



HILLINGDON
LONDON

Impact Assessment

STEP A) Description of what is to be assessed and its relevance to equality

What is being assessed? Please tick ✓

Review of a service Staff restructure Decommissioning a service

Changing a policy Tendering for a new service A strategy or plan

The Hillingdon Local Plan: Part 1 - Strategic Policies was formally adopted by the Council on 8th November 2012 and sets out the Council's overall vision and objectives for future development in the borough. Together with the National Planning Policy Framework (NPPF) and London Plan, the Local Plan provides up-to-date strategic land use planning policies through to 2026.

Hillingdon is now moving to the next stage in the planning process – to identify actual sites and provide a framework of development management policies to ensure sustainable growth in the borough. This process will be undertaken through the production of the Local Plan Part 2.

Part 2 of the Hillingdon Local Plan will comprise the following documents:

- Development Management Policies - a set of detailed local planning policies;
- Site Allocations and Designations – a series of recommendations for the future development of a number of major sites; and
- Policies Map – this will take the form of an atlas of proposed changes to the existing Hillingdon Unitary Development Plan Proposals Map.

The Local Plan Part 2 has been subject to two previous rounds of consultation. The 'Regulation 18' Consultation was undertaken between April and May 2013. A second round of consultation on 'Proposed Submission' Version of the draft documents commenced on 22nd September 2014 and concluded on 4th November 2014.

A number of amendments have been made to the Local Plan Part 2 documents as a result of the public consultation process. It has been decided to undertake further consultation on these changes before the documents are submitted to the Secretary

of State for public examination

Who is accountable? E.g. Head of Service or Corporate Director

Chris Mansfield, Deputy Director of Planning, Transportation and Community Projects

Date assessment completed and approved by accountable person

21st October 2015

Names and job titles of people carrying out the assessment

James Gleave (Planning Policy Team Manager)

A.1) What are the main aims and intended benefits of what you are assessing?

The Local Plan: Part 1 - Strategic Policies (adopted on 8th November 2012) sets out the long term spatial vision for the Borough for the next 15 years. It identifies the broad locations for new housing, jobs and other strategic developments to provide a spatial context to guide future development proposals. Its key aims are to provide a high quality natural and built environment; a safer borough; safeguarding and enhancing the borough's heritage; a borough with improving health, housing and social care and a clean and attractive borough. Local Plan policies aim to promote social inclusion and to create a safer and more accessible services and facilities.

Part 2 of the Local Plan is now being prepared and will comprise the Development Management Policies, Site Allocations and Designations and a Policies Map. This EqIA assesses the Revised Proposed Submission Version of these documents.

Site Allocations and Designations

The purpose of this document is to identify specific sites to meet the targets set out in the Local Plan Part 1 and in particular to:

- Identify sites suitable for providing new homes in the Borough, in accordance with the policies and provisions of the Local Plan Part 1. Some sites will be developed exclusively for housing, whilst others will bring forward new homes as part of mixed use schemes.
- Designate strategic and locally important employment sites to rebalance Hillingdon's economy, in accordance with up to date evidence base studies.
- Identify sites to deliver new schools.

- Safeguard sites as Green Belt, Metropolitan Open Land and Green Chains and identify appropriate areas for release.
- Safeguard sites of importance for nature conservation
- Identify plans for key transport interchanges.
- Safeguard important mineral reserves in the Borough.

The Revised Proposed Submission Version of the Site Allocations and Designations identifies 41 sites for housing development, which could provide over 6,000 new dwellings over the Plan period. With respect to employment land, the document refers to 4 Strategic Industrial locations and 7 Locally Significant Employment sites. There is 1 site identified for a new school. The document also includes sites where there are proposals relating to Green Belt, Metropolitan Open Land or Green Chains and proposals relating to existing or new nature conservation sites. In addition, there are 5 sites with proposals for transport interchanges and 3 sites for mineral safeguarding.

Development Management Policies

The Development Management Policies will include all the detailed development management policies to be used in future to determine planning applications and appeals, replacing the saved policies from the Unitary Development Plan.

There are several stages to the Local Plan process before the final adoption of the document. The Council consulted on the 'Issues and Options' in Spring 2005, 'Preferred Options' in Autumn 2005 and then on the 'Preparation of a Local Plan' between April and May 2013. This equalities impact assessment assesses the Proposed Submission Version of the Local Plan Part 2, which is due to be issued for public consultation in October 2015.

Following the close of the consultation the results of the process will be reported to the Council's Cabinet. Approval will be sought to submit the documents to the Secretary of State for formal independent examination.

Once adopted the Local Plan: Part 2 will be used by Development Management colleagues, the general public, developers and key stakeholders.

A.2) Who are the service users or staff affected by what you are assessing? What is their equality profile?

All existing and future residents, workers and visitors to the Borough will benefit from the provisions of the Local Plan Part 2 policies, together with existing and future partners and businesses.

An equalities profile of users and beneficiaries has been formed by assessing the

needs of different target groups of the community and analysing data from:

- Annual Monitoring Report (2012-2013)
- Appeals
- Census (2011)
- Complaints and comments - Onyx
- Customer satisfaction surveys (Place Survey, Resident's Survey)
- Equality and Diversity Policy (updated June 2013)
- Hillingdon Profile- A snapshot of the Borough and its people 2011
- Hillingdon Residents' Survey (2011)
- Inspection reports (CAA, Use of Resources, LAA)
- Issues raised by Elected Members, including those raised through Scrutiny Committee
- Joint Strategic Needs Assessment (JSNA) 2009-2014 (2010 Refresh)
- LBH Census Factsheets September 2013 (Compiled from the 2011 Census) including Hillingdon Profile and Ward Profiles
- National research (Equality and Human Rights Commission, Office of National Statistics, NOMIS, Greater London Authority, Metropolitan Police)
- Office for National Statistics (ONS)
- Other Impact Assessments
- Other local authorities or partners data
- Results of previous consultations, focus groups or surveys
- Staff survey

To assess their impact, the Local Plan: Part 2 sites and policies have been screened against the various equality groups (see Appendix 1).

A.3) Who are the stakeholders in this assessment and what is their interest in it?

Consultation on the Revised Proposed Submission Version of the Local Plan: Part 2 is scheduled to take place in October 2015. The manner of the consultation is prescribed by Regulation 19 of The Town and Country Planning (Local Development) (England) (Amendment) Regulations 2012. The consultation is also required to comply with the Council's Statement of Community Involvement (adopted in 2006).

As part of the process of preparing the Local Plan for Hillingdon, the Council is

required to ensure that all residents and other relevant stakeholders are given the opportunity to be involved in the preparation, alteration and review of the emerging Local Plan documents. One of the targets is to ensure that minority groups are fully included in consultation on the Local Plan. The Council has set out its intentions on how this will be achieved in relation to the formulation of the Local Plan in the Statement of Community Involvement, which was adopted in November 2006 and includes a list of consultation bodies. The SCI identifies the target groups for engagement such as:

- Adjoining Boroughs
- Chamber of Commerce, Business Partnerships, Local Enterprise Partnerships
- Community groups such as Mobility Forum, Assembly for People with Physical Disabilities and/or Sensory Impacts, Connecting Communities Older Persons Assembly, Youth Assembly Age Concern Hillingdon, Hillingdon Association of Voluntary Services
- Conservation Panels and Local History Societies
- Councillors and RESPOC
- Customer Panel
- Ethnic and Minority Groups
- Hillingdon Local Strategic Partnership
- Housing Associations and groups
- Internal groups- departments and working groups
- Planning consultants, developers, constructors, architects, solicitors, local agents
- Residents and Tenants Associations
- Residents and individuals who have registered an interest/ requested to be notified
- Statutory stakeholders
- Other local groups/ organisations taken from the Council databases.

The Statement of Community Involvement can be viewed on the Council's website:

http://www.hillingdon.gov.uk/media/pdf/c/5/sci_nov06.pdf

A.4) Which protected characteristics or community issues are relevant to the assessment?

✓ in the box.

Only tick the boxes which relate to the data you have in A2.

Age	Y	Religion or belief	Y
Disability	Y	Sex	Y
Gender reassignment	Y	Sexual Orientation	Y
Marriage or civil partnership	Y	Community Cohesion	Y
Pregnancy or maternity	Y	Community Safety	Y
Race/Ethnicity	Y	Other – please state People on low incomes, single parents and gypsies and travellers	Y

STEP B) Consideration of information; data, research, consultation, engagement

B.1) Consideration of information and data - what have you got and what is it telling you?

The Council's Equality & Diversity Policy was updated in June 2013 to reflect the requirements of the Equality Act 2010. This policy highlights the Council's commitment to promote fair and equal access to services and equality in employment. It aims to recognise and value the differences in the people that it serves and employs. These differences include:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race including nationality and colour
- Religion or belief
- Sex
- Sexual orientation

As a service provider the Council aims to:

- Consult with interested parties to ensure our services meet the needs of

those who live, work or visit the borough.

- Integrate and embed equalities into service design and delivery.
- Assess the impacts of changes we make to policies or services and mitigate against anything which is potentially negative.
- Arrange, where appropriate, alternative communication support including BSL, large print, Braille, interpreting and translation.
- Ensure our buildings are accessible.
- Continue to offer and deliver services in an accessible way including using the latest technology.

In assessing the Local Plan Part 2 documents, an equalities profile of users or beneficiaries was formed by assessing the needs of different target groups of the community and analysing data indicated in A2.

Population

The Office for National Statistics (ONS) 2012 population estimates have shown a steady increase in Hillingdon's population since 2005. According to the estimates Hillingdon's population has increased from 248,000 to 281,800 (composing of 140,100 males and 141,700 females) over the last 10 years, an increase by 12% - a 2.2% increase on the 2011 population of 275,500 spread between 100, 214 households. However, ONS's Interim 2011-based sub-national population projections released on 28 September 2012 indicate a continuous increase in Hillingdon's population until 2021. Based on these projections it is estimated that Hillingdon's population will reach 285,286 by 2013 and 320,068 by 2021 (AMR 2012-13).

Population density in Hillingdon reflects its geographical location as an outer London borough. Hillingdon has a density of 2,493 people per km², whilst London as a whole has a density of 5,285 people per km² and the national average is 254 people per km². Hillingdon's lower density ratio can be attributed to large amounts of open space and green belt designations in the borough. The figures quoted are based on the ONS 2012 mid-year population projections (AMR 2012-13).

According to the 2010 English Indices of Multiple Deprivation published by the DCLG, Hillingdon has an overall rank of 138 out of 326 local authorities (here the most deprived is ranked 1). However, it has a rank of 61 (up two points from 2007) on the income measure. There is a long-standing north/south divide in that deprivation in the northern part of the borough continues to be lower than in the southern part (AMR 2012-13).

Population estimates for Hillingdon suggest that black and ethnic minority groups are increasing as a proportion of the population, with the corresponding reduction in the white ethnic groups.

Age

Hillingdon has a relatively young population with around 38% of Hillingdon's residents under 30 years of age and 18% under 15 years of age (Sub-national population projections for England, September 2012). The Southern wards (Hayes and Harlington) tend to have a younger population, central wards (Uxbridge and West Drayton) which include Brunel University, have a higher proportion of young adult/student age and the northern wards (Ruislip and Northwood) generally have a slightly older population (JSNA: Population Statistics December 2013).

Disability

The 2001 Census did identify that there were 36,000 people in Hillingdon who considered that they had a limiting long-term illness and 45% of these were older people. The 2011 Census identifies that this has risen to 39,179 people which is 14.3% of all residents.

Race

The Greater London Authority (GLA) 2012 Round Ethnic Group Projections - SHLAA Interim estimates that in 2012, ethnic minorities in Hillingdon account for 41% of the population, a 20% increase from 21% reported in the 2001 census. Of that 41%; Asians account for 26%, Black British 9.2% and Chinese and other, 5.2%. Hillingdon is expected to become more diverse, with greater diversity in the younger age groups where the ethnic minorities in this age group are expected to increase to 46.2% by 2016 (GLA 2012 Round Ethnic Group Projections - SHLAA Interim) (AMR 2012-13).

The more densely populated south-east, in particular, is home to a diverse range of people and communities, with significantly greater concentrations of people from ethnic minority backgrounds resident in wards around Hayes. The proportion of the population from non-white British ethnic groups in the borough, as a whole, is below the London average for outer London, but the proportions in Hayes are well above the average.

There are more than 80 different languages spoken in Hillingdon. Of the spoken languages, 81.2% speak English, 3.4% Punjabi, 1.5% Polish, 1.4% Tamil, 1.3% Urdu and 11.2% include all the remaining languages.

Religion/ faith

A comparison of the faith profile of the borough between 2001 and 2011 Census figures suggest that Muslim, Hindu, Sikh, Buddhist, Other, No Religion faith groups are increasing as a proportion of the population, with the corresponding reduction in the Christian, Jewish and Not Stated faith groups:

	2001	2011
Christian	64.1%	49.1%
Muslim	4.63%	10.6%
Hindu	4.61%	8.0%
Sikh	4.55%	6.7%
Jewish	0.81%	0.6%
Buddhist	0.39%	0.9%
Other	0.40%	0.6%
No Religion	13.37%	17.0%
Not stated	7.13%	6.4%

Sexual Orientation

The 2001 Census identified that 288 (0.1%) of Hillingdon households were living in a same-sex couple, compared to 0.3% of households in London and 0.2% of households in England. The 2011 Census identifies a reduction in the number of households/ family types who were living as Civil partnership couples (133), although there was no variation (0.1%) of the borough percentage, compared to 0.3% of households in London and 0.1% of households in England.

Screening

The screening of the Local Plan Part 1 identified that the majority of policies within the DPD are likely to have an indirect-positive impact on certain community groups within the Borough. These will also benefit the wider population. There were other policies which may appear to favour and target certain groups however, justification for this emanates from the Council's evidence base, the consultation undertaken and the framework provided by Government guidance. As identified as part of this EqIA process, these policies aim to take positive action in targeting and meeting local needs and creating a 'level playing field' in the access to services.

Indeed, the overall Strategy will contribute directly and indirectly to the delivery and accessibility of new homes, schools, employment opportunities and infrastructure facilities. Whilst there is no evidence at present, the impact of the policies will be further assessed as the process takes place and in particular when the policies are being finalised for the next Publication stage.

Based on the judgements made it is not considered that any measures are required to mitigate against any adverse impact a policy may have. The Council, will however, monitor the implementation and impact of the Local Plan policies through the production of the Annual Monitoring Report (AMR). The Local Plan also contains a monitoring framework, which should provide a robust basis for future monitoring and assessments. It is considered that the service is not directly or indirectly discriminatory; it promotes good relations and there is no evidence to suggest any adverse impact.

Consultation

B.2) Did you carry out any consultation or engagement as part of this assessment?

Please tick NO

YES

If no, explain why:

If yes, what did you do or are planning to do? What were the outcomes?

Who was consulted at the previous 'Regulation 19' stage

The following section explains the consultation that took place on the Proposed Submission Version of the Local Plan Part 2, which took place from 22nd September to 4th November 2015.

The methods of consultation for the Local Plan are directed by the Town and Country Planning Regulations. Details of the organisations/ individuals consulted (as well as those statutorily required) and processes are outlined in the Council's Statement of Community Involvement (adopted November 2006). These are summarised below:

Advertisements were placed in the local press in the form of a statutory notice in the classifieds section. In addition, all information was advertised as being made available on request in Braille, large copy print, audio cassette or in a number of different languages other than English for those requiring a translation service.

All documents were made available on the Council website, at borough libraries and the Planning Information Services Reception, Civic Centre, Uxbridge. Quick links were placed from the home page on the Council website to the Planning Policy page and also from the Horizon intranet site. The website is speech enabled allowing users to listen to the website being read aloud, it can be read as text pages with options to increase the text size and has access keys to help users with visual or physical impairments to navigate through the website.

As far as possible the consultation documents and all evidence base documents have been written in plain English, and where this has not been possible, a glossary has been provided to explain the terms it contains.

Letters/ emails were sent to all those on the Planning Database (approximately 2,500). The database includes 'specific consultation bodies' such as national and regional public bodies, adjoining local authorities and relevant telecommunications, electricity and gas companies and sewerage and water undertakers. In addition, there are 'general consultation bodies' these include the Local Strategic Partnership,

residents associations, educational, environmental, healthcare and community services organisations, volunteer groups, young, ethnic and minority groups, people with disabilities, local businesses, developers/ agents and 50 residents per ward randomly selected.

Findings

There were 283 respondents to the Local Plan Part 2 Regulation 19 Consultation, 68 of which completed the monitoring questions. The following table shows a comparison between the monitoring data obtained from the Local Plan consultation undertaken in 2014 and the previous 'Regulation 18' consultation undertaken in 2013.

Questions:	Data from Local Plan Part 2 (Regulation 18):	Data from Local Plan Part 2 (Regulation 19):
Gender (based on response forms and respondents names/ titles)		
Males	29	44
Females	18	18
Not clear from name	1	6
Total	48	68
Age:		
Under 15	0	0
15-24	1	1
25-44	18	20
45-64	16	16
65-85	11	13
85+	0	0
Blanks	2	18
Total	48	68
Do you consider yourself to be disabled?		

No	38	43
Blank	4	25
Yes	6	0
Total	48	68
Ethnicity:		
a) White	42	47
b) Asian or Asian British	2	1
c) Black or Black British	0	0
d) European Background	0	0
e) Mixed Group	0	0
f) Other Ethnic Group (9 out of 15 indicated Irish Traveller)	2	1
Blanks	2	19
Total	48	68
Type:		
Agent	29	42
Cllr		1
Organisation	1	2
Resident	13	20
Residents Associations	5	2
Statutory		
Street Champion		
Total	48	68

B.3) Provide any other information to consider as part of the assessment

Further impacts will be assessed as the process takes place, particularly when the policies are being finalised for the Submission stage. The adopted Local Plan will be monitored for the impact of policies on the target groups.

C) Assessment

What did you find in B1? Who is affected? Is there, or likely to be, an impact on certain groups?

C.1) Describe any **NEGATIVE** impacts (actual or potential):

Equality Group	Impact on this group and actions you need to take
All groups	<p>Whilst there is no evidence at present, the impact of the policies will be further assessed as the process takes place and in particular when the policies are being finalised for the next Submission stage.</p> <p>Based on the judgments made it is not considered that any measures are required to mitigate against any adverse impact a policy may have. The Council will however, monitor the implementation and impact of the Local Plan policies through the production of the Annual Monitoring Report (AMR). The Local Plan also contains a monitoring framework, which should provide a robust basis for future monitoring and assessments.</p> <p>It is considered that the service is not directly or indirectly discriminatory; it promotes good relations and there is no evidence to suggest any adverse impact.</p>

C.2) Describe any **POSITIVE** impacts

Equality Group	Impact on this group and actions you need to take
All groups: Age, Disability, Gender,	The screening of the Local Plan Policies (Appendix 1) identified that the majority of policies within the DPD are likely to have an indirect-positive impact on certain community groups within the Borough. These will also benefit the wider population. There are other policies

Race, Religion/ belief or belief, Sexual Orientation, Social Inequality	<p>which may appear to favour and target certain groups however, justification for this emanates from the Council's evidence base, the consultation undertaken and the framework provided by Government guidance. As identified as part of this EqIA process, these policies aim to take positive action in targeting and meeting local needs and creating a 'level playing field' in the access to services.</p> <p>Indeed, the overall Strategy will contribute directly and indirectly to the delivery and accessibility of new homes, schools, employment opportunities and infrastructure facilities.</p>
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D) Conclusions

All groups

All consultations have targeted the various forums that the Council has involvement with, in order to reach some of the hard-to-reach groups that have historically been under-represented in our consultation responses. Up to now there have been few consultation responses from individuals or organisations representing equalities interests or representations made regarding equalities issues. In addition, there has been a lack of relevant monitoring data to assist with establishing an equalities profile.

Therefore, the consultation methods for this Local Plan will be reviewed and more innovative and proactive approaches will be considered to ensure that individual response rates increase and that there is a good cross section of the community involved particularly with regard to those who have not been able to be involved in the past.

In general it is considered that the consultation arrangements for the Local Plan preparation have not affected any person or group of persons differently.

Whilst there is no evidence at present, the impact of the policies will be further assessed as the process takes place and in particular when the policies are being finalised for the next stage of the Local Plan process.

Based on the judgments made it is not considered that any measures are required to mitigate against any adverse impact a policy may have. The Council will however, monitor the implementation and impact of the Local Plan policies through the production of the Annual Monitoring Report (AMR). The Local Plan also contains a monitoring framework, which should provide a robust basis for future monitoring and assessments.

It is considered that the Local Plan process is not directly or indirectly discriminatory; it promotes good relations and there is no evidence to suggest any adverse impact.

APPENDIX 1: SCREENING OF SITES AND POLICIES CONTAINED IN THE COUNCIL'S REVISED PROPOSED SUBMISSION DEVELOPMENT MANAGEMENT AND SITE ALLOCATIONS DOCUMENTS

OCTOBER 2015

1. Development Management Policies

Chapter	Policies	Positive impacts	Negative impacts/ Mitigation
Economy	<ul style="list-style-type: none"> DME1: Employment Uses in Designated Sites DME2: Employment Uses Outside of Designated Sites DME: 3: Office Development DME 4: Visitor Attractions DME 5: Hotels and Visitor Accommodation DME 6: Accessible Hotels and Visitor Accommodation DME 7: Farm Diversification 	<p>Generally positive impact for all groups.</p> <p>Increased employment sites in sustainable locations will help to improve employment opportunities for those who traditionally earn less, such as the young, elderly, disabled and ethnic minorities.</p> <p>The promotion of new business floorspace and protection of existing floorspace is intended to provide opportunities for business development and job creation. Mixed use policies will promote a range of uses within developments, which will also help to provide a variety of types of employment.</p> <p>The accessibility of new jobs for different groups may vary; however, policies supporting employment and training may help to make jobs more accessible to groups with lower-than average qualifications.</p> <p>The protection of workspace that is potentially suitable for occupation by small enterprises will be of benefit to small and new businesses.</p> <p>The requirement for 10% wheelchair units in hotels will benefit wheelchair users and those with other mobility issues.</p>	<p>New employment sites should have good links to public transport to ensure accessibility for all.</p>
Town Centres	<ul style="list-style-type: none"> DMTC 1: Town Centre Development DMTC 2: Primary and Secondary Shopping Areas DMTC 3: Maintaining the Viability of Local Centres and Local Parades DMTC 4: Location and Concentration of Town Centre Uses DMTC 5: Shop fronts 	<p>Generally positive impact for all groups.</p> <p>The approach to directing large scale town centre developments to appropriate locations would protect the vitality of local centres and parades.</p> <p>Promoting retail uses within defined frontages of town centres, will benefit businesses and residents through the maintenance of vibrant and successful town centres. Continuing to promote the concentration of retail and other appropriate uses within town centres reduces the need to travel and makes shopping more accessible to low income groups and those with mobility issues and will provide a good range of goods and services within an accessible distance, for all residents.</p> <p>The promotion and protection of local centres and parades, particularly those providing for essential services within a short walking distance will benefit local businesses by providing more affordable and suitable premises and will benefit</p>	<p>New large scale developments in out-of-town centres may not be accessible for low income groups or those with mobility issues.</p> <p>Limiting non-retail uses within town centres could be restrictive to business owners, although a certain degree of flexibility is provided in the range of non-retail uses allowed and locations that would be appropriate.</p>

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Chapter	Policies	Positive impacts	Negative impacts/ Mitigation
		<p>residents by improving accessibility to shops, making it easier to access shops without needing to use transport. This will be beneficial to low income groups by not necessitating the use of public transport and may be beneficial to those with mobility issues, due to the proximity of these shops.</p> <p>The regulation of entertainment and night-time uses and the approach to a concentration of uses is intended to promote suitable businesses whilst protecting impacts on amenity, such as from noise and maintaining the safety and security of an area. This policy will benefit all residents and some businesses.</p> <p>The shop fronts policy requires accessible shop fronts, which is important for those with mobility problems. The markets and specialist shopping areas policy, which supports existing traditional street markets, will be beneficial for social cohesion and to provide choice in the borough's retail offer.</p> <p>The social infrastructure and cultural facilities policy supports and encourages the provision of these community facilities. This will be beneficial for all groups, particularly those groups who are more likely to use such facilities, which may include equalities groups.</p> <p>The policy will be positive for disabled people and may also provide community facilities to benefit all residents and workers.</p> <p>Preventing harm to the character of the area, residential amenity and public safety will benefit all members of the community. Communities most likely to benefit will be households with young children and older people who may be more sensitive to noise and disturbance.</p> <p>The control of takeaways may provide health benefits for younger people/households with children.</p>	
New Homes	<ul style="list-style-type: none"> • DMH 1: Safeguarding Existing Housing • DMH 2: Housing Mix • DMH 3: Office Conversions • DMH 4: Residential Conversions • DMH 5: Houses in Multiple Occupation 	<p>The preservation of residential amenity and housing choice will benefit all members of the community. The provision of a good standard of accommodation for sub-divisions, shared and specialist housing will benefit all members of the community. Communities most likely to benefit will be younger and older people.</p> <p>The provision of new affordable housing, comprising more family-sized units, will benefit all members of the community. Communities most likely to benefit</p>	<p>The policies could be used in a negative way to restrict the supply of shared and specialist housing. This may disadvantage younger and older people and BME communities.</p> <p>The control of shared and</p>

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Chapter	Policies	Positive impacts	Negative impacts/ Mitigation
	<ul style="list-style-type: none"> • DMH 6: Garden and Backland Development • DMH 7: Provision of Affordable Housing • DMH 8: Sheltered Housing and Care Homes <p>Historic and Built Environment</p> <ul style="list-style-type: none"> • DMHB 1: Heritage Assets • DMHB 2: Listed Buildings • DMHB 3: Locally Listed Buildings • DMHB 4: Conservation Areas • DMHB 5: Areas of Special local Character • DMHB 6: Gatehill Farm Estate and Copse Wood Estate Areas of Special Local Character • DMHB 7: Archaeological priority Araes and Archaeological Priority Zones • DMHB 8: Registered Historic Parks, Cardens and Landscapes • DMHB 9: War Memorials • DMHB 10: High Buildings and Structures • DMHB 11: Design of Development • DMHB 12: Streets and Public Realm • DMHB 13: Shopfronts • DMHB 14: Trees and Landscaping • DMHB 15: Planning for Safer Places • DMHB 16: Housing Standards • DMHB 17: Residential Density • DMHB 18: Private Outdoor Amenity Space • DMHB 19: Play Space 	<p>will be younger people and households with children.</p> <p>The policies will help to provide suitable and good quality housing for all occupants of new units.</p> <p>Generally positive impact for all groups. Inclusive design policy will particularly benefit those with mobility issues.</p> <p>The heritage policies will ensure that development preserves the architectural and cultural heritage of Hillingdon, including historic parks, gardens squares. The policies will protect Hillingdon's cultural history and maintain high quality buildings and open spaces that enhance the well being of residents and visitors.</p> <p>The Design and Heritage polices set out the overarching requirements for the design of new development including buildings and surrounding spaces. The policies require all development to be sustainable, safe and inclusive and not to have an unacceptable adverse effect on residential amenity. These will benefit all equalities groups.</p> <p>The provision of wheelchair accessible housing will benefit older people and people with disabilities.</p> <p>There is a specific policy on inclusive hotels to ensure all developments are designed to promote inclusivity through creating accessible, safe, easily understandable environments that are convenient and enjoyable to use for everyone. This policy will be beneficial for all equalities groups, particularly for those with mobility issues.</p> <p>Respecting local character and distinctiveness to deliver a high quality built environment will benefit all members of the community.</p> <p>Ensuring that the layout, form, pattern and arrangement of streets, open spaces, development blocks, buildings and landscapes contribute to the creation of quality urban design and healthy, safe and sustainable places will benefit all members of the community.</p> <p>Particular policy requirements include safe and convenient access to local facilities and a choice of movement modes and provision of external/communal amenity space including play space. Communities most likely to benefit from these requirements will be less mobile including older people, people with a disability, pregnant women and households with children. Ensuring</p>	<p>specialist housing should be balanced against demand for this type of accommodation. Local Plan policy includes housing demand as a criterion for assessing appropriate housing mix.</p>

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Chapter	Policies	Positive impacts	Negative impacts/ Mitigation
	<ul style="list-style-type: none"> • DMHB 20: Moorings • DMHB 21:Telecommunications 	<p>development delivers a high quality public realm will benefit all members of the community.</p> <p>Particular policy requirements include inclusive access into and through the public realm and adequate access into buildings with regard to the mobility needs of all users (Specific reference is made to age, gender and disability). Communities most likely to benefit from these requirements will be less mobile, including older people, people with a disability, pregnant women and households with children. Ensuring new buildings are designed to a high standard will benefit all members of the community.</p> <p>Particular policy requirements include adaptability and provision of inclusive access and circulation. Communities most likely to benefit from these requirements will be less mobile, including older people, people with a disability, pregnant women and households with children.</p> <p>Ensuring new buildings are designed to a high standard will benefit all members of the community that utilise those buildings. Ensuring development conserves or minimises the harm to heritage assets will benefit all members of the community.</p> <p>The preservation of environmental quality, amenity and safety through adequate provision of refuse and recycling facilities will benefit all members of the community.</p> <p>The policy will help to ensure that footways remain free of obstruction. This will be of particular benefit to older people, people with a disability and households with young children.</p> <p>The policies on affordable housing, housing mix, the protection of existing housing and the conversion of existing housing seek to ensure that housing is provided at rental levels appropriate for those on low incomes (including those in receipt of benefits) and that an appropriate mix of housing is provided, including for families. There is a disproportionate number of people from some of the equalities groups (such as BAME) that are on low incomes and this policy is likely to have a positive impact, particularly when combined with council initiatives to support the delivery of social rented housing. Some ethnic groups are more likely to have larger families and this policy will therefore be of particular benefit to those groups.</p>	

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		<p>The housing policies aim to ensure that all new and converted housing meets minimum internal space standards and external amenity space standards that are sufficient to meet the requirements of its residents. All housing will have to meet the council's flexible homes standards so that they meet the occupiers changing circumstances over their lifetime.</p> <p>10% of housing will need to be wheelchair accessible. These standards will benefit all equalities groups particularly those with a range of mobility issues. Adequate housing and amenity space is associated with improved mental and physical health, which is considered beneficial to all.</p> <p>The housing policies also require the provision of sufficient child play space based on anticipated child yield. This will benefit children and parents, through being able to play and be physically active. This will have positive health impacts from physical activity.</p> <p>The policy on noise seeks to protect noise Generally positive impact for all groups. The policies will help to provide suitable and good quality housing for all occupants of new units.</p> <p>The promotion of good quality sheltered housing and care homes and the resistance of any loss of such facilities, will be beneficial to vulnerable groups and groups in need of care, such as the elderly.</p> <p>The protection and promotion of good quality HMOs will be beneficial to low income and young adult groups, because this is an important type of accommodation for those groups. 10% wheelchair accessibility will be beneficial to those with a disability and Lifetime Homes will be more flexible for those with a temporary disabling injury.</p> <p>The provision of new recreation and play space will be of particular benefit to younger people/households with children.</p> <p>The protection of private gardens will benefit all members of the community with access to private amenity space.</p>	
Environmental Improvements	<ul style="list-style-type: none"> • DMEI 1: Sustainable Design Standards • DMEI 2: Reducing Carbon Emissions 	<p>Environmental standards will benefit all groups. Those in fuel poverty would benefit from a more energy efficient building stock, within both the private and affordable housing stock. The carbon dioxide offset contribution is likely to be</p>	<p>Public access to existing nature conservation sites could be improved as part of new development. This could</p>

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	<ul style="list-style-type: none"> • DMEI 3: Decentralised Energy • DMEI 4: Development in the Green Belt or on Metropolitan Open Land • DMEI 5: Development in Green Chains • DMEI 6: Development in Green Edge Locations • DMEI 7: Biodiversity Protection and Enhancement • DMEI 8: Waterside Development • DMEI 9: Management of Flood Risk • DMEI 10: Water Management (Sustainable Drainage) and Water Quality • DMEI 11: Protection of Ground Water Resources • DMEI 12: Water Efficiency • DMEI 13: Development of Land Affected by Contamination • DMEI 14: Air Quality • MIN 1: Safeguarded Areas for Minerals and Railheads • MIN 2: Prior Extraction • MIN 3: Extraction, Landfilling and Restoration • MIN 4: Re-use and Recycling of Aggregates 	<p>used to invest in the energy efficiency of existing council housing, to the benefit of tenants, which tend to include a larger proportion of low income groups. Low income groups will benefit from increased energy efficiency.</p> <p>The policy on noise seeks to protect noise sensitive development, including residential uses, from inappropriate disturbance. This will benefit all residents in new housing.</p> <p>The provision of new or enhanced green infrastructure will benefit all members of the community.</p> <p>The protection of existing green infrastructure assets will benefit all members of the community.</p> <p>The conservation of existing nature conservation sites and features of value will benefit all members of the community.</p> <p>The conservation of regionally important geological sites (of scientific, educational, research, historic, visual and landscape value) will benefit all members of the community.</p> <p>Ensuring that development protects, maintains and enhances the role of waterways and access to them will benefit all members of the community that use or enjoy this asset.</p> <p>The mitigation of potentially polluting development will benefit all members of the community. Communities most likely to benefit will be people with disabilities, older people and households with young children who may be more vulnerable to the health impacts of poor air quality. The prevention and mitigation of contaminated land through development opportunities will benefit all members of the community.</p> <p>Reducing noise from development and the impact of noise on development will benefit all members of the community. Communities most likely to benefit will be households with young children and older people who may be more sensitive to noise.</p> <p>Minimising the impact of telecommunications equipment on visual and residential amenity will benefit all members of the community. The policy has no wider implications for the community including equalities communities.</p>	<p>provide opportunities for communities with mobility impairments such as older people, people with disabilities, pregnant women and women with young children.</p> <p>The protection of nature conservation sites and achieving increased levels of accessibility will often be in conflict. Access improvements may be difficult to deliver.</p> <p>The conservation of existing nature conservation sites and features of value will benefit all members of the community.</p> <p>Good public access to regionally important geological sites should be maintained or created as part of new development. This could provide opportunities for equalities communities with mobility impairments such as older people, people with disabilities, pregnant women and women with young children.</p>

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Chapter	Policies	Positive impacts	Negative impacts/ Mitigation
Community Infrastructure	<ul style="list-style-type: none"> • DMCI 1: Retention of Existing Community, Sport and Education Facilities • DMCI 2: New Community Infrastructure • DMCI 3: Public Open Space Provision • DMCI 4: Open Spaces in New Development • DMCI 5: Children's Play Areas • DMCI 6: Indoor Sports and Leisure Facilities • DMCI 7: Promoting Participation • DMCI 8: Planning Obligations and Community Infrastructure Levy 	<p>Access to high quality open space and biodiversity has recognised positive impacts for health and well being. Those with existing health problems may particularly benefit. The provision of affordable access to sports facilities may benefit low income groups.</p> <p>The provision of new and improved open spaces, the protection and improvement of existing open spaces and the policy on landscape and trees, will have health benefits for all, particularly those with limited access to private outdoor space and may have a positive impact on air quality. The provision of new sports and recreation facilities and the protection of existing facilities from negative impacts may have positive health outcomes for all groups. The provision of community access to sports and recreation facilities at a reduced cost will be of particular benefit to low-income groups.</p> <p>Those with respiratory problems may benefit from the management of air quality , which seeks to mitigate any negative impacts of development.</p> <p>The provision of new or enhanced green infrastructure will benefit all members of the community.</p>	
Transport and Aviation	<ul style="list-style-type: none"> • DMT 1: Managing Transport Impacts • DMT 2: Highways Impacts • DMT 3: Public Transport • DMT4: Pedestrians and Cyclists • DMT 5: Vehicle Parking • DMT 6: Freight • DMAV 1: Safe Operation of Airports • DMAV 2: Heathrow Airport • DMAV 3: RAF Northolt 	<p>The promotion of sustainable transport is intended to have a positive impact on air quality, which will be beneficial for all, particularly groups with a greater prevalence for health problems. The promotion of less expensive forms of transport, such as public transport, walking and cycling will benefit low income groups. The provision of cycle parking for mobility tricycles and trailers for children will benefit those with mobility issues, and families with children. Generally positive impact for all groups. Low income groups will particularly benefit from investment in walking, cycling and public transport.</p> <p>Policies on infrastructure and planning obligations are intended to ensure adequate infrastructure of all types is in place to support and mitigate the impact of developments. Physical infrastructure and financial contributions will be provided for infrastructure types covered by the above policy sections, such as open space, sustainable transport and carbon dioxide offsetting. The equalities implications of these are generally positive for all groups.</p> <p>The maintenance of acceptable transport conditions and the delivery of</p>	

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		<p>sustainable transport solutions will benefit all members of the community.</p> <p>The needs of people with a disability will be specifically met through the provision of appropriate car parking in all new development.</p> <p>The safeguarding of land required for transport schemes and improvements will provide opportunities to improve accessibility for the benefit of all members of the community.</p>	

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Site Allocations and Designations

Chapter	Policies/Chapters and Sites	Positive impacts	Negative impacts/ Mitigation
New Homes	SA1: Enterprise House, Hayes SA2: The Old Vinyl Factory and Gatefold Building, Hayes SA3: Eastern End of Blyth Road SA4: Fairview Business Centre, Hayes SA 5: Land South of the railway including Nestle SA 6 Golden Cross Public House SA 7 Union House, Hayes SA8: Olympic House, Hayes SA9 Audit House and Bellway House SA10: Field End Road, Eastcote SA 11: Charles Wilson Engineers, Uxbridge Road SA 12: Former Allotments and Melrose Car Park SA 13: Royal Quay, Summerhouse Lane SA14: Master Brewer and Hillingdon Circus, Hillingdon SA 15: Royal Mail Sorting Office SA 16: Northwood Station, Green Lane SA 17: Ducks Hill Road, Northwood SA 18: West End Road, South Ruislip SA 19: Braintree Road, South Ruislip SA 20: Bourne Court, South Ruislip SA21: Eagle House, the Runway, South Ruislip	<p>A large number of sites are identified for housing across the borough. This will help to ensure a housing supply to meet housing need, including the provision of affordable, family and sheltered housing. Further detail about the impact of housing policy on equalities groups can be found in the Local Plan Part 1 and Development Management Policies Equalities Assessments. This assessment found that the provision of more affordable and accessible housing would have beneficial impacts for a number of equalities groups.</p>	<p>Whilst there is scope for some negative impacts (through design of new buildings, impact on amenity and their relationship to existing buildings) there are a number of policies in the Development Management document which will help to address these - i.e. key design principles, infrastructure requirements etc. Provisions are also made in the Development Management Policies document to ensure that an appropriate mix of housing is provided.</p>

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	<p>SA 22: Chailey Industrial Estate, Pump Lane SA 23: Silverdale Road/Western View SA 24: Benlow Works SA 25: Long Lane, Hillingdon SA 26: Bakes Road SA 27: St Andrews Park, Annington Homes Site SA 28: St Andrews Park SA 29: Cape Boards SA 30: Grand Union Park, Packet Boat Lane SA 31: Fassnidge Memorial Hall SA 32: Former NATS Site, Porters Way, West Drayton SA 33: Kitchener House, West Drayton SA 34: The Blues Bar, Yiewsley SA 35: Former Vehicle Testing Station, Cygnet Road SA 36: Hayes Bridge, Uxbridge Road SA 37: Former Coal Depot, Tavistock Road SA 38: Padcroft Works, Tavistock Road SA 39: Trout Road, Yiewsley SA 40::26 - 36 Horton Road, Yiewsley SA 41: High Street Yiewsley</p> <p>SA32:</p>		
<p>Rebalancing Employment Land</p>	<p>Specific areas of designated employment land to be retained and protected over the period of the Plan are set out in chapter 4 of the Site Allocations document.</p>	<p>The Site Allocations document identifies areas of designated employment land to be retained over the period of the plan. Two types of industrial land are identified in the document:</p> <p>Strategic Industrial Locations (SILs) are identified in the London Plan as London's main reservoir of Industrial Land. These are identified as two sub-categories: Preferred Industrial Locations (PILs) which are suitable for general</p>	<p>Potentially adverse impacts of development on designated employment sites can be managed through the implementation of other policies in the Development Management Policies</p>

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		<p>industrial uses and Industrial Business Parks (IBPs), which are more suited to specialist industrial and office development.</p> <p>Locally Designated Employment Sites: These sites are of local significance and are also divided in to two separate sub categories: Locally Significant Industrial Sites (LSIS) are more suited to general industrial uses and Locally Significant Employment Locations (LSELs) are designated to accommodate specialist industrial and business park type development.</p> <p>The amount of designated employment land that is required to be retained in the borough over the period of the plan has been reviewed as part of the production of an updated borough-wide employment land study. The updated study identifies a surplus of employment land in the region of between 16.3 and 20.6 hectares.</p> <p>The retention of an appropriate amount of designated employment land will support the local economy and promote job creation in the borough. The employment areas located in close proximity to Heathrow Airport are nationally recognised as centres for logistics and airport related industries. These areas are protected to ensure long term economic growth in the borough.</p> <p>The plan also recognises that there is a surplus of designed employment land in the borough. Sites are identified for release for mixed use development which will also encourage employment growth and meet recognised housing need.</p>	document.
Green Belt	Proposals and allocations contained in Chapter 5 of the Site Allocations document.	<p>Hillingdon is one of the greenest boroughs in London. It contains almost 5,000 hectares of Green belt land and 200 parks, covering 1,800 acres. The Council recognises the importance of access to good quality open space and the associated benefits including physical and mental well being and healthy child development.</p> <p>The Site Allocations document seeks to release small areas of Green Belt which no longer meet the purposes listed in the National Planning Policy Guidance. These small scale releases are not considered to reduce access to open space in the borough. The plan proposes additional areas of Metropolitan Open Land (MOL) and areas of Green Chain.</p> <p>Access to nature also has health and well being benefits for the local population. The plan protects existing areas nature conservation sites and proposes the designation of additional sites of nature conservation importance.</p> <p>Overall, the impact of these changes for the population is considered to be positive.</p>	No negative impacts associated with the allocation of sites for open space and nature conservation purposes.
Protection of local infrastructure	Proposals and allocations contained in Chapter 6 of the Site Allocations document.	The Site Allocations document identifies specific transport interchanges which will be protected over the plan period. Specific improvements are set out in the	Potential for some negative impacts during the

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		Council's Strategic Infrastructure Plan and are expected to benefit the population as a whole. In particular, proposed improvements to Crossrail Stations are expected to incorporate step free access, which will improve mobility for equalities groups.	construction phase of infrastructure projects. These include impacts on amenity or disruption to travel. These impacts are short terms and are unlikely to last beyond the construction phase.
School Sites	Proposals and allocations contained in Chapter 7 of the Site Allocations document.	The provision of new school places is essential to meet the needs of the increase in the number of school age children in the borough.	No negative impacts are identified.
Mineral safeguarding	Proposed sites to be safeguarded over the period of the plan are contained in chapter 8 of the Site Allocations document.	Sites are allocated to meet the minerals apportionment targets contained in the London Plan. The supply of minerals and aggregates is essential to meeting the requirements of new building and construction in London.	Potentially negative impacts will be mitigated through other policies in the Development Management policies document.