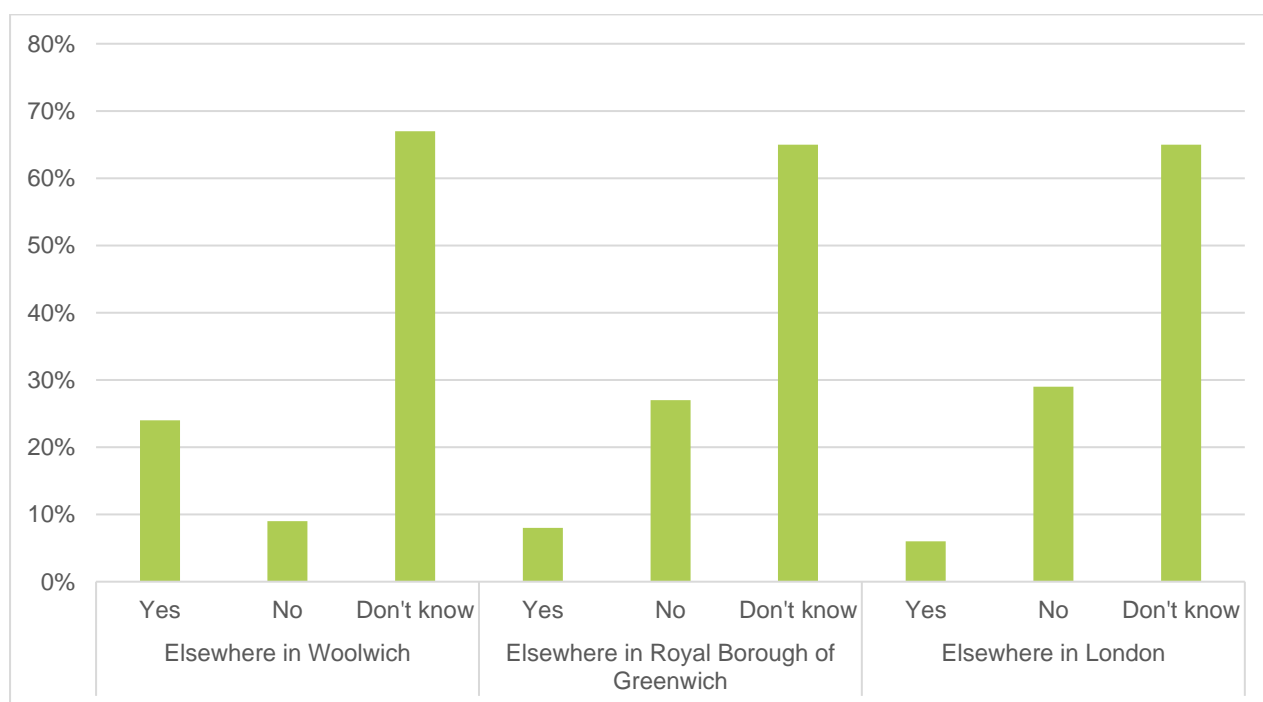
- They visit the area for shops that cannot be accessed outside the Spray Street area including local African shops that sell specialist foods, the Market street clinic, and a money transfer shop.
- Another concern was with regards to prices rising if the shops are moved outside the Spray Street area, and that it wouldn't "feel the same" if local shops were relocated.

Table 6-12 Alternatives to businesses in the Woolwich Exchange area

Question	Options	Respondents (2018)	Respondents (2021)
Are there any businesses or services that you use in the area shown on the map for which there is no nearby alternative?	Yes	26.5%	9%
	No	66.3%	91%
	Don't know	7.1%	-
Response Rate	Answered Question	99	99
	Skipped Question	0	0

Figure 6-9 shows that the majority of respondents would still be able to use services if they were relocated elsewhere in Woolwich, the proportion of respondents decreases when choosing elsewhere if located in Greenwich and less than 10% if the relocation was elsewhere in London.

Figure 6-8 Would you still be able to use the businesses or facilities you mentioned if they were relocated.



6.4.2 Views on the Woolwich Exchange Development

In 2018, the majority of respondents (61.6%) were aware of the redevelopment proposals before being interviewed this compared with 55% of respondents in 2021:

- Those that had **positive views** largely felt the area could be improved to make it more family friendly, accessible, safe and clean, and that the redevelopment is needed in order to improve the area.
- Those that had **mixed feelings** mirrored the feelings of respondents in 2018. Interviewees in this group agreed the redevelopment is necessary but expressed concerns about the impacts on local businesses.
- Respondents that had **negative feelings** towards the redevelopment were largely concerned about the impact the scheme would have on local businesses, which were described by many individuals as "the heart of Woolwich." Respondents expressed concern about the impact of the

scheme of the local community, particularly on how independent retailers and businesses might be impacted adversely.

6.4.3 Diversity of on-street survey respondents

Table 6-13 provides a breakdown of the protected characteristic data of respondents who were surveyed as part of the on-street survey.

Table 6-13 Diversity breakdown of on-street respondents

Protected Characteristic	Options	Respondents (2018)	Respondents (2021)
Sex	Male	40.4%	57.0%
	Female	59.6%	42.0%
	Other gender identity	-	1.0%
	Total	100%	100%
75+Age	Under 18	-	2.0%
	18 - 24	4.0%	10.0%
	25 - 34	22.2%	20.0%
	35 - 44	24.2%	16.0%
	45 - 54	20.2%	24.0%
	55 - 64	17.2%	17.0%
	65 - 74	12.1%	9.0%
	75+	-	2.0%
	Total	100%	100%
Ethnicity	White: English/Welsh/Scottish/Northern Irish/British	20.2%	16.0%
	White: Irish	1.0%	2.0%
	White: Other White	2.0%	7.0%
	Mixed/multiple ethnic group: White and Black Caribbean	2.0%	1.0%
	Mixed/multiple ethnic group: White and Asian	-	1.0%
	Asian/Asian British: Pakistani	1.0%	6.0%
	Asian/Asian British: Bangladeshi	1.0%	-
	Asian/Asian British: Indian	-	5.0%
	Asian/Asian British: Other Asian	2.0%	3.0%
	Black/African/Caribbean/Black British: African	42.4%	47.0%
	Black/African/Caribbean/Black British: Caribbean	24.2%	5.0%
	Black/African/Caribbean/Black British: Other Black	3.0%	4.0%
	Other Ethnic Group	1.0%	2.0%
	Total	100%	100%
Religion/Belief	Christianity	75.8%	54.0%
	Hinduism	1.0%	5.0%
	Islam	5.1%	20.0%
	Buddhism	1.0%	1.0%
	Rastafarianism	2.0%	-
	No religion	14.1%	18.0%

Protected Characteristic	Options	Respondents (2018)	Respondents (2021)
	Eckankar	1.0%	-
	Other	-	2.0%
	Prefer not to say	-	1.0%
	Total	100%	100%
Sexual Orientation	Heterosexual	99%	97.0%
	Lesbian/Gay/Bisexual	1%	3.0%
	Total	100%	100%



Assessment of Equality Impacts

07

7. Assessment of potential equality effects

7.1 Introduction

The assessment considers the potential impacts on affected people sharing protected characteristics arising from the potential exercise of CPO powers associated with the Woolwich Exchange development. It considers both direct and indirect effects of the CPO for interested parties of affected residential and business properties. It also considers how the exercise of CPO powers and the CPO would likely contribute to the realisation of equality effects arising from the planned development for groups with protected characteristics in the area.

7.2 Housing

7.2.1 Direct effects of the CPO

The Council and the Developer are negotiating with existing property owners to acquire freeholds and leaseholds prior to the development. However, the Council may be required to use compulsory purchase powers to acquire the thirteen residential properties on the existing site. The CPO of these properties would result in loss of assured short-hold tenancy housing with no guarantee of re-provision for existing tenants within new private housing on-site. Amongst the occupants of affected households, those that may be particularly sensitive to the impact of the CPO are:

- Households that include people with BAME status may lose important social and community ties if they need to move away from the area. It is also recognised that this is a risk that already exists with shorthold tenure.
- The survey conducted in 2021 identified two households that both live and run a business on the site, rendering them particularly vulnerable to a potential CPO. Owner-occupiers who run a business on the site may find it costly and challenging to successfully relocate their business, particularly if they need to move out of the immediate locality. Older people in affected households may face particular difficulties in relocating their business, and ethnic minority business owners may be affected by any loss or weakening of local cultural or business ties.
- Households that include dependent children (three have been identified through the primary research) who need to find suitable alternative affordable housing. The Council has a duty under section 11 of the Children Act 2004, to have regard to the need to safeguard and promote the welfare of children for any function they are responsible for, or any services that they contract out to others. The main priority with concern to households with children is access to education and to support networks. The relocation of families should focus on keeping children close to their schools or care networks where possible. Losing informal, free and reliable care networks can result a particularly adverse impact on low-income households especially single parent households who have no alternative option. However, the area has good transport links, which improves the chances that children will be able to continue at their current school and use existing childcare arrangements should they need to relocate outside of the immediate area.

A Framework Relocation Strategy (FRS) has been developed and submitted as part of the planning application. Under the s.111/106 agreement the Developer will be required to implement the FRS which includes providing relocation assistance to all residential tenants. Where required, this will extend to identifying suitable accommodation and negotiating terms for the purchase or renting of accommodation.

Compensation payments under the CPO Compensation Code will be made available to those who are eligible.

Tenants who are unable to source market housing due to affordability challenges will be directed to the Council's housing team who will advise on any assistance which can be provided and the affordable housing options within the borough. Should any tenants present as homeless following the CPO then they will be supported through the Council's Housing Aid Centre and Housing Inclusion Team. There is a legal obligation for the Council to prioritise certain groups including those with dependent children.

Questionnaires have been sent by Newsteer (the Council's property agent) to residential occupiers asking them to provide details of their requirements with regards to relocating.

The new development also provides a total of 801 new homes on-site, 158 of which will be affordable units with the expected mix being 112 Affordable Rent and 46 Shared Ownership. However, the extent to which protected characteristic groups will benefit from this will depend on affordability of the new accommodation.

Given the small number of existing residential properties on site and the existing risks presented with private rental short-hold agreements, it is considered that the mitigation measures provided by the Council will minimise negative effects of the CPO on existing short-hold tenants. The new accommodation provided as part of the planned development will also provide a net increase in affordable rental accommodation in the areas. However, it is recommended that the Council should monitor the relocation of private tenants where possible to inform future EQIA work associated with development projects.

7.2.2 Indirect effects of the development realised by CPO

The approval of the CPO would enable the Woolwich Exchange development which would provide a net increase of residential accommodation site with 801 new homes planned comprising of a mixture of studio, one, two, three and four bedroom dwellings.

Increased provision of affordable homes

Notting Hill Genesis is working closely with the Council to ensure these homes are genuinely affordable. Of the new planned homes, 20% of the homes (158 properties) will be provided as affordable housing, 46 available on a shared ownership basis and 112 at London Affordable Rent. Although this is lower than the target for affordable housing in the Greenwich Local development Framework Policy of 35%, this has been established through a viability review as the maximum level of affordable housing which is deliverable. Currently, there is a low number of small, private rented accommodation on-site and therefore the new development will provide a significant net increase of homes on site and in the Woolwich area. Consented nearby development at the Woolwich Leisure Centre site will also provide additional affordable homes in the area.

The net increase in affordable new homes is a benefit that can be shared by those with protected characteristics including BAME, older people and young people who are typically overrepresented amongst low income groups and experience affordability barriers to accessing housing.

The extent to which groups with protected characteristics will benefit will depend on the relative affordability of new housing options available, particularly given that no social housing or social rent options will be available on site. However, all affordable housing will be provided at London Affordable Rent levels. The Council will promote new homes to local residents and those on social housing waiting lists through the Council's housing team. Under the s106 agreement there is a nominations agreement in which those on the Council's housing list would get priority for units once they are built and when they fall vacant.

Increased provision of family-sized homes

There is an opportunity for families with children to share the benefits of the new housing due to the provision of 123 new three/ four bedrooomed family sized homes on-site. New family homes will be promoted to local residents and those on social housing waiting lists through the Council's housing team. Under the s106 agreement there is a nominations agreement in which those on the Council's housing list would get priority for units once they are built and when they fall vacant.

Increased provision of accessible and adaptable homes

The proposed new housing will also consist of 90% of homes that meet Building Regulation requirement M4(2) and 'be accessible and adaptable dwellings' and 10% will meet Building Regulations requirement M4(3) by being designed to be wheelchair accessible or easily adaptable for residents who are wheelchair users. This will mean that disabled people, particularly those using wheelchairs will be able to share benefits due to the increase in wheelchair accessible housing provision in the area.

However, the extent to which disabled people will benefit will depend on the relative affordability of new adaptable housing options available. New adaptable homes will be promoted to local residents and those on social housing waiting lists through the Council's housing team. Under the s106 agreement there is a nominations agreement in which those on the Council's housing list would get priority for units once they are built and when they fall vacant. Anyone not registered on the Housing Needs/Waiting list has to secure their own private rented housing.

Right to light impacts

The planning application identifies residential and commercial properties on roads surrounding the development site (Burrage Road and Spray Street) where their Right to Light (RtL) may be affected by the proposed development. For properties, particularly residential properties, which do experience a loss of light, equality effects may arise for residents who share protected characteristics. This may arise where a resident is more sensitive than other people, due to a protected characteristic, for example a disability.

Gill Court on Burrage Road is a block of Council owned properties for residents over 55 years of age. Many have resided there for some considerable time and are over 80 years of age. Many of the residents have had aids and adaptations installed since becoming tenants. Some of the properties have been purchased on leasehold. A number of other properties on Spray Street are owned and rented out by L&Q. Tenants include residents who are over 60 and other households with dependent children.

Work has been undertaken by the Developer to check the extent and nature of the rights affected. To eliminate the interference to those properties which suffer impact on their RtL would require the loss of around 34% of the proposed development, all of which would impact on the provision on new residential accommodation. All parties who suffer an expected RtL injury have been notified and engaged with. Property owners will be entitled to compensation for any reduction in the value of their property caused by the development. It is acknowledged where occupiers are tenants, they may not be the beneficiary of the compensation. All affected parties included in the CPO, including RtL parties, will be notified that the CPO has been submitted and notified of the process for making an objection / representation. If a council tenant residing at Gill Court experiences an interference with their natural light which has a significant impact on their use and enjoyment of their accommodation due to a disability/condition or their specific use of a property, they will be able to approach the Council's housing team for a review of their housing needs.

7.3 Businesses and Employees

7.3.1 Direct effects of the CPO

Business closure/non-viability of business following permanent loss of units

Where possible the Council and Developer are negotiating with existing property owners to acquire freeholds and leaseholds prior to the development. The CPO process could result in the compulsory purchase of over 100 freehold or leasehold interests in business properties, amongst which are a number of BAME interested parties as freeholder or leaseholder.

Without appropriate relocation opportunities, there is the potential for the closure of a number of BAME-owned businesses, where they are unwilling or unable to relocate the business, with some associated loss of employment, including amongst BAME employees. This is likely to be particularly

important for any family-run businesses, where more than one member of the family works for the business.

Equality effects can be experienced where the pattern of affected business owners or employees affects a single ethnic group, or other patterns in terms of protected characteristics, including effects of changes to clustering of businesses offering services to a common customer set. The primary research for the EQIA showed that approximately 48% of business owners surveyed were Black African.

The primary research exercise with businesses found that 36% respondents did not feel confident in opening their business elsewhere and of those that did the majority would still only feel confident of continuing their business if they were to be relocated within Woolwich as they provided services to the local community. However, there has been an increase in confidence levels from the 2018 survey with businesses when the majority 57% did not feel confident. This may indicate that the engagement work carried out to date has installed confidence in some business owners. However, 91% of respondents stated that they would prefer to relocate their business within Woolwich and 50% strongly agreed that their business provided their business forms part of a community of other nearby businesses that primarily cater for people from the same shared cultural or religious background.

Several common issues of concern were raised by business owners. For example, the ability to find alternative affordable rental units was identified as an issue and many owners also expressed concern that much of their customer base was local and that moving elsewhere would have implications for the future viability of their business.

A change to the development plans since 2018 is that the new development provides for small retail units to be delivered as part of the retail mix. 500 sq. m. of retail accommodation will be small retail space with unit sizes no greater than 80 sq. m. so to provide opportunities for local micro, small and medium-sized enterprises and vary the retail mix and offer of the development. The units will provide an opportunity for existing retailers within the site to move back into the development. By virtue of their size and prevailing / forecast rental levels, the accommodation will be affordable in the context of the level of rent presently paid for existing retail units within the Woolwich Exchange site reflecting the improved condition of the new accommodation. However, the expectation is that that existing businesses will be required to relocate elsewhere as a result of the CPO, even if for a temporary period during construction.

The new small retail accommodation will be subject to an agreed marketing and management strategy, agreed between the Developer and the Council (S106, Schedule 10). Providing there is demand for the small retail accommodation, the new 'small retail' space is to be provided in accordance with an agreed marketing and management strategy for a period of 15 years (S106 Schedule 10).

Ongoing engagement has been undertaken with businesses on site to understand individual needs of businesses. A workshop was held in September 2018, to which all occupiers were invited to attend, providing expert advice on lease terms, the structure of a lease and best practice in respect of leasing commercial property. Further workshops will be held if there is interest.

A Framework Relocation Strategy ('FRS') has been devised and submitted as part of the planning application. Under the s.106 agreement (schedule 12) the Developer will be required to implement the FRS which includes providing relocation assistance to all existing tenants, irrespective of their occupational arrangements. Newsteer will maintain and publish a schedule of available property which may be potentially suitable for businesses to relocate into. The s.106 agreement provides that a Relocation Strategy Monitoring Report is to be provided every quarter.

Retail Revival have been appointed as an independent business advisor to assist occupiers through the relocation process and establishing their business in an alternative location. Since January 2020, Retail Revival have been engaging with businesses within the Woolwich Exchange site to help them understand the implications of the development and to gain an appreciation of their business accommodation requirements and affordability criteria. Reports are produced detailing engagement and feedback.

All occupiers currently receive correspondence from Newsteer, irrespective of nature of occupational interest, together with information of potentially suitable alternative accommodation being shared on the Council's webpage for the Woolwich Exchange development. Newsteer also provide assistance to

all businesses on sourcing relocation properties and agreeing terms. Where appropriate, the Council will negotiate with leaseholders to find alternative premises elsewhere which should minimise the impact on the occupier and the overall cost to the Council of the CPO required to take possession of the site. This will include negotiating terms for the purchase or renting of accommodation or assist with securing relevant planning consents for change of uses.

The Council is currently examining the feasibility of various potential options across the borough for suitable alternative commercial space for relocating businesses. This includes working with existing landlords, such as British Land, to identify if there is an opportunity to increase existing business space in Woolwich. Other potential opportunities include:

- Old Town Hall – funding has been received to repurpose the space and to commission a future partnership with a workspace operator to encourage emerging industries, technology and creative enterprises into the area; and
- Greens End Interim Workspace - includes a new temporary workspace to repurpose a small parcel of land adjacent to the entrance to the DLR. This new workspace will be created and made available for local businesses, emerging small and medium enterprises. It is envisaged that these new workspaces will drive the uptake of a new co-working space, which will be occupied and supported by a highly experienced workspace operator for both Old Town Hall and Green's End Interim Workspace.

It is recommended that a small working group is established to explore opportunities further once information on all options has been collated. A remit of this working group should be to explore options for relocating businesses within Woolwich, demonstrating efforts have been carried out to keep businesses together as much as possible where owners consider it beneficial. For example, those providing goods and services serving a community with a shared cultural connection such as those from the Black African Community.

Compensation payments under the CPO Compensation Code will be made available to those which are eligible. Where compensation is payable, Option Agreements will be promoted. These will provide occupiers with certainty as to the compensation they will receive in the event the project goes ahead, as well as minimum notice periods to vacate.

The Council also provides additional, free support to local businesses through existing schemes. These include:

- **The London Business Hub**⁵¹ has a portal containing information to support London based businesses. The portal provides valuable free resources to help businesses keep up to date with the latest developments, support offerings and all relevant COVID-19 information. A one-on-one meeting can be booked with a Greenwich based business adviser for advice on the government's COVID-19 business support package, and on broader business challenges such as finance.
- **Start-Up Greenwich**⁵² - a start-up programme delivered by Greenwich Leisure Limited (GLL) through Greenwich Libraries, designed to help equip stage entrepreneurs with the skills, information and know-how to turn their business idea into a sustainable business.
- **South East Enterprise**⁵³ - free hands-on support for Greenwich businesses from experienced advisers to develop e-business.

It is considered that the successful relocation of existing businesses will depend, in part, on the flexibility of individual businesses, some of which are specific in terms of where they consider an appropriate location for their business to operate successfully.

The purchase of leaseholds or freeholds; appropriate compensation (in accordance with the CPO Compensation Code) for costs associated with relocation and disruption in line with guidance; the FRS and support with identification of suitable alternative accommodation; are considered appropriate measures to assist with mitigation against negative impacts for affected BAME business owners (particularly Black African) on the site. However, it is important to ensure continued effective

⁵¹ <https://www.businesshub.london/>

⁵² <https://www.better.org.uk/start-ups-london>

⁵³ <https://www.seenterprise.co.uk/ebusiness>

collaboration between all interested parties, taking consideration of the differing levels of support needed by individual business owners.

However, some businesses may not be eligible under the CPO compensation code and are therefore vulnerable to closure/non-viability but will still be provide support to identify potential relocation opportunities under the FRS.

There is an assumption that if all requirements are not fulfilled, there could be some adverse equality effects on businesses and employees on the site. It is recommended that the Council monitor engagement with affected parties, ensure compensation payments to those who are entitled to receive them are paid expeditiously, and that where viable, the Council supports relocation by making compensation payments in advance of the possession date to allow businesses to pay deposits on alternative premises. This would need to be jointly agreed under the terms of the Conditional Land Sale Agreement (CLSA) and Compulsory Purchase Order Indemnity Agreement (CPOIA) with SSQLLP.

Temporary or permanent loss of employment following closure or relocation of affected businesses

The CPO may result in the closure of businesses, where they are unwilling or unable to relocate the business. Employees and self-employed workers at affected businesses may experience temporary or permanent loss of income and/or employment until relocated and/or where the employer closes/downsizes/relocates elsewhere. Equality effects may be experienced where the pattern of effected employees affects a protected characteristic disproportionately or have other protected characteristics which make them more sensitive than others to the effects of the regeneration. Primary research findings show that almost 50% of employees are Black African and as such there is likely to be a disproportionate effect on this group.

A number of measures have been implemented to mitigate against the effects of potential job losses. These include:

- A £500,000 contribution is being made under the S111/106 towards Greenwich Local Labour and Business Service (GLLaB). The sum is ringfenced to GLLaB as the named agency, to support those impacted. This includes helping existing employees into jobs created through the construction and/or operational phases of the development e.g. construction apprenticeships, cinema etc. GLLaB also provides additional advice on apprenticeships and training as well as support for those wanting to be self-employed.
- The S106 (Schedule 6) obligates SSQLLP to use reasonable endeavours to promote and recruit employees, contractors and sub-contractors from the area of the Borough required for and during the construction of the development. A return is to be filed every six months recording the level of local employment.
- The development will provide new employment opportunities both during construction and on completion. 654 (net direct) Full Time Equivalent ('FTE') jobs (annual) are estimated to be created during the construction and 219 net direct (FTE) permanent jobs estimated to be created on operation following completion.

The extent to which these measures on affected employees will depend on the ability to target funding for those who are affected by the loss of employment and interest of existing employees in taking up construction related roles. The impact of job losses could also be minimised should the FRS, with regards to businesses, be successful in maintaining the viability and consequently employment of existing employees.

There is an assumption that there may be adverse effects on BAME employees currently working on site. However, the level of impact will depend on the measures outlined above being able to mitigate against negative impacts. The monitoring of impacts where possible, through local unemployment figures would help to understand the overall effect following the CPO.

7.3.2 Indirect effects of the development realised by CPO

New employment opportunities during construction and operation stages

The development of the Woolwich Exchange area brings with it the opportunity for new employment and associated training including:

- An estimated 654 FTE jobs generated during the construction phase; and
- An estimated 219 permanent FTE jobs will be created following the completion of the scheme.

However, there is likely to be an overall net loss of long-term employment opportunities. A number of measures have been implemented to mitigate against the effects of potential job losses and to increase opportunities for employment for those living in the local area. These include:

- A £500,000 contribution is being made under the S106 towards Greenwich Local Labour and Business Service.
- The S106 (Schedule 6) obligates SSQLLP to use reasonable endeavours to promote and recruit employees, contractors and sub-contractors from the area of the Borough required for and during the construction of the development. A return is to be filed every six months recording the level of local employment.
- The development will provide new employment opportunities both during construction and on completion. 654 (net direct) Full Time Equivalent ('FTE') new jobs (annual) will be created during the construction and 219 net direct (FTE) permanent jobs created on operation following completion.

The groups who benefit from this new employment may vary considerably depending on the type of jobs and training available. Equality effects may arise where training or employment is not available to groups with protected characteristics, for example if jobs require high skill/education levels which make it harder for some groups to access the opportunities.

GLLaB has funding to develop a Building Green Skills Youth Training Camp to support young people aged 18 to 24 into the sustainable construction jobs of the future. Other work includes developing pre-apprenticeship, apprenticeships and new Flexi-job apprenticeships which form part of a Government pilot beginning in April 2022. Flex-job apprenticeship will enable apprentices to complete their apprenticeship across multiple short employment contracts within the construction sector. This work will build on the council's partnership with London South East Colleges (LSEC) – are the lead provider for one of the Mayor's Construction Academies, which brings together 7 hubs across London. LSEC are working with 5 providers across the south London including Shooters Hill sixth form college and through Youthbuild UK⁵⁵.

The S106 (Schedule 6) requires the development to submit a Construction Employment Plan, which will include the following objectives: a minimum number of apprentices; to support the local supply chain; to partner with an appropriate college or school within the borough to deliver work placements within the Development; to set a target for employing 18-25 year olds. Further targets and monitoring for recruitment of BAME employees could help to enhance opportunities for BAME groups who are over-represented in unemployment figures and are more likely to experience potential job losses associated with the CPO.

7.4 Community

7.4.1 Direct effects of the CPO process

Loss of shops and businesses providing current mix of culturally specific services and goods

The loss of existing shops and business premises providing the current mix of goods, services and facilities at the site will affect customers and users of services.

⁵⁵ [Homepage - Youthbuild UK \(ybuk.org\)](https://www.youthbuild.org/)

Equality effects may be experienced where there are patterns in terms of affected customers and their protected characteristics. The development will bring a different mix of goods, services, and facilities at the site, with the potential for a mix of positive and negative effects for groups, possibly patterned in relation to protected characteristics. The existing site currently provides a cluster of businesses and organisations that provide goods and services to the Black African community which include financial services, specialist food shops and supermarkets. The effects on this ethnic group may include changes to access to culturally specific goods and services, associated sense of belonging and cultural connections. The loss of these facilities could have an adverse impact in cases where the service is not relocated nearby or where there is no nearby alternative. However, the on-street survey carried out in November 2021 found that only 9% of respondents felt that there were no nearby alternatives to services they were using in the area compared with 26.5% in the 2018 survey.

The FRS provides that all business occupiers will receive assistance in relocating to alternative accommodation. It is hoped that a number of businesses will be able to relocate, and that the local Black African community continue to be well-provided for. It is acknowledged that it is unlikely that all existing businesses will be able to relocate, or those which can relocate, move into the same locality. However, the majority of the existing services on offer at the Woolwich Exchange site are provided in other parts of the town centre.

A monitoring report is to be submitted every quarter (S106 Schedule 12). The monitoring report is to review the effectiveness of the implementation of the Relocation Strategy and identify whether any changes are required to improve its effectiveness.

The Council will explore options for relocating businesses within Woolwich. This would help to maintain a community of businesses providing goods and services serving a community with a shared cultural connection.

Loss of places of worship due to closure of units

A number of religious groups are located on the existing site will lose their current place of worship due to the CPO. The FRS sets out that assistance will be given to all existing community groups within the Woolwich Exchange Site, irrespective of whether their current occupation of property is lawful (many of the religious groups across the site occupy property which does not have the appropriate planning consent). Alternative accommodation will be sourced, and details circulated, with assistance provided in securing a change of use where necessary.

The new development will also offer an opportunity for religious groups to continue to operate from the Woolwich Exchange Site. At least 500sqm of new community space is being provided with an option for this space to be managed rather than occupied by a single entity, allowing different religious groups to utilise it at different times. The S106 Agreement (Schedule 12) provides that a Community Space Strategy is to be submitted for approved by the Local Planning Authority, 24 months prior to the implementation of Block A. This strategy is to detail how the accommodation is to be marketed, how the marketing strategy has regard to the Relocation Strategy, and the process by which the occupier will be selected in consultation with the Council. The Developer's preference is for the community facility to be a multi-user facility, whereby a variety of community groups, including religious worship groups, can utilise the accommodation.

Whilst it will need to be agreed with the Cinema operator, it is not uncommon for auditoriums, cinemas, and theatres to be used by church groups in early mornings and it is expected that a similar opportunity will exist within the five-screen Cinema being delivered within the development.

To further support church and community groups who do not need dedicated accommodation to fulfil their functions (i.e. accommodation which they own or let and have exclusive possession to at all times) the Council will also provide details of accommodation which will be available for short term hires, such as school buildings and other community facilities which can be rented for periods of time in evenings and weekends.

It is assumed that the loss of places of worship will result in negative equality effects if the above activities are not successful in relocating religious groups to new accommodation or that new community space on site is not available for religious groups. However, there is also the potential for positive effects as a result of the opportunity for new accommodation with improved facilities for religious groups.

Loss of health care services due to closure of units

There is a dentist and optician currently on-site that would be lost as a result of the CPO. These services would need to be relocated locally to ensure an adequate level of healthcare provision in the area. Additional residents on-site will also mean that the level of healthcare services may need to be increased to meet demand.

Newsteer and the Council has been working actively with the Woolwich Dental Practice to secure alternative accommodation. Prior to the pandemic a suitable relocation option was identified, and active discussions were held with the landlord to try and agree terms. The Covid-19 outbreak placed this on hold but the search for a replacement property has recommenced with potentially suitable accommodation being identified.

The S106 agreement (Schedule 14) provides for the option of a healthcare facility to be housed in the new development. There is a two-year period to agree with the NHS Clinical Commissioning Group a facility within the new development⁵⁶. If this is not possible a commuted sum of £1,332,499 is to be paid. The Developer can elect at any time to pay the commuted sum in lieu of delivering a healthcare facility within the development albeit their preference is to deliver the new facility.

The overall effects of the loss of existing healthcare services on protected characteristics is neutral at this stage (but could be potentially positive) pending successful relocation of the dental practice and details on healthcare provision on-site, in the vicinity of the site or the expansion of existing facilities in the local area.

New leisure, recreational and shopping facilities

The development includes plans for new leisure, shopping, and recreational facilities. This space will likely benefit existing businesses in the area, new businesses, and the local and wider community as a result of enhanced access to new shopping and other facilities.

A public consultation exercise was undertaken as part of the planning application to obtain input from the local community as to the uses they wished to see delivered as part of the development.

The new development will include a Cinema and food and beverage offer to activate the night-time economy as well as community accommodation to help replace that which is being lost.

At least 500 sq. m. of community accommodation is to be delivered within the development. Providing there is demand for the accommodation, the space is to be provided for a period of 15 years with the marketing and occupation strategy reviewed every two years (Schedule 11)).

The extent to which these benefits are shared by those with protected characteristics will depend on the mix of type and usage of shops, businesses, and facilities on offer. For instance, BAME people who currently work or shop at businesses on the existing site may experience a loss of community cohesion, cultural connections, and social inclusion where the cluster of services they use is dispersed or lost. This can be minimised should existing businesses be successfully relocated within Woolwich.

Improved public realm and playspace

The development includes provision for improving access to and quality of public space, including a public square, shelter from the road, and access to amenities. These improvements could help to increase community cohesion by fostering a sense of place and other benefits.

Open spaces and public realm offer opportunities for active and passive recreation, places to meet, and can help to improve health, wellbeing, and community cohesion. Safe and accessible spaces should cater to the needs of all people, and provide places where people of different ages, sexes, ethnicities, and abilities can all enjoy together. This would increase community cohesion by fostering a sense of place and other benefits.

Disabled people and older people are likely to particularly benefit from inclusive access, safety and security improvements, enabling them to share the benefits (such as physical and mental health

⁵⁶ It is acknowledged that the CCG cannot own property and therefore the healthcare facility would be an NHS or GP owned facility with a rental level guaranteed by the District Valuer and paid by the NHS/CCG.

benefits) of the overall redevelopment. However, consideration must be given to potential barriers that may prevent these groups from being able to utilise public space.

Children will also benefit from proposed new equipped and non-equipped playspace on the site for 0-11 year olds. Contributions are proposed within the CIL towards additional funding for playspace for over 12s off-site. The proposed new nursery with outdoor space will provide benefits for children.

The S106 (Schedule 8) requires the Developer to provide an Open Space Management Plan. This will set out the way in which the Developer will manage the Open Space, ensuring it that it remains open and fully accessible to the whole community into perpetuity.

Incorporation of an inclusive design framework into the Open Space Management Plan would help to reduce potential barriers experienced by disabled people, older people, women or children from utilising the new public space. The Open Space Management Plan should also be developed in consultation with the local community.

Environmental impacts of construction works on health and well-being of residents

During construction of the new development properties on Spray Street and Burrage Road are likely to experience noise, air quality and access impacts. This could be exacerbated by further construction work in the area as a result of the consented Woolwich Leisure Centre Development. Some residents would be more sensitive to the effects of these construction impacts than others. For example, those who spend more time at home would be subjected to longer periods of adverse noise impacts. These residents are likely to include older people, some people with disabilities and long-term limiting illnesses and pregnant women/ women on maternity or those caring for small children. Some groups with protected characteristics also have differential sensitivity to noise. For example, children are susceptible to increased noise levels, particularly with regards to cognitive impairment.⁵⁷ Children may also be more sensitive to health effects arising from poor air quality and dust concentrations, as well as adults with limiting illnesses such as chronic lung or heart conditions^{58 59}. People with dementia also have an increased sensitivity to both noise and light.⁶⁰

Contractors will be required to be a member of the Considerate Constructors Scheme⁶¹. The scheme is designed to encourage best practice beyond statutory requirements with contractors required to follow the Scheme's Code of Considerate Practice including the three areas of Respect the Community, Care for the Environment and Value their Workforce.

The construction management plan and traffic management plans for the scheme will also include a range of measures to mitigate and control environmental and traffic-related impacts. Phased works are planned to minimise construction effects on local residents and construction working hours will be adhered to.

The Council's Planning enforcement team are able to employ a range of enforcement powers should a breach of planning conditions associated with construction occur. As such, the residual equality effects of the CPO are likely to be negligible. However, it is recommended that cumulative effects of construction on residential properties be taken into account as a result of further development in the area.

Effective consultation and community engagement

Equality legislation emphasises the importance of supporting positive relations between different groups, whilst local community cohesion policy supports group interaction, fair treatment, equal opportunity, and a sense of common belonging, including empowering local communities to shape decisions affecting their lives.

⁵⁷ World Health Organisation Children and Noise <https://www.who.int/ceh/capacity/noise.pdf>

⁵⁸ Defra (2013), Short-term effects of air pollution on health. Available online at: <https://uk-air.defra.gov.uk/air-pollution/effects?view=short-term>.

⁵⁹ WHO (2006), What are the effects of air pollution on children's health and development? Available online at: <http://www.euro.who.int/en/dataand-evidence/evidence-informed-policy-making/publications/hen-summaries-of-network-members-reports/what-are-the-effects-of-air-pollution-on-childrens-health-and-development>.

⁶⁰ Social Care Institute for Excellence – Dementia Friendly Environments <https://www.scie.org.uk/dementia/supporting-people-with-dementia/dementia-friendly-environments/noise.asp>

⁶¹ <https://www.ccscheme.org.uk/>

Throughout the CPO process continuous engagement and consultation will need to be undertaken with affected parties. Equality effects may be experienced during engagement activities. For example, young people and BAME people can face barriers to taking part in community engagement processes effectively and therefore be underrepresented in such activities. As such potential equality effects associated with community engagement should be considered further. This includes adequate diversity monitoring of participants.

The independent business engagement advisor, Retail Revival, has sought to contact all occupiers within the Woolwich Exchange site. In an effort to reach all businesses, they have visited all premises to introduce themselves and explain the service they provide. This engagement will continue throughout the CPO process. Where requested, all written communication has been translated and issued in the language of the owner or occupier. To date, letters have been provided in Bengali, Kurdish, Cantonese and Nepalese.

It is recommended that diversity monitoring should be taken for all engagement activities (i.e. attendance list, % of people from BAME backgrounds, % older people, etc).

7.5 Summary of potential impacts

Table 7-1 provides a summary of direct and indirect effects of the CPO. This describes each potential impact alongside the potentially effected groups with protected characteristics. Details of embedded mitigation are provided where confirmed as well as the recommendations outlined in the 2018 EQIA report to support the enhancement of positive effects and minimising of negative effects.

A summary of actions undertaken by the Council and Developer since 2018 has been included along with the overall residual equality effect.

Table 7-1 Assessment of impacts of CPO– summary table

Impact	Affected group(s)	Embedded mitigation	Recommended and actioned mitigation	Residual effect
Housing				
Loss of assured short-hold tenancy housing with no guarantee of reprovion on site within new private housing <i>(direct effect of CPO)</i>	<p>A range of different BAME households living in private rental housing. Particularly Black African and Indian residents.</p> <p>Children in affected households.</p>	New affordable rehousing provided as part of the new development.	<p>Recommended mitigation in 2018 EqIA:</p> <ul style="list-style-type: none"> Support for households, in particular those with children and those who also have a business on the site to find alternative accommodation in the area. Existing tenants should be provided with information and support on affordable housing options within the borough <p>Actioned mitigation 2018-2021:</p> <ul style="list-style-type: none"> Under the s.106/111 agreement the Developer will be required to implement the FRS which includes providing relocation assistance to all residential tenants. Compensation payments under the CPO Compensation Code will be made available to those which are eligible. Tenants unable to source market housing due to affordability challenges will be directed to the Council's housing team who will advise on available assistance and the affordable housing options within the borough. The new development provides a total of 801 new homes, 158 of which will be affordable units 	<p>Given the small number of existing residential properties on site (circa 24) and the existing risks presented with private rental short-hold agreements, it is considered that the mitigation measures provided by the Council will minimise negative effects of the CPO on existing short-hold tenants. The new accommodation provided as part of the planned development will also provide a net increase in affordable rental accommodation in the area.</p> <p>Should any tenants present as homeless following the CPO then they will be supported through the Council's Housing Aid Centre and Housing Inclusion Team. There is a legal obligation for the Council to prioritise certain groups including those with dependent children.</p> <p>Overall outcome:</p> <ul style="list-style-type: none"> Potential negligible effect
Net increase in shared ownership and	Low-income households from which people from	Development to include 112 homes for affordable rent	<p>Recommended mitigation in 2018 EqIA:</p> <ul style="list-style-type: none"> N/A 	There are currently circa 24 residential properties on site. These are small, low quality, private rented accommodation. The

Impact	Affected group(s)	Embedded mitigation	Recommended and actioned mitigation	Residual effect
Affordable Rent homes on the site <i>(indirect effect of CPO)</i>	ethnic minorities, older people or people with a disabilities are over-represented.	and provision for 46 shared ownership homes.	Actioned mitigation 2018-2021: <ul style="list-style-type: none"> The development will provide 158 affordable housing with a mix of unit sizes. 	<p>new development will provide a net increase of 46 homes available on a shared ownership basis and 112 at affordable rent.</p> <p>Overall outcome:</p> <ul style="list-style-type: none"> Potential positive effect
Increase in family - sized housing on-site <i>(indirect effect of CPO)</i>	Families with children living in the local area.	Development includes provision for three and four bedroom housing.	Recommended mitigation in 2018 EqIA: <ul style="list-style-type: none"> N/A Actioned mitigation 2018-2021: Of the 801 new homes being delivered 126 will be family sized units (3 or 4 bedrooms).	<p>The new development will provide a net increase of family sized housing on site (3 and 4 bedroomed homes).</p> <p>Overall outcome:</p> <ul style="list-style-type: none"> Potential positive effect
Net increase in wheelchair accessible housing on-site <i>(indirect effect of CPO)</i>	Disabled people who use a wheelchair.	Development includes 10% adaptable and wheelchair accessible housing provision.	Recommended mitigation in 2018 EqIA: <ul style="list-style-type: none"> N/A Actioned mitigation 2018-2021: <ul style="list-style-type: none"> The development will provide a net increase of 80 adapted homes The development is car-free save for the provision of 68 wheelchair accessible car parking spaces. 	<p>Current residential property on site is small private rented accommodation with no wheelchair accessible accommodation. The new development will provide a net increase 69 adaptable homes available and 11 fully adapted homes as well as 68 wheelchair accessible car parking spaces.</p> <p>Overall outcome:</p> <ul style="list-style-type: none"> Potential positive effect
Right to Light impacts <i>(indirect effect of CPO)</i>	Groups with protected characteristics living within these properties.	N/A	Recommended mitigation in 2018 EqIA: <ul style="list-style-type: none"> Developer to check the extent and nature of the rights affected and attempt to negotiate a private agreement or determine whether the scheme can be altered to avoid interfering with the affected property's RtL. 	<p>With regards to right to light occupiers who are tenants in the affected buildings will not be compensated for the impact on their right to light. Amongst these residents, groups with protected characteristics have been identified and adversely impacted.</p>

Impact	Affected group(s)	Embedded mitigation	Recommended and actioned mitigation	Residual effect
			<p>Actioned mitigation 2018-2021:</p> <ul style="list-style-type: none"> A Rights to Light impact study has been undertaken and has identified that injuries will occur to the identified properties. A high density scheme in a close urban setting which is replacing buildings predominantly two-storeys in height will result in impacts on neighbouring properties which cannot realistically be avoided. Property owners will be entitled to compensation for any reduction in the value of their property caused by the development. It is acknowledged where occupiers are tenants, they may not be the beneficiary of the compensation. 	<p>However, it is noted that the nature and extent of differential effects on groups with protected characteristics is unknown as whilst the level of injury has been modelled, how this change will affect specific occupier groups is unknown. Whilst for many groups there will be no impact on the use of their property there may be occupiers with a disability or condition who are more reliant on natural light. Occupiers will be contacted about the CPO process and the Rights to Light interference and those council tenants who do experience an interference with their natural light which has a significant impact on their use and enjoyment of their accommodation due to a disability/condition or their specific use of a property, they will be able to approach the Council's housing team for a review of their housing needs.</p> <p>Overall outcome:</p> <ul style="list-style-type: none"> Potential negative effect
Businesses and Employees				
<p>Business closure/non-viability of business following permanent loss of units</p> <p><i>(direct effect of CPO)</i></p>	<p>BAME owned businesses; particularly those from the Black African community who are over-represented on the site.</p>	<p>Business engagement advisor appointed to work with businesses.</p> <p>Council-led relocation meeting in September 2018 informed mitigation strategies.</p>	<p>Recommended mitigation in 2018 EqIA:</p> <ul style="list-style-type: none"> Purchase of leasehold/freehold Appropriate levels of compensation in line with guidance Support for identifying suitable alternative locations for re-provision of businesses within the local area Marketing and advertising advice to provide support to businesses to ensure existing and new customers are made aware of relocations of businesses. <p>Actioned mitigation 2018-2021:</p>	<p>The Council has a range of existing programmes in place to support local businesses. S111/106 obligations include the delivery of the FRS and compensation for eligible freeholders and leaseholders. Retail Revival have been appointed to work with businesses to understand specific requirements.</p> <p>The above measures will help to minimise adverse effects. However, it is assumed that there remains the potential for adverse effects with regards to BAME owned businesses currently on-site and this</p>

Impact	Affected group(s)	Embedded mitigation	Recommended and actioned mitigation	Residual effect
			<ul style="list-style-type: none"> Engagement has been ongoing with businesses including surveys and workshops to inform, advise and to collect information on requirements. A Framework Relocation Strategy has been devised and submitted as part of the planning application. Under the s.106 agreement (schedule 12) the Developer will be required to implement the FRS which includes providing relocation assistance to all existing tenants, irrespective of their occupational arrangements and provide a monitoring report every quarter. Retail Revival have been appointed as an independent business advisor to assist occupiers through the relocation process and establish their business in an alternative location. Where required, Newsteer will be able to negotiate terms for the purchase or renting of accommodation or assist with securing relevant planning consents for change of uses. Compensation payments under the CPO Compensation Code will be made available to those which are eligible. One-to-one consultancy meetings provided by Retail Revival to assist businesses relocation planning. The Council are exploring options for relocation of businesses with Woolwich. Including options to work with existing landlords such as British land as well as through other available space such as the Old Town Hall and Green End Interim workspace. The Council operates existing free programmes to support businesses in the areas. This includes London Business Hub, Start-up Greenwich and South East Enterprise. The new development provides for small retail units to be delivered as part of the retail mix. The units will provide an opportunity for existing retailers within the site to move back into the development 	<p>should be monitored closely as the development progresses. 91% of businesses responding to the EQIA primary research stated that their preference would be for relocation in Woolwich and as efforts to relocate business within the Woolwich area would help to minimise impacts on businesses.</p> <p>Overall outcome:</p> <ul style="list-style-type: none"> Potential negative effect

Impact	Affected group(s)	Embedded mitigation	Recommended and actioned mitigation	Residual effect
<p>Temporary or permanent loss of employment following closure or relocation of affected businesses</p> <p><i>(direct effect of CPO)</i></p>	<p>BAME employees of affected businesses; particularly Black African employees who are overrepresented on the site</p>	<p>Creation of new jobs as a result of development construction and completion.</p>	<p>Recommended mitigation in 2018 EqlA:</p> <ul style="list-style-type: none"> S106 funding contributions to Greenwich Local Labour and Business to be ring fenced for SSQ employees. <p>Actioned mitigation 2018-2021:</p> <ul style="list-style-type: none"> A £500,000 contribution is being made under the S106 towards Greenwich Local Labour and Business Service. The S106 (Schedule 6) obligates SSQLLP to use reasonable endeavours to promote and recruit employees, contractors and sub-contractors from the local area. The Development will provide new employment opportunities both during construction and on completion. The S106 (Schedule 6) requires the Development to submit a Construction Employment Plan, which will include the following objectives: a minimum number of apprentices; to support the local supply chain; to partner with an appropriate college or school within the borough to deliver work placements within the development; to set a target for employing 18-25 year olds. Existing Council initiatives to support people into employment are available for those at risk of unemployment. These include a GLLaB funded 'Building Green Skills Youth Training Camp' to support young people aged 18 to 24 into the sustainable construction jobs. Other work includes developing apprenticeships for construction linking with the Mayor's Construction Academy⁶² at South east London college sites including Shooters Hill sixth form college and through Youthbuild UK⁶³. 	<p>The closure of business is likely to result in a disproportionate effect on BAME employees. A number of existing Council initiatives and commitments as part of S111/s106 agreement will minimise adverse impacts. However, much depends on the on the success of the FRS and other measures in successfully relocating businesses within Woolwich. Therefore, there is an assumption that there will be a potential negative effect on BAME employees in the area. This should be monitored closely as the development progresses</p> <p>Overall outcome:</p> <ul style="list-style-type: none"> Potential negative effect

⁶² [The Mayor's Construction Academy | London City Hall](#)

⁶³ [Homepage - Youthbuild UK \(ybuk.org\)](#)

Impact	Affected group(s)	Embedded mitigation	Recommended and actioned mitigation	Residual effect
<p>New employment opportunities during construction and operation stages</p> <p><i>(indirect effect of CPO)</i></p>	Young people, BAME groups, people with disabilities	Creation of new jobs as a result of development construction and completion.	<p>Recommended mitigation in 2018 EqIA:</p> <ul style="list-style-type: none"> A local employment and procurement policy should be produced. To include a requirement for contractors to adhere to national or local schemes to promote employment amongst under-represented equality groups, e.g. the Disability Two Ticks scheme. <p>Actioned mitigation 2018-2021:</p> <ul style="list-style-type: none"> The S106 (Schedule 6) obligates SSQLLP to use reasonable endeavours to promote and recruit employees, contractors and sub-contractors from the area of the Borough required for and during the construction of the development. A return is to be filed every six months recording the level of local employment. The development will provide new employment opportunities both during construction and on completion. An estimated 654 (net direct) Full Time Equivalent ('FTE') new jobs (annual) will be created during the construction and an estimated 219 net direct (FTE) permanent jobs created on operation following completion. The S106 (Schedule 6) requires the Development to submit a Construction Employment Plan. Existing Council initiatives to support people into construction employment are available. These include a GLLaB funded 'Building Green Skills Youth Training Camp' to support young people aged 18 to 24 into the sustainable construction jobs. Other work includes developing apprenticeships for construction linking with the Mayor's Construction Academy⁶⁴ at South east London college sites including Shooters Hill sixth form college and through Youthbuild UK⁶⁵. 	<p>The development is estimated to create 654 jobs during construction. The existing initiatives in place through GLLaB and the Mayor's Construction Academy alongside commitments in the S111/106 should result in positive effects overall. However, it is recommended that BAME representation amongst employees is monitored.</p> <p>Overall outcome:</p> <ul style="list-style-type: none"> Potential positive effect

⁶⁴ [The Mayor's Construction Academy | London City Hall](#)

⁶⁵ [Homepage - Youthbuild UK \(ybuk.org\)](#)

Impact	Affected group(s)	Embedded mitigation	Recommended and actioned mitigation	Residual effect
Community				
Loss of shops and businesses providing current mix of culturally specific services and goods <i>(direct effect of CPO)</i>	BAME community living in close proximity to the site; particularly Black African residents who rely on businesses for specific services	N/A	<p>Recommended mitigation in 2018 EqIA:</p> <ul style="list-style-type: none"> Marketing and advertising advice to business so to ensure existing and new customers are made aware of relocations of businesses <p>Actioned mitigation 2018-2021:</p> <ul style="list-style-type: none"> Retail Revival has been appointed as an independent business advisor available to businesses within the Woolwich Exchange development. Retail Revival's focus is on working with businesses to assist them in the transition to new accommodation, advising on marketing and advertising to retain customers but also secure new custom. The Council will explore options for relocating businesses within Woolwich. This would help to maintain a community of businesses providing goods and services serving a community with a shared cultural connection. Business occupiers will receive assistance in relocating to alternative accommodation through the FRS. It is hoped that a number of businesses will be able to relocate, and that the local Black African community continue to be well-provided for. A monitoring report is to be submitted every quarter (S106 Schedule 12). The monitoring report is to review the effectiveness of the implementation of the FRS and identify whether any changes are required to improve its effectiveness. 	<p>The Council will explore options for relocating businesses within Woolwich. This would help to maintain a community of businesses providing goods and services serving a community with a shared cultural connection. The FRS will provide assistance for businesses to relocate. It is acknowledged that it is unlikely that all existing businesses will be able to relocate, or those which can relocate, move into the same locality. However, the majority of the existing services on offer at the Woolwich Exchange site are provided in other parts of the town centre.</p> <p>Overall outcome:</p> <ul style="list-style-type: none"> Potential negligible effect
Loss of places of worship due to closure of units <i>(direct effect of CPO)</i>	Religious groups using places of worship on the existing site.	N/A	<p>Recommended mitigation in 2018 EqIA:</p> <ul style="list-style-type: none"> Engage with place of worship in existing site to understand the effects of the CPO. Provide support and advice on relocation options. 	The CPO could result in the loss of place of worship for some religious groups that currently congregate and worship on the existing site. Negative impacts could be minimised through the successful

Impact	Affected group(s)	Embedded mitigation	Recommended and actioned mitigation	Residual effect
			Actioned mitigation 2018-2021: <ul style="list-style-type: none"> The FRS will assist all existing community groups within the Woolwich Exchange Site. Alternative accommodation will be sourced, and details circulated, with assistance provided in securing a change of use where necessary. The new development will also offer an opportunity for religious groups to continue to operate from new community space within the Woolwich Exchange Site. An opportunity may exist for religious groups to use the Cinema being delivered within the development. The Council will also provide details of accommodation which will be available on short term hires, such as school buildings and other community facilities which can be rented for periods of time in evenings and weekends 	<p>relocation of groups into alternative accommodation as well as the use of community and cinema space for religious services within the new development.</p> <p>This should be monitored closely as the development progresses.</p> <p>Overall outcome: Potential negative effect</p>
Loss of health care services due to closure of units <i>(direct effect of CPO)</i>	Those who are more dependent on health care facilities including children, older people and disabled people	N/A	Recommended mitigation in 2018 EqIA: <ul style="list-style-type: none"> Ensure reprovision of health care services on-site or in the local vicinity Actioned mitigation 2018-2021: <ul style="list-style-type: none"> Newsteer and the Council has been working actively with the Woolwich Dental Practice to secure alternative accommodation. The S106 agreement (Schedule 14) provides for the option of a healthcare facility to be housed in the new development. If this is not possible a commuted sum of £1,332,499 is to be paid. The Developer can elect at any time to pay the commuted sum in lieu of delivering a healthcare facility within the development albeit their preference is to deliver the new facility. 	<p>It is likely that healthcare services will be re-provided in the local area and would be of higher quality than existing provision.</p> <p>Overall outcome:</p> <ul style="list-style-type: none"> Potential negligible/positive effect (dependent on successful relocation of dental practice)
New leisure, recreational, and shopping facilities	Potential effects on all groups	New leisure, recreation, and shopping facilities to be included as part of redevelopment.	Recommended mitigation in 2018 EqIA: <ul style="list-style-type: none"> Effective engagement with local community to ensure that appropriate mix of services provided on site and those that are lost provided elsewhere 	A public consultation exercise was undertaken as part of the planning application to obtain input from the local

Impact	Affected group(s)	Embedded mitigation	Recommended and actioned mitigation	Residual effect
<i>(indirect effect of CPO)</i>			<p>Actioned mitigation 2018-2021:</p> <ul style="list-style-type: none"> A public consultation exercise was undertaken as part of the planning application to obtain input from the local community as to the uses they wished to see delivered as part of the development. The new development provides for small retail units to be delivered as part of the retail mix. 500 sq. m. of retail accommodation with be small retail space with unit sizes no greater than 80 sq. m. so to provide opportunities for local micro, small and medium-sized enterprises and vary the retail mix and offer of the Development. The units will also provide an opportunity for existing retailers within the site to move back into the development. The scheme delivers a Cinema and food and beverage offer to activate the high-time economy. Community accommodation is to be delivered within the development. 	<p>community as to the uses they wished to see delivered as part of the development.</p> <p>The new development will include facilities that can be shared by groups with protected characteristics. However, the extent of the positive effect will depend on the mix of type and usage of shops, businesses, and facilities on offer.</p> <p>Overall outcome:</p> <ul style="list-style-type: none"> Potential positive effect
<p>Improved public realm and playspace</p> <p><i>(indirect effect of CPO)</i></p>	<p>Disabled people, older people, women and other groups in terms of accessibility and safety benefits</p> <p>Children will benefit from increased dedicated playspace for 0-11 years old on-site and over 12s through CIL</p>	<p>Children's playspace to be provided on site for 0-11 year olds. Off-site provision for over 12s to be provided as part of the CIL and S106 Financial Contributions</p>	<p>Recommended mitigation in 2018 EqIA:</p> <ul style="list-style-type: none"> Ensure that public realm is available and accessible to the wider community and that effective engagement is undertaken to identify needs <p>Actioned mitigation 2018-2021:</p> <ul style="list-style-type: none"> The S106 (Schedule 8) requires the Developer to provide an Open Space Management Plan. This will set out the way in which the Developer will manage the Open Space, ensuring it that it is remains open and fully accessible to the whole community into perpetuity. 	<p>The development will improve access to and quality of public space, including a public square, shelter from the road, and access to amenities.</p> <p>Incorporation of an inclusive design framework into the Open Space Management Plan would help to maximise benefits for disabled people, older people, women or children from utilising the new public space. The Open Space Management Plan should also be developed in consultation with the local community.</p>

Impact	Affected group(s)	Embedded mitigation	Recommended and actioned mitigation	Residual effect
				Overall outcome: <ul style="list-style-type: none"> Potential positive effect
Environmental impacts of construction work on health and well-being of residents <i>(indirect effect of CPO)</i>	All groups, especially older people, disabled people, people with long-term limiting illnesses and pregnant women or children would be affected.	Construction Management Plan	(Newly identified impact in EQIA update) <ul style="list-style-type: none"> The construction management plan and traffic management plans for the scheme will include a range of measures to mitigate and control environmental and traffic-related impacts. Contractors will be required to sign up to the Considerate Constructor's Scheme. The Council's Planning enforcement team are able to employ a range of enforcement powers should a breach of planning conditions associated with construction occur. 	<p>During construction of the new development properties on Spray Street and Burrage Road are likely to experience noise, air quality and access impacts. Construction and traffic management plans are in place to minimise effects.</p> <p>However, it is recommended that cumulative effects of construction on residential properties be taken into account as a result of further development in the area.</p> <p>Overall outcome: <ul style="list-style-type: none"> Potential negligible effect </p>
Effective consultation and community engagement <i>(indirect effect of CPO)</i>	All groups including those with protected characteristics who are traditionally 'hard to reach' in terms of engagement. This can include young people and BAME groups.	Business engagement advisor appointed to work with businesses.	Recommended mitigation in 2018 EqIA: <ul style="list-style-type: none"> Develop engagement strategy for engaging with groups affected by the CPO process taking into account diversity. Actioned mitigation 2018-2021: <ul style="list-style-type: none"> Retail Revival, has sought to contact all occupiers within the Woolwich Exchange site. In an effort to reach all businesses, they have visited all premises to introduce themselves and explain the service they provide. This engagement will continue throughout the CPO process. 	<p>Communication has been frequent, and Retail Revival has supported business with one to one advisors. However, feedback from the EQIA surveys shows that many business owners feel that lack of a communication is a problem and therefore a review may be needed as to whether the type of communication undertaken has been appropriate to meet the needs of business owners on site.</p> <p>Overall outcome:</p>

Impact	Affected group(s)	Embedded mitigation	Recommended and actioned mitigation	Residual effect
			<ul style="list-style-type: none"> Where requested, all written communication has been translated and issued in the language of the owner or occupier. To date, letters have been provided in Bengali, Kurdish, Cantonese and Nepalese. 	<ul style="list-style-type: none"> Potential positive effect



Conclusions and
further
recommendations

08

8. Conclusions

8.1 Conclusions

The exercise of compulsory purchase powers will enable the Woolwich Exchange site to be brought under the Developer's control, enabling the development to contribute to the improvements in the area through a net increase in housing, new employment opportunities associated with the construction and the completed development, new leisure and recreational facilities as well as the additional expenditure in the area. The CPO will help move the project forward towards realising the identified positive equality effects arising from the planned development, including:

- A net increase of 788 residential properties on-site. This includes family housing, affordable and adaptable housing which can be of particular benefit to protected characteristic groups living in the area. However, it recognised that affordability barriers may make it harder for certain groups, including low-income BAME households, children living in low-income households and (mainly female-headed) single parent households, from sharing in this benefit. It remains the responsibility of the Council to enable equal access to housing in the borough and to ensure that affordability and shared ownership targets of the development are met..
- An improved public realm, in terms of safety, crime, accessibility and connectivity to public transport. People sharing equality protected characteristics are likely to be able to share in these benefits.
- Increased recreational and leisure activities including cinema, restaurants, bars and children's playspace, etc. as well as enhancement of the night-time economy.
- Employment creation in construction, as well as new retail and service jobs on the completed site. Businesses workspace will create further employment opportunities. Successful relocation of businesses using the FRS should help to maintain employment for those currently employed on-site.

The Council and Developer have demonstrated due regard to the PSED through a number of targeted actions since the initial EQIA report produced in 2018. These include:

- Retail Revival has been appointed as an independent business advisor available to businesses within the Woolwich Exchange development. Retail Revival's focus is on working with businesses to assist them in the transition to new accommodation, advising on marketing and advertising to retain customers but also secure new custom.
- The new development was redesigned to provide for small retail units to be delivered as part of the retail mix. 500 sq. m. of retail accommodation with be small retail space with unit sizes no greater than 80 sq. m. so to provide opportunities for local micro, small and medium-sized enterprises and vary the retail mix and offer of the Development. The units will also provide an opportunity for existing retailers within the site to move back into the development.
- The new development will also offer an opportunity for religious groups to continue to operate from new community space within the Woolwich Exchange Site.
- Under the S111/106 agreement the Developer will be required to implement the FRS which includes providing relocation assistance to all residential tenants, businesses and community groups and residents on the existing site;
- The S111/106 (Schedule 6) requires the Developer to submit a Construction Employment Plan, which will include the following objectives: a minimum number of apprentices; to support the local supply chain; to partner with an appropriate college or school within the borough to deliver work placements within the development; to set a target for employing 18-25 year olds.
- A £500,000 contribution is being made under the S111/106 towards Greenwich Local Labour and Business Service, the services of which will be available to those businesses affected by the CPO.
- Where requested, all written communication has been translated and issued in the language of the owner or occupier. To date, letters have been provided in Bengali, Kurdish, Cantonese and Nepalese.

The assessment of impacts shows that there are some direct potential negative effects associated with the CPO where embedded mitigation and further measures developed since 2018 have resulted in further minimising impacts. This is such that the equality effects associated with the following impacts are likely to be **negligible**:

- Loss of private rental accommodation on-site affecting existing BAME tenants and in particular, those with children. The FRS and the Council provide support to residents in finding alternative accommodation that best meets their needs. However, it is recognised that the CPO will result in an overall net increase in residential properties which will benefit the wider community including those with protected characteristics.
- Loss of healthcare facilities on site. This could also be a positive effect if new accommodation for Woolwich Dentist Practice is an improvement on existing accommodation used by the practice.
- A loss of shops and services providing current mix of culturally specific services and goods as well as potential loss of cultural and social connections. However, there is also the potential for positive effects as a result of the opportunity for new accommodation with improved facilities

However, there remains some residual potential **negative** effects of the scheme. The extent to which these effects can be minimised will depend on the successful implementation of the FRS and measures set out under the s106/s111 agreement. The Council should ensure that these measures are implemented and monitored to keep adverse impacts to a minimum:

- Potential closure of BAME owned businesses where businesses are not eligible for compensation. It is considered that the successful relocation of existing businesses will also depend, in part, on the flexibility of individual businesses, some of which are specific in terms of where they consider an appropriate location for their business to operate successfully.
- Temporary or permanent loss of employment following closure or relocation of affected businesses amongst BAME employees of which 49% are Black African. Effects could be minimised should s106 funds be ringfenced.
- A loss of places of worship on-site. However, there is also the potential for positive effects as a result of the opportunity for new accommodation with improved facilities.
- Right to light injuries will occur in identified properties neighbouring the development site. A high-density scheme in a close urban setting which is replacing buildings predominantly two-storeys in height will result in impacts on neighbouring properties which cannot realistically be avoided. Property owners will be entitled to compensation for any reduction in the value of their property caused by the development. It is acknowledged where occupiers are tenants, they may not be the beneficiary of the compensation and that some tenants have protected characteristics that could make them more vulnerable to negative effects. This extent of this impact will be reviewed as more direct engagement takes place.

8.2 Further recommendations

In order to further minimise negative effects and enhance positive effects identified. The Council/Developer should seek to:

- Explore the early release of compensation payments. These payments are typically only paid after vacant possession is provided and therefore employing a policy to make payments to those eligible in advance of needing to vacate could be used to support a successful relocation i.e., to pay deposits, fund relocation expenses, etc.
- Through the Retail Revival meetings (or through other communications strategy) determine interest in an additional workshop on lease terms, the structure of a lease and best practice in respect of leasing commercial property. The workshop should be held in an inclusive way (e.g., considering participation of all interested parties including BAME business owners).
- The Council has started to explore options for relocating existing businesses on the site. It is recommended that a small working group is established to explore opportunities further once information on all options has been collated. A remit of this working group should be to explore options for relocating businesses within Woolwich, demonstrating efforts have been carried out to keep businesses together in the same areas as much as possible where owners consider it beneficial.

- Ensure support from Retail Revival is offered throughout the transition process, and during the first year of operations at the new location.
- Include specific targets for BAME apprentices, young people, and disabled people within the Construction Employment Plan.
- Continue with ongoing initiatives to support the relocation of places of worship currently on the site and/or identify opportunities for religious groups to continue to operate from the new development. Establish targets / KPIs with regards to the engagement with places of worship on the site.
- The communications strategy should also include provision for the local community (and especially Black African people) to propose ideas of how to maintain their local cultural connection with the site of the new development. Potentially use existing engagement programme through the Council.
- Develop an inclusive design framework for the public space design in order to ensure potential barriers that may prevent disabled people and older people from utilising the new public space have been considered.
- Review the communications strategy to ensure diversity is taken into account (e.g. if letters are required in different languages, it might be necessary to include an interpreter when carrying out engagement activities).
- Monitor further aspects associated with actions included in the FRS and s106/s111. For example, time taken to issues compensation payments, time spent on active engagement from the Council.
- Monitor the progress of the CPO with regards to relocation of private residential tenants and business occupiers where possible. This would help to determine the success of the FRS and other measures with regards to relocation of private tenants and help to develop best practice with regards to future developments
- Consider innovative solutions to improve reach to groups which are “traditionally” hard to reach (e.g. online resources to reach young people).
- Diversity monitoring should be taken for all engagement activities (i.e. attendance list, % of people from BAME backgrounds, % older people, etc).

The EQIA is a predictive assessment and considers the effects of the CPO on groups of people rather than on individuals. The recommendations outlined are therefore suggested to minimise effect on recognised groups with protected characteristics living, working and visiting the area at the time of the assessment.

This EQIA should be considered as a live document, and should be updated, refreshed and the actions within it monitored on a regular basis. This should include a monitoring update on the status of identified potential impacts and associated mitigation. This may result in updates both to assessment of the impacts and to the recommendations relating to the proposed mitigation measures.

Appendices

09

Appendix A Surveys

A.1 Business Survey

This survey is being conducted by AECOM who have been commissioned by Royal Borough of Greenwich Council to complete an Equalities Impact Assessment to help them better understand the ownership and use of businesses and organisations within the area and to determine the potential impacts of a planning application for this area. This survey is part of the standard consultation process undertaken with any community affected by a large development proposal. All responses are confidential, and no individual will be identified. The survey will take no longer than 10 minutes.

[QUESTIONNAIRE TO INCLUDE BOXES AT TOP FOR INTERVIEWER TO COMPLETE RELEVANT FIELDS:]

BUSINESS ID

BUSINESS NAME

BUSINESS LOCATION AND POSTCODE

DATE AND TIME

INTERVIEWER INITIALS

- 1) What is your position within the business/organisation? **SINGLE CODE**
 1. I own the business/organisation
 2. I am the business manager
 3. Other – I have the permission of the owner or manager to respond to this survey
 4. **ANY OTHER RESPONSES- PLEASE CLOSE**

- 2) What is the leasehold status of your premises? **SINGLE CODE**
 1. Freeholder
 2. Main leaseholder
 3. Sub-leaseholder
 4. License-holder for a market stall
 5. Don't know

- 3) Which of the following best fit the category this organisation fits into: **SINGLE CODE**
 1. Independent shop or business
 2. Franchise
 3. Local outlet of a national chain
 4. Market stall
 5. Community organisation
 6. Religious organisation
 7. Other (Please specify) **OPEN BOX**

- 4) What is the nature of the business/service(s) provided? Please use the space below to provide more detail. **SINGLE CODE**
 1. Bar
 2. Beauty/hair salon
 3. Betting shop
 4. Clothing/shoe shop
 5. Community organisation / charity / advice services
 6. Fast food outlet/takeaway

7. Financial services (including money transfer services, pawn shops)
8. Health care
9. Leisure facility
10. Mobile phone shop / electrical goods
11. Newsagent
12. Religious organisation
13. Restaurant
14. Specialist food shop
15. Supermarket/general food shop
16. Trades and other services
17. Other (Please specify) **OPEN BOX**

5) How long has the business/organisation operated in its current premises? **SINGLE CODE**

1. Less than 12 months
2. Between one and two years
3. Between three and five years
4. Between six and ten years
5. More than ten years

6) Including yourself how many people are employed at the premises? **SINGLE CODE PER ROW**
ROWS

1. Full-time (31 hours a week or more)
2. Part-time (30 hours a week or less)
3. Prefer not to say

COLUMNS

4. One person
5. Between two and five people
6. Between six and ten people
7. Between eleven and twenty
8. More than twenty people

7) What is your current working pattern?

1. Full-time
2. Part-time
3. Prefer not to say

8) Please indicate how far you agree with each of the following statements: **SINGLE CODE PER ROW**
ROWS

1. Most of our customers/clients are from the local community
2. This business provides goods or services that serve the needs of people from a shared ethnic background
3. This business provides goods or services that serve the needs of people with a shared religious identity
4. This business forms part of a community of other nearby businesses that primarily cater to people from the same shared cultural or religious background

COLUMNS

1. Agree strongly
2. Agree
3. Neither agree nor disagree
4. Disagree
5. Disagree strongly

- 9) Thinking about the area as a location for business how do you rate it on each of the following where 1 is very poor and 5 is very good. **SINGLE CODE PER ROW**

ROWS

1. Transport links
2. Availability of commercial units
3. Competitive rental rates of commercial units
4. Existing level of footfall
5. Hub for culturally specific shops and service-providers
6. General attractiveness as destination

COLUMNS

7. Very poor
8. Poor
9. Average
10. Good
11. Very good

- 10) There are proposed plans to redevelop the area **[SHOW MAP]** as part of Spray Street Quarter. Were you aware of this before today? **SINGLE CODE**

1. Yes
2. No
3. Don't know

- 11) Have you (or your organisation) participated in any consultation activities organised over the last year by the Developers (St Modwens and Notting Hill Housing)? **SINGLE CODE**

1. Yes- **OPEN BOX TO CAPTURE FURTHER DETAILS**
2. No
3. Don't know

- 12) If the development obtains planning permission and goes ahead, what would be the preferred option for your business? **SINGLE CODE**

1. Relocate your business within Woolwich
2. Relocate your business within the Royal Borough of Greenwich
3. Relocate your business elsewhere (outside of this borough)
4. Close your business
5. Other (please specify) **OPEN BOX**

- 13) Are you confident that the business could be set up elsewhere

1. Yes (Please explain why) **OPEN BOX**
2. No (Please explain why not) **OPEN BOX**

- 14) If the development progresses what measures (if any) do you consider would be helpful in enabling you to continue to operate your business?

COLUMNS

1. Please choose all of those that you would find useful
2. Please choose the one option you would find most useful

ROWS

1. Business advice
2. Assistance in finding alternative accommodation
3. Affordable business space
4. Support with the upfront costs (e.g. help with shop fit out costs)
5. Other (please state)

15) Do you have any other comments regarding the proposed development and any potential impact on your business?

1. OPEN ENDED RESPONSE

16) Do you or anyone else live within the premises under your freehold/leasehold?

1. Yes I live here [PLEASE SKIP TO Q1 OF THE RESIDENTS SURVEY AND MAKE SURE THEY ANSWER THE QUESTIONS IN THE DIVERSITY QUESTIONNAIRE ONCE]
2. Yes someone else lives here [RECORD INFORMATION AND ARRANGE RESIDENTS SURVEY WITH THEM]
3. No [CONTINUE TO Q17 – DIVERSITY QUESTIONNAIRE]

17) Do you have any other businesses within the Woolwich area from which you trade?

1. Yes (Please state business name(s) and postcode(s))
2. No

DIVERSITY QUESTIONNAIRE - TO BE ANSWERED BY OWNER/PROPRIETOR ONLY (CODE 1 AT Q1)

By answering these optional questions, you will help Greenwich Council ensure that their consideration of the planning application is informed by a good understanding of the diversity characteristics of those directly affected by the development. All information will be treated in the strictest of confidence and will only be used to inform the Equality Impact Assessment (EqIA).

18) Please record gender; SINGLE CODE

1. Male (including trans man)
2. Female (including trans woman)
3. Other gender identity (e.g. Transsexual, Transgender, Intersex, Androgyne person)
4. Prefer not to say

19) What is your age group? SINGLE CODE

1. Under 18
2. 18-24
3. 25-34
4. 35-44
5. 45-54
6. 55-64
7. 65-74
8. 75 +
9. Refused / /Prefer not to say

20) Which of the following ethnic groups do you feel you belong to? SINGLE CODE

1. White: English/Welsh/Scottish/Northern Irish/British
2. White: Irish
3. White: Gypsy or Irish Traveller
4. White: Other White
5. Mixed/multiple ethnic group: White and Black Caribbean
6. Mixed/multiple ethnic group: White and Black African
7. Mixed/multiple ethnic group: White and Asian
8. Mixed/multiple ethnic group: Other Mixed
9. Asian/Asian British: Indian
10. Asian/Asian British: Pakistani
11. Asian/Asian British: Bangladeshi
12. Asian/Asian British: Chinese
13. Asian/Asian British: Other Asian

14. Black/African/Caribbean/Black British: African
15. Black/African/Caribbean/Black British: Caribbean
16. Black/African/Caribbean/Black British: Other Black
17. Arab
18. Latin American
19. Other Ethnic Group (please specify)
20. Refused/Prefer not to say

21) To the best of your knowledge, to which ethnic groups do the other employees of this business belong? Please provide a count of employees (full time and part time) against each category.

1. Mixed/Multiple Ethnic Groups
2. Asian/Asian British
3. Black/African/Caribbean/Black British
4. Arab
5. Latin American
6. Other -(Please specify) **OPEN BOX**
7. Refused/Prefer not to say

22) Are you a refugee or asylum seeker?

1. Yes (Please specify which country or region **OPEN BOX**)
2. No

23) Do you or any of your employees have a disability? Single code

[READ OUT FOLLOWING IF REQUIRED] In the Equality Act 2010, a person has a disability if:

- *they have a physical or mental impairment*
- *the impairment has a substantial and long-term adverse effect on their ability to perform normal day-to-day activities. For the purposes of the Act, these words have the following meanings*
- *'substantial' means more than minor or trivial*
- *'long-term' means that the effect of the impairment has lasted or is likely to last for at least twelve months (there are special rules covering recurring or fluctuating conditions)*
- *day-to-day activities' include everyday things like eating, washing, walking and going shopping]*

1. Yes I have a disability (please describe the nature of the disability below) **OPEN BOX**
[Interviewer to capture information is respondent is willing to provide]
2. Yes, an employee has a disability (please describe the nature of the disability below)
OPEN BOX [Interviewer to capture information is respondent is willing to provide]
3. No
4. Prefer not to say

If yes, please describe the nature of the disability below:

24) What is your religion?

1. Christianity
2. Hinduism
3. Islam
4. Sikhism
5. Judaism
6. Buddhism
7. Rastafarianism
8. No religion
9. Other (please specify)
10. Refused/Prefer not to say

25) What is your sexual orientation?

1. Heterosexual
2. Gay woman/lesbian
3. Gay man
4. Bisexual
5. Other
6. Prefer not to say

INTERVIEWER TO SHOW HANDOUT LEAFLET- THANK AND CLOSE

IF RESPONDENT INDICATED THAT PEOPLE LIVE ON THE PREMISES (CODE 1 AT Q12), PLEASE
COMPLETE THE RESIDENTIAL QUESTIONNAIRE.

A.2 Residential Survey

A planning application was submitted to Royal Borough of Greenwich Council by St Modwens and Notting Hill Housing in December 2017. As part of the consideration of the application, Royal Borough of Greenwich Council has asked AECOM to prepare an Equalities Impact assessment in order to enable the council to better understand who will be affected by the proposals. This will support the council to carry out its Public Sector Equality Duty.

This questionnaire is for residents of homes on the proposed redevelopment site. A separate questionnaire has been prepared for businesses, currently operating within the site. Residents who also run businesses on the site are invited to answer questions relating to both their home and their business.

This survey is part of the standard consultation process undertaken with any community affected by a redevelopment proposal. All responses are confidential, and no individual will be identified. The survey will take no longer than 10 minutes.

[QUESTIONNAIRE TO INCLUDE BOXES AT TOP FOR INTERVIEWER TO COMPLETE RELEVANT FIELDS:

PROPERTY ID
ADDRESS INCLUDING POSTCODE
DATE AND TIME
INTERVIEWER INITIALS

26) What type of accommodation is this? SINGLE CODE

1. House
2. Flat
3. Other OPEN BOX

27) How long have you lived at this address? SINGLE CODE

1. Less than 12 months
2. 1 – 2 years
3. 2 – 5 years
4. 5-10 years
5. more than 10 years

28) How many people live at the address? (include all adults and children, including new babies)

DROP DOWN BOX 1 2-3-4-5-6-7-8-9+

29) How many dependent children (under the age of 18) usually live here? Single code

DROP DOWN BOX 0 1 2-3-4-5-6-7-8-9+

30) How many members of the household are aged 65 or over?:

DROP DOWN BOX 0 1 2-3-4-5-6-7-8-9+

31) Is any member of the household expecting a baby or had a baby in the last 12 months? SINGLE CODE

1. Yes
2. No

32) Does your household own or rent this accommodation? Single code

1. Owns (outright or with a mortgage or loan) [GO TO _Q11]
2. Part owns and part rents (shared ownership) [GO TO _Q11]

3. Rents (with or without housing benefit) [GO TO _Q8]
4. Lives here rent free [GO TO _Q8]

33) Who is your landlord? **SINGLE CODE**

1. Private landlord or letting agency
2. Employer of a household member
3. Relative or friend of a household member
4. Other
5. Prefer not to say

34) If the planning application is approved, the redevelopment of the scheme will require you to seek new accommodation elsewhere. **In the case of the proposed development proceeding, where would you seek new accommodation?** **SINGLE CODE**

1. In the immediate neighbourhood (within a 10 minute walk of this address)
2. Elsewhere within Woolwich
3. Elsewhere in Royal Borough of Greenwich
4. Elsewhere in London
5. Outside London

35) **Do any of the following apply, which might affect your choice of new accommodation?**

MULTI CODE

1. Unlikely to be able to afford rent for other housing in local area
2. Want to apply for affordable housing (council or new affordable rent)
3. Want to seek part rent – part buy housing
4. Have current use of a garden
5. Have current use of residents parking
6. Home is shared by extended family
7. Provide care to a family member/ relative living nearby
8. Receive care from a family member/relative living nearby

[GO TO _Q13]

36) If the planning application is approved, the redevelopment of the scheme will require vacant possession of the property by the Developer, either through private negotiations or through a Compulsory Purchase Order Process. This would require that you seek new accommodation elsewhere. **Would you seek new accommodation?:** **SINGLE CODE**

1. Within the future new development
2. In the immediate neighbourhood (within, say, a 10 minute walk of this address)
3. Elsewhere within the Woolwich area
4. Elsewhere in Royal Borough of Greenwich
5. Elsewhere in London
6. Outside London

37) **Do any of the following apply, which might affect the type of new home you look for?** **MULTI CODE**

1. Have current use of a garden
2. Have current use of residents parking
3. Provide care to a family member/ relative living nearby
4. Receive care from a family member/relative living nearby
5. Unlikely to be able to afford new equivalent home in local area
6. Require new home that also includes space for business (e.g. shop with flat above)
7. Home is shared by extended family

38) **Do you (or any member of your household) have any long-standing illness, disability or infirmity?**
By long standing I mean anything that has troubled them for a period of at least 12 months or that is likely to affect them over a period of at least 12 months?

[READ OUT FOLLOWING IF REQUIRED] *In the Equality Act 2010, a person has a disability if:*

- *they have a physical or mental impairment*
- *the impairment has a substantial and long-term adverse effect on their ability to perform normal day-to-day activities. For the purposes of the Act, these words have the following meanings*
- *'substantial' means more than minor or trivial*
- *'long-term' means that the effect of the impairment has lasted or is likely to last for at least twelve months (there are special rules covering recurring or fluctuating conditions)*
- *day-to-day activities' include everyday things like eating, washing, walking and going shopping]*

SINGLE CODE

1. Yes [GO TO _Q14]
2. No [GO TO _Q18]
3. Prefer not to say [GO TO _Q18]

39) What is the nature of this disability?

OPEN BOX [Interviewer to capture information if respondent is willing to provide]

40) Does this illness or disability limit your/their activities in any way? SINGLE CODE

1. Yes
2. No
3. Don't know
4. Prefer not to say

41) Does this illness or disability make it necessary to have specially adapted accommodation?

SINGLE CODE

1. Yes
2. No
3. Don't know
4. Prefer not to say

42) Is your accommodation suitable for the person(s) who has/have this illness or disability?

SINGLE CODE

1. Yes
2. No
3. Don't know
4. Prefer not to say

43) Do you or another member of your household own a business at in the Spray Street area?

1. Yes [Please complete Business Survey and Diversity questionnaire]
2. No

DIVERSITY QUESTIONNAIRE

By answering these optional questions, you will help Greenwich Council ensure that their consideration of the planning application is informed by a good understanding of the diversity characteristics of those directly affected by the development. All information will be treated in the strictest of confidence and will only be used to inform the Equality Impact Assessment (EqIA).

By answering these optional questions, you will help Greenwich Council ensure that their consideration of the planning application is informed by a good understanding of the diversity characteristics of those directly affected by the development. All information will be treated in the strictest of confidence and will only be used to inform the Equality Impact Assessment (EqIA).

44) Please record gender; SINGLE CODE

5. Male (including trans man)
6. Female (including trans woman)

7. Other gender identity (e.g. Transsexual, Transgender, Intersex, Androgyne person)
8. Prefer not to say

45) What is your age group? **SINGLE CODE**

10. Under 18
11. 18-24
12. 25-34
13. 35-44
14. 45-54
15. 55-64
16. 65-74
17. 75 +
18. Refused / /Prefer not to say

46) Which of the following ethnic groups do you feel you belong to? **SINGLE CODE**

21. White: English/Welsh/Scottish/Northern Irish/British
22. White: Irish
23. White: Gypsy or Irish Traveller
24. White: Other White
25. Mixed/multiple ethnic group: White and Black Caribbean
26. Mixed/multiple ethnic group: White and Black African
27. Mixed/multiple ethnic group: White and Asian
28. Mixed/multiple ethnic group: Other Mixed
29. Asian/Asian British: Indian
30. Asian/Asian British: Pakistani
31. Asian/Asian British: Bangladeshi
32. Asian/Asian British: Chinese
33. Asian/Asian British: Other Asian
34. Black/African/Caribbean/Black British: African
35. Black/African/Caribbean/Black British: Caribbean
36. Black/African/Caribbean/Black British: Other Black
37. Arab
38. Latin American
39. Other Ethnic Group (please specify)
40. Refused/Prefer not to say

47) To the best of your knowledge, to which ethnic groups do the other employees of this business belong? Please provide a count of employees (full time and part time) against each category.

1. Mixed/Multiple Ethnic Groups
2. Asian/Asian British
3. Black/African/Caribbean/Black British
4. Arab
5. Latin American
6. Other -(Please specify) **OPEN BOX**
7. Refused/Prefer not to say

48) Are you a refugee or asylum seeker?

3. Yes (Please specify which country or region **OPEN BOX**)
4. No

49) What is your religion?

11. Christianity
12. Hinduism
13. Islam

14. Sikhism
15. Judaism
16. Buddhism
17. Rastafarianism
18. No religion
19. Other (please specify)
20. Refused/Prefer not to say

50) What is your sexual orientation?

1. Heterosexual
2. Gay woman/lesbian
3. Gay man
4. Bisexual
5. Other
6. Prefer not to say

INTERVIEWER TO SHOW HANDOUT LEAFLET- THANK AND CLOSE

IF RESPONDENT INDICATED THAT THEY OWN A BUSINESS IN THE AREA (CODE 1 AT Q18), PLEASE COMPLETE THE BUSINESS QUESTIONNAIRE.

A.3 On-Street Survey

This survey is being conducted by AECOM who have been commissioned by Royal Borough of Greenwich Council to complete an Equalities Impact Assessment to help them better understand the use of businesses and facilities within the area. This survey is part of the standard consultation process undertaken with any community affected by a large development proposal. All responses are confidential, and no individual will be identified. The survey will take no longer than 10 minutes.

[QUESTIONNAIRE TO INCLUDE BOXES AT TOP FOR INTERVIEWER TO COMPLETE RELEVANT FIELDS]:

SURVEY LOCATION [please state name of closest shop or business]

POSTCODE

DATE AND TIME

INTERVIEWER INITIALS

INTERVIEWER TO SHOW MAP OF SPRAY STREET QUARTER AREA

51) How often do you visit the area shown on the map? **SINGLE CODE**

1. I live here
2. Everyday
3. Every week
4. Less than once a week
5. This is my first time visiting this area
6. Don't know

[IF ANSWER IS 4, 5 OR 6 THEN END SURVEY. IF ANSWER IS 1, 2 OR 3 CONTINUE TO QUESTION 2]

52) What is your home postcode?

OPEN BOX [Interviewer to ask for address if postcode is unknown]

53) How do you usually travel to the area shown on the map [Interviewer to specify the name of street you are on]? If more than one then please state the main mode of travel i.e. the one you used to travel the longest distance.

1. Walk
2. Cycle
3. Car
4. Bus
5. DLR
6. Train
7. Taxi
8. Other (please specify)

54) Did you travel to Woolwich today specifically to visit a business, shop or organisation in the Spray Street Area?

1. Yes this is the main purpose of my visit to Woolwich today **(GO TO Q5)**
2. No I am mainly visiting for a different purpose **(GO TO Q6)**
3. Don't know/prefer not to say **(GO TO Q6)**

55) Which particular business(es) have you specifically travelled to the area (shown on the map) for today?

OPEN BOX

56) For what purpose(s) do you usually visit the area shown on the map? **MULTI CODE**

1. Visit friends and family
2. Health care
3. Shopping
4. Worship/religious services
5. Leisure/entertainment
6. Education
7. Employment
8. Hair and Beauty
9. Eating at a restaurant
10. Take-away food
11. Banking or Financial
12. Trades and other services i.e. car repair etc.
13. Shipping services
14. Pass through on the way to another destination
15. To catch bus/DLR
16. Personal reasons
17. Don't know

57) Are there any specific businesses or organisations that you use on a regular basis within the area shown on the map (i.e. once a month or more often)?

OPEN BOX (Interviewer to show business list and capture as much detail as possible)

58) Would you still be able to use the businesses or facilities you mentioned if they were relocated:

ROWS

1. Elsewhere in Woolwich
2. Elsewhere in Royal Borough of Greenwich
3. Elsewhere in London

COLUMN

1. Yes
2. No
3. Don't Know

OPEN BOX [for further comment or explanation]

59) Are there any businesses or services that you use in the area shown on the map for which there is no nearby alternative? SINGLE CODE

1. Yes (Please specify), [Interviewer to capture as much detail as possible]
2. No
3. Don't know

60) How do you rate this area for each of the following where 1 is very poor and 5 is very good?

SINGLE CODE PER ROW

1. Transport links
2. Proximity to your home
3. Community
4. Centre for culturally specific shops and services
5. Safety

61) There are proposed plans to redevelop the area [SHOW MAP] as part of Spray Street Quarter. Were you aware of this before today? SINGLE CODE

1. Yes
2. No
3. Don't know

62) Do you have any other comments regarding the proposed development and any potential impact on your day to day activities in the area?

OPEN BOX

DIVERSITY QUESTIONNAIRE

By answering these optional questions, you will help Royal Borough of Greenwich Council ensure that their consideration of the planning application is informed by a good understanding of the diversity characteristics of those directly affected by the development. All information will be treated in the strictest of confidence and will only be used to inform the Equality Impact Assessment (EqIA).

63) Please record gender; **SINGLE CODE**

- 9. Male (including trans man)
- 10. Female (including trans woman)
- 11. Other gender identity (e.g. Transsexual, Transgender, Intersex, Androgyne person)
- 12. Prefer not to say

64) What is your age group? **SINGLE CODE**

- 19. Under 18
- 20. 18-24
- 21. 25-34
- 22. 35-44
- 23. 45-54
- 24. 55-64
- 25. 65-74
- 26. 75 +
- 27. Refused / /Prefer not to say

65) Which of the following ethnic groups do you feel you belong to? **SINGLE CODE**

- 1. White: English/Welsh/Scottish/Northern Irish/British
- 2. White: Irish
- 3. White: Gypsy or Irish Traveller
- 4. White: Other White
- 5. Mixed/multiple ethnic group: White and Black Caribbean
- 6. Mixed/multiple ethnic group: White and Black African
- 7. Mixed/multiple ethnic group: White and Asian
- 8. Mixed/multiple ethnic group: Other Mixed
- 9. Asian/Asian British: Indian
- 10. Asian/Asian British: Pakistani
- 11. Asian/Asian British: Bangladeshi
- 12. Asian/Asian British: Chinese
- 13. Asian/Asian British: Other Asian
- 14. Black/African/Caribbean/Black British: African
- 15. Black/African/Caribbean/Black British: Caribbean
- 16. Black/African/Caribbean/Black British: Other Black
- 17. Arab
- 18. Latin American
- 19. Other Ethnic Group (please specify)
- 20. Refused/Prefer not to say

66) Are you a refugee or asylum seeker?

- 5. Yes (Please specify which country or region) **OPEN BOX**
- 6. No
- 7. Prefer not to say

67) Do you have a disability? **SINGLE CODE**

[READ OUT FOLLOWING IF REQUIRED] *In the Equality Act 2010, a person has a disability if:*

- *they have a physical or mental impairment*
 - *the impairment has a substantial and long-term adverse effect on their ability to perform normal day-to-day activities. For the purposes of the Act, these words have the following meanings*
 - *'substantial' means more than minor or trivial*
 - *'long-term' means that the effect of the impairment has lasted or is likely to last for at least twelve months (there are special rules covering recurring or fluctuating conditions)*
 - *day-to-day activities' include everyday things like eating, washing, walking and going shopping]*
1. Yes (please describe the nature of the disability below) **[Interviewer to capture information is respondent is willing to provide]**
 2. No
 3. Prefer not to say

68) What is your religion?

21. Christianity
22. Hinduism
23. Islam
24. Sikhism
25. Judaism
26. Buddhism
27. Rastafarianism
28. No religion
29. Other (please specify)
30. Refused/Prefer not to say

69) What is your sexual orientation?

1. Heterosexual
2. Gay woman/lesbian
3. Gay man
4. Bisexual
5. Other
6. Prefer not to say

INTERVIEWER TO SHOW HANDOUT LEAFLET- THANK AND CLOSE

Appendix B Plan of redevelopment area and business and residential interests



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