Policy submission

People, Prosperity & Place
Lewisham's Regeneration Strategy 2007-2020

Equalities Impact Assessment

November 2007

Contents

1. Introduction

This impact assessment was undertaken using the methodology and approach set out in Lewisham's Equalities Impact Assessment toolkit. Every new or revised strategy requires the undertaking of such an assessment, to ensure that strategy proposals address equalities and that the strategy and its implementation meet both the aspirations set out in the Council's equalities policies AND statutory requirements.

This assessment has considered the Draft Regeneration Strategy's proposals and checked to see whether these are likely to have a positive or negative impact on different groups within our diverse community. Having made this assessment it sets out the action to be taken to *prevent* direct and indirect discrimination and *positively promote* positive and harmonious community relations.

2. Management of the Equalities Impact Assessment

The assessment was undertaken by Dalewyn Daniel (Regeneration) and Geraldine Englard (Policy & Partnerships) and overseen by Lesley Lee (Regeneration).

3. Identification of the aims/objectives

The strategy has been produced to provide the Council with a clear and visionary regeneration strategy for the borough, setting out the way in which we, and our public, private and third sector partners, will transform the borough over the next decade and beyond, through physical, social and economic regeneration. It will be made available to a wide audience including Members, residents, businesses, staff and other stakeholders and will be a document that sets out our vision in a way that these key stakeholders can identify with, and which can also be used as an inward investment tool. It is firmly based on existing council policies and commitments. However, what is unique about the draft regeneration strategy is that it is both a `whole borough' document AND brings together the key elements of regeneration – physical, social and economic – in an accessible way.

To deliver the Regeneration Strategy's vision for Lewisham, twelve objectives have been agreed under the three themes of:

- **People**: the individuals and communities which are Lewisham's greatest asset;
- **Prosperity**: the skills and economic opportunities for Lewisham to flourish and thrive; and
- **Place**: the natural and built environment that the people of Lewisham live in, value and protect.

People	By 2020, Lewisham will be home to creative, diverse, cohesive and healthy local communities able to support themselves, act independently and engage actively in partnerships to ensure local people of all ages benefit from regeneration. We will achieve this through the following objectives: **1. Diverse and cohesive communities**: To celebrate Lewisham's diverse communities and strengthen community cohesion. **2. Healthy communities:** To reduce health inequalities and encourage healthy lifestyles. **3. Young communities:** To invest in Lewisham's children and young people. **4. Creative communities:** To support and develop creativity in local people.
Prosperity	By 2020, Lewisham will have a thriving, dynamic and creative economy. Lewisham's population will be well educated, highly skilled and successful, making an important contribution to the workforce both inside and outside of the borough. We will achieve this through the following objectives: **5. Creative growth:** To encourage and support creative businesses. **6. Education and skills growth:** To invest in education and skills. **7. Business enterprise and jobs growth:** To provide access to jobs and business support for local people.
Place	By 2020, Lewisham will provide a high quality of life for all residents through attractive, liveable, accessible and safe neighbourhoods along with the provision of high quality facilities and town centres that meet the needs of the community. We will achieve this through the following objectives: **8. An evolving environment:** To ensure that new development is to the highest standards of design and sustainability.

	9. A liveable environment: To provide decent homes for all residents. **10. A protected and managed environment:** To protect and manage the special areas of Lewisham. **11. An accessible environment:** To provide accessible, convenient and safe transportation networks. **12. A safe environment**: To reduce crime and improve community safety.

The draft strategy content is set out as follows:

- A context for regeneration covering sustainable communities; Lewisham in London and the Thames Gateway and local context
- Lewisham today, including quotes from local people on what they love about Lewisham
- Delivering our vision for the regeneration of Lewisham
- People – investing in the individuals and communities which are Lewisham's greatest asset
- Prosperity – fostering the skills and economic opportunities for Lewisham to flourish and thrive
- Place – developing high quality public spaces, sustainable buildings and protecting the areas which are sensitive to change
- Case studies which demonstrate our overall approach

4.   Scope/focus of the Equality Impact Assessment and assessment of relevance

The table below sets out the initial assessment of the relevance of the strategy to equalities legislation and the potential impact of the strategy on different groups within society. This is the start of scoping the impact assessment, in order to determine the answer to the two key questions:

- could this strategy/policy or service and the way we deliver it affect some groups in society differently?

- will/can this strategy/policy or service and the way we deliver it promote equal opportunities?

EQUALITIES IMPACT ASSESSMENT SCOPING			
Equalities category	Equalities legislation	Assessment of Potential Impact – High, Medium, Low, Nil (Positive +ve / Negative -ve)	Reason for this assessment
Gender	Sex Discrimination Act Equal Pay Act	+ve	Strategy recognises the contribution of the Council's Comprehensive Equality Scheme (CES) to Gender Equality
		+ve	Strategy recognises that women's health is worsening with falling life expectancy.
		+ve	Strategy recognises that Lewisham has seen a huge growth in childcare places providing 6375 places in Jan 2007 against an original target of 1375 places.
		+ve	Strategy recognises the work of the council and partners to tackle domestic violence through the Crime, Drugs and Anti-social Behaviour Strategy
		- ve	Strategy does not include how equality groups will be engaged in the planning and implementation of regeneration projects
Race	Race Relations Act Race Relations (Amendment) Act	+ve	Strategy recognises the contribution of the CES to Race Equality
		+ve	Strategy recognises that Lewisham's Decent Homes Strategy is on target to bring additional investment of up to £500 million to improve the standard of housing for many council tenants (a large proportion of housing tenants are from BME communities)
		+ve	Strategy recognises the work of the council and partners to tackle hate crime through the Crime, Drugs and Anti-social Behaviour Strategy.

		- ve	Strategy does not include how equality groups will be engaged in the planning and implementation of regeneration projects
Disability	Disability Discrimination Act	+ve	Strategy recognises the contribution of the CES to Disability Equality
		+ve	Strategy recognises the work that will be undertaken through the proposed Local Development Framework and planning system to ensure that new development and regeneration activities incorporate high standards of design and sustainability.
		+ve	Strategy recognises the work undertaken through the Open Space Strategy 2005-2010 to improve accessibility of open spaces to promote greater social inclusion
		+ve	Lewisham has secured major transport funding with a ten year road and pavement renewal programme
		+ve	Strategy encompasses work to remove Lewisham roundabout and creating an 'H shaped' street layout to rationalise the traffic movement and provide simple and safe pedestrian access directly from the station to the high street.
		+ve	Strategy encompasses Lewisham's work with partners to improve access to all stations. Works are currently proposed for six stations to ensure that they are brought up to Disability Discrimination Act standard.They are Lewisham, Blackheath, New Cross Gate, Forest Hill, Grove Park and New Cross stations
		+ve	Strategy encompasses the street lighting PFI project, undertaken in partnership with London Borough of Croydon worth £19m in investment to Lewisham. Works will be delivered between 2009 and 2013 and will involve fast track replacement of rundown lighting columns to provide better, brighter street lighting which will

				improve road safety and reduce crime and the fear of crime
			-ve	Strategy does not include how equality groups will be engaged in the planning and implementation of regeneration projects
Age	Relevant employment legislation		+ve	Strategy recognises the contribution of the CES to Age Equality
			+ve	Strategy recognises the investment that needs to be made in the borough's children to ensure successful social regeneration
			+ve	Strategy recognises the significant investment in school buildings and computer technology to radically improve the quality of education provision for all children in the borough – through the PFI programme
			+ve	Lewisham has secured major transport funding enabling school travel plans to be rolled out to all schools
			+ve	Strategy recognises the need to increase the number of adult basic skills learners from across the community through offering more locally based learning opportunities, extended school programmes and community learning centres.
			+ve	Strategy encompasses with partners to improve access to all stations. Works are currently proposed for six stations to ensure that they are brought up to Disability Discrimination Act standard.They are Lewisham, Blackheath, New Cross Gate, Forest Hill, Grove Park and New Cross stations
			+ve	Strategy encompasses the street lighting PFI project, undertaken in partnership with London Borough of Croydon worth £19m in investment to Lewisham. Works will be delivered between 2009 and 2013 and will involve fast track replacement of rundown lighting columns to

				provide better, brighter street lighting which will improve road safety and reduce crime and fear of crime
			-ve	In terms of content the Strategy mentions very little about the contribution of Older people to Lewisham and the value they add in terms of social and economic contribution to the borough's infrastructure.
			-ve	Strategy does not include how equality groups will be engaged in the planning and implementation of regeneration projects.
Sexual orientation	Relevant employment legislation		+ve	Strategy recognises the contribution of the CES to Sexual Orientation Equality
			+ve	Strategy recognises the work of the council and partners to tackle hate crime through the Crime, Drugs and Anti-social Behaviour Strategy
			-ve	In terms of content the Strategy mentions very little about the contribution of LGBT communities to Lewisham and the value they add in terms of social and economic contribution to the borough's infrastructure.
			-ve	Strategy does not include how equality groups will be engaged in the planning and implementation of regeneration projects
Religion and belief system	Relevant employment legislation		+ve	Strategy recognises the contribution of the CES to Faith Equality
			-ve	In terms of content the Strategy mentions very little about the contribution of LGBT communities to Lewisham and the value they add in terms of social and economic contribution to the borough's infrastructure.
			-ve	Strategy does not include how equality groups will be engaged in the planning and implementation of regeneration projects

4.1 Scope of EIA

The scope of the assessment and the decision of where to focus attention has flowed from the analysis of potential impact set out in the table above. The EIA will therefore focus on the following two questions:

- Is the design and content of the Regeneration Strategy Document accessible to all of Lewisham's diverse communities?
- How can we appropriately engage Lewisham's diverse communities in major regeneration projects (especially physical regeneration projects)?

5. Assessment of relevant data and research

In order to make a judgement about the impact of the strategy upon equalities groups it is necessary to consider relevant data and research. For this EIA it was decided that it would be appropriate to consider external research relating to engaging communities in regeneration projects and supplementing this with analysis of internal work and best practice in this area.

5.1 External research

There is a wealth of information available on engaging communities in physical regeneration specifically and also the wider aspects of regeneration – including the social and economic aspects. Detailed findings from this research are included in Appendix 1, which will be utilised as an information source for officers leading regeneration projects. A selection of the research titles are detailed below.

- *Formal investigation into race equality in physical regeneration,* Commission for Racial Equality, 2007
- *Race & Regeneration Conference,* Glasgow Anti-Racist Alliance, 2006
- *Renewal.net overview: Black and Minority Ethnic Communities*, Renewal.net
- *The London Plan*, Greater London Authority, 2006
- *Regeneration in London's Black and Minority Ethnic Communities*, Centre for Economic and Social Inclusion and the Black Training and Enterprise Group (BTEG), 2006
- *Bristol Community Strategy,* Appendix 6: Commitment To Equalities In Regeneration, 2003
- *Five principles of inclusive design*, Commission for Architecture and the Built Environment, 2006
- *Diversity & Neighbourhood renewal factsheet*, ODPM, 2005

- *Gender and the Reality of Regeneration*, Oxfam, 1998
- *Ladders to Regeneration,* Renew: Northwest Innovation Taskforce, 2007

5.2 Internal research

Lewisham has participated in a number of projects relating to engaging our diverse communities in regeneration. It is vital that the outcomes and products of these projects are utilised in the future. A selection of these projects are outlined below along with detail of the key learnings that must be the foundations of further work.

5.2.1 No Lingering In Lewisham (Goldsmiths and LB Lewisham 2006)

No Lingering in Lewisham was a collaborative project run in 2006 by Goldsmiths Design and Technology Department in association with Planning and Economic Development staff. The project set out to explore 'play' spaces in Lewisham, "spaces that are provided, adopted, imagined, special and future - and the pedestrian/cycle/bus journeys between them". The focus was on working with young people to gain an understanding of how they related to the built environment and experienced the spaces they moved through or spent time in.

A series of four workshops were held with fifteen young people around the ages of eleven and twelve. Children were local students from the Deptford Green Secondary School which had linked the project to the student's Citizenship and Design Technology lessons. The workshop programme included walks through selected areas, photography of urban elements and sessions where they designed their "imagined lingering spaces". Planning and Economic Development staff worked with the Goldsmiths team during the workshops to identify areas of concern and possible solutions that might create youth friendly public spaces. The project highlighted the need to help young people understand the elements that make up safe and usable urban environments through contact with urban professionals in order to help them articulate their experiences of living and playing in the city.

Further projects of this nature could assist in developing a future community that are informed and engaged with Borough planning issues and develop a greater level of ownership of their immediate environment.

5.2.2 Intercultural Cities Project (Comedia and LB Lewisham, 2007)

In 2005 the London Borough of Lewisham joined the international *Intercultural City* project which was launched in 2004 by the UK think tank COMEDIA with core funding from the Rowntree Foundation. In Lewisham the focus was placed on better understanding the relationship between urban planning and diverse communities in a period of rapid demographic change. Lewisham like many parts of London has been in a period of change with an increasing diversity of migrants settling in the Borough from Africa, Asia and Eastern Europe at a time of potential urban redevelopment such as the Deptford SE8 development and the proposed Convoys Wharf project.

Future community engagement
The Intercultural Cities Project focussed on the importance of community engagement in the planning and design processes. A key aspect of building cultural literacy within the organisation is to develop meaningful community engagement processes that can help to inform planning staff about the nature of community life and the impacts of development decisions. There are two elements to the community engagement strategy, firstly the "Listening and Learning Cycle" which is about building trust and providing community members with an opportunity to be heard. The second element is to consider the type of questions that are asked and the Toolkit provides a range of "Knowledge Questions" aimed at gaining an understanding of peoples' lives in the domestic and public realm.

Intercultural Toolkit
An Intercultural Toolkit was developed through the project as a guide for both Council officers and their external consultants and provides practical approaches to: cultural mapping; community engagement; and planning and designing culturally.

5.2.3 Mobilising Knowledge – Solving the Interaction Gap between Older People, Planners, Experts and General Citizens within the Thames Gateway (Goldsmiths and LB Lewisham 2007)

The Mobilising Knowledge Project was delivered through a summer school that ran over three weeks in summer 2007 and was organised by the Centre for

Urban and Community Research (CUCR), Goldsmiths, University of London, in New Cross, Lewisham. It was funded by "UrbanBuzz - Building Sustainable Communities" and was developed with the co-operation and support of a range of departments at the London Borough of Lewisham. The project worked with 22 residents of Lewisham who were aged over 60. The project resulted in the development of guidelines and a toolkit. The following points summarise the key elements of the toolkit relating to engaging older people in the planning and regeneration process.

Communication
- Incorporate older people's knowledge in the planning process, by consulting them if an area is going to be changed. Make use of their old photos, listen to them talk about the history about the spaces. Create a 'living archive' with recordings, photos, films.
- Acknowledge older people's previous experience of the city and urban change. Older people who have lived in an area for a long time have seen a lot of development and regeneration initiatives come and go. They have lived through planning mistakes and successes and have a wealth of local knowledge.
- It is important that you present your project in a way that makes it relevant to them. This will build people's interest. It should not be too abstract and involving too much theory.
- Speak in plain understandable terms and check whether they are understood e.g. give participants red cards and green cards which they can hold up to show a speaker whether participants felt something has been clearly presented or not.
- Give older people a chance to engage with professionals of various backgrounds to stimulate a debate and exchange. Everyone can learn from each other.

Creativity
- Don't just talk at people and show them your plans. Don't just rely on the written word. Consultation sessions should be stimulating and participative.
- Use creative methods such as photography, story telling, filmmaking and drawing. This allows people to express themselves in a variety of ways.
- Make your consultation fun – e.g. give people cameras to use, ask people to bring in objects, music, photographs, go out into the built environment.
- Run a reminiscence workshop (see toolkit). This important way of recognizing and acknowledging older people's knowledge of the local area and an opportunity for planners to get a longitudinal perspective on local change

Consideration

- When showing plans, don't expect people to stand up for long periods of time walking around them. Consider putting them on a table so that people can sit around and have discussions.
- Consider acoustics when choosing a venue. Look for a room with an induction loop for people with a hearing aid.
- Don't use rooms that echo a lot.
- Printed information should be accessible for the visually impaired. Use a large font on a plain light coloured background.
- Use a PowerPoint projector and screen to ensure that images and text are visible to all.
- Take people on a field trip or site to get a feel and vision of the potential of redevelopment and regeneration plans.
- Trips and visits should be carefully scheduled and planned. Some older people are not as mobile as others. Allow lots of time to get from A to B and arrange accessible transport if necessary.
- Each consultation and/or workshop day should be relatively short (– /2 hour sessions) and a working day that runs from 10 or 10.30am to 3.00 or 3.30pm.
- Older people can get tired quickly. A short day allows older people to take advantage of free travel and avoid the morning and evening rush hours.
- Schedule activities carefully, they should not be so spread out that people lose interest, but they should not be so close together that people get tired. (We suggest running workshops a maximum of two days per week over 2 to weeks).
- Consider how old your older people are. Activities and schedules that are suitable to a younger older people's age group (i.e. just retired people, those in their 60s and early 70s) may be inappropriate and too intensive for the older people's age group (people in their late 70s up-wards).
- When booking a venue consider older people's mobility and the time it can take some older people to get from A to B. Try not to use a venue with lots of stairs or long walks between rooms.
- A free lunch, breaks up the day and allows for much valued unstructured socialising. This also gives older people something back in return for their input.
- Older people tend to turn up on time and are ready to work. Be prepared!
- Expect a few people to drop out due to illness, work or care commitments or bereavement.

5.2.4 New Cross Gate New Deal for Communities (NDC)

The NDC is a ten year regeneration programme based in New Cross Gate run by

a Partnership Board. The Council is a major partner and the Chief Executive of the NDC works closely with the senior management team of the Regeneration Directorate. The NDC wanted to develop an Urban Design Framework and Development Strategy that would help define the way in which the area could be developed over the coming years and set the standards of design that could be used to inform the planning approval process. It was also to be used to identify the major development and infrastructure schemes that the NDC would try to progress with key strategic partners.

The technique used was called a 'walking audit' and involved small groups of about 10 local people walking round the area with members of staff talking about what they liked and what they would like to see changed. The experience people had of living and visiting the area was invaluable in identifying how people use the area and what needed to be preserved and what changed. People found it easy to talk about the things they encountered everyday in their lives as they went to work, went shopping, went to school or simply socialised with their friends. About 60 local people took part from all sections of the community so the needs of every section of the community could be listened too. After all the groups had walked a section of the patch they came back together to discuss what they had seen and what ideas they had to make improvements.

All the ideas were taken into account when the final 'Master Plan' was developed. The major schemes identified within the plan are now all in various stages of development or delivery and further consultation events have shown a remarkable level of support for all the proposals. This demonstrates that when the local community are fully involved in the development process you get much better proposals which can be 'owned' and supported by those that will be most affected by change. By using imaginative techniques like the 'walking audit' we can also ensure that it is not just a few people who can be involved but a wide cross section of the community.

5.2.5 Local Development Framework (LB Lewisham's engagement with Lewisham Disability Coalition 2007)

As part of the Local Development Framework Preferred Options Consultation, Lewisham officers presented the Lewisham and Catford Area Action Plans to the Lewisham Disability Coalition (LDC). The chance to comment on plans at this stage was deemed as a positive move by LDC, but engagement must continue.

Key points raised by Lewisham Disability Coalition were:
- All new development should be 'fit for life' – adaptable housing standards

- Accessible toilet in the town centre – large, accommodate two people and include adult change areas
- Not enough room in shops for disabled people
- Gateway development at Lewisham and high rise development in general – location of 'accessible homes' in flats – issues about accessibility if not located on the ground floor
- Open space – no gravel or big gaps between paving
- Involve LDC throughout the planning process – plan preparation and comments on planning applications – disabled people need to be involved
- What are the timescales for development?
- Planning obligations – is there accommodation for voluntary groups? Disabled people and their organisations need space to provide services to the community
- Will areas decline further while we wait for the new plan to be approved?
- Involve disabled people!

6. Consultation

In order to supplement external and internal research, a number of face-to-face meetings were held with organisations across the borough, representing equalities groups. In line with the scope of the EIA, discussions focused on 2 key areas:

1. The Regeneration Strategy document itself - the accessibility and content of the strategy.
2. How representatives of these groups felt that communities should be involved in the planning and delivery of major regeneration projects in the borough (with a focus on physical regeneration.)

A dialogue was held with the following groups and individuals:
- Lewisham Council's Black Staff Forum
- LEMP (Lewisham Ethnic Minority Partnership)
- Indo-Chinese Community Group
- Association of Tamil Parishioners
- Lewisham Disability Coalition
- Pensioners Forum
- Age Concern
- Seniors
- Fr Paul Butler (Mayor's Faith Advisor)
- SACRE (Standing Advisory Council for Religious Education)
- Lewisham & Kent Islamic Mosque
- Catford & Bromley Synagogue

- Lesbian, Gay, Bisexual and Transgender Community Involvement Group

Engagement with Young People took place through a specific event for Young People which consisted of a borough tour and focus groups. The outcomes of this event are detailed within this section.

Gender issues for men and women in the borough were gleaned through a major consultation event held in December 2006 for the development of Lewisham's Gender Equality Scheme. This section details the key outcomes from that event.

6.1 Feedback from Black & Minority Ethnic (BME) groups

Comments on the Regeneration Strategy
- If you are not used to the terminology, a member of various committees or your first language is not English - the document is difficult to access, are we being inclusive?
- A glossary is needed at the back, for words such as: community strategy; framework; evolving communities; Lewisham Strategic Partnership; sustainable environments; and, development framework
- Need to make better use of space
- Some colours are too similar
- Font size too small, should at least be 12 - in the present format, it will be a struggle for those with vision impairments
- Deptford High Street has lots of Chinese businesses. This is not represented in the document.
- There are no pictures of Chinese or Vietnamese residents.
- The Strategy will need to be continually reviewed and updated – thirteen years is a long time and things change.
- There is a part that makes reference to being fair to everyone, now and in the future, which is good.
- Overall, the document is forward thinking, informative and inclusive. It tells the story of Lewisham, the people, the place, a diverse borough. It is on the whole well presented, with a balance of pictures and maps, and can be used by internal and external agencies to inform and impart information
- Extended schools: can more be included about after school activities for secondary school pupils?
- Mayors New Cross Bursary Award: can this be included in the strategy and the annual secondary schools booklet promoting benefits of attending Lewisham schools?. Commemorating the young victims of 1981 tragic New Cross Fire of 1981, the awards aim to educate two young people from Lewisham each year, who have academic ability, but might otherwise be deterred from entering university because of financial difficulties.

Views on involvement in regeneration projects

- The council must do more to engage voluntary and community organisations. 50% of VAL's groups are BME, the strategy should have been developed with them.
- 70% of BME people live in the worst areas of the borough. There should be measurable action points to address this. The policy needs to be weighted in terms of need.
- The strategy feels like a fait accompli, where is the opportunity for influence?
- The Strategy doesn't feel realistic - young people are obese, young people are harassed by police, this is the reality and these issues must be addressed
- There is confusion about regeneration in Lewisham – what does this mean? What is happening?.
- Lewisham needs to Regenerate into a better place to live, learn work and ENJOY! No mention of enjoying.
- To ensure different groups have a voice, we need to ensure service providers share the document with them, breaking it down where necessary, asking them what they would like to see. The council should consider work shops, one to ones with individuals, questionnaires, competitions to captures views
- Black Staff Forum are a useful resource in the council, and have been involved in a number of strategies, policies, procedures and service delivery of projects . They welcomed the opportunity to meet with Regeneration Directorate staff leading on this document
- A good number of staff live in the borough, to ensure we continue to involve staff and residents at all levels, management must recognise, often, staff and the communities have the answers, by involving them it will make a difference, improving services and reflect the need.

Physical Regeneration

- BME communities need to be involved in the planning and implementation of regeneration projects, from start to finish.
- Concerns over funding allocations - where does the funding come from? Who is responsible for allocating the funds?
- Housing – after regeneration, housing is not affordable to residents.
- There has been 10 years of Regeneration in Deptford and New Cross – none in Sydenham.
- There are still many problems with Lewisham's physical environment which needs to be addressed.
- In the 80's and 90's there were good social facilities, it feels as if these facilities are diminishing.

- Community and Voluntary organisations have difficulties finding buildings to deliver good, suitable services to BME communities.
- Need for more sheltered housing for Chinese and Vietnamese older people, with Chinese and Vietnamese workers who know and can cater for their needs.
- There is definitely a need to make the borough a more environmentally friendly place. We need more trees.

Community Cohesion
- There is a need to involve children in regeneration projects as they are the ones who will benefit from the strategy.
- The different ethnic communities of Lewisham need to come together more. This will generate prosperity (not just economic) and good relations. They also need to be involved through all processes of Regeneration.
- There is a need for a lot more BME people to become community police. Are there any Chinese/Vietnamese community police?

Healthy Lifestyles
- Lewisham has serious problems – highest mortality rate, highest BME mental health issues. This should be addressed in the strategy.
- Leisure Centres – Ladywell is a poor facility. Downham is a good building but the customer service must improve.

Young people
- Attainment levels in secondary schools is of great concern in BME communities , the strategy needs to say more how Lewisham are increasing the attainment levels, particularly as some groups are not reaching their full potential.
- Exclusions of BME pupils is another great concern - what is Lewisham doing to ensure that we are not excluding gifted BME pupils, particularly in Lewisham secondary schools?
- The Strategy needs to say more about what we are doing to address the homeless situation/support for young people15-24 years old (Housing Options/ Supporting people). Some time ago there was talk of a "foyer" for young homeless people and support packages – what are we doing?There needs to be a holistic approach, not just temporary accommodation, also the support package, life skills etc.
- Young People are the future – more joined up work across agencies to improve life chances for young people.
- It feels as though there is still not enough provision for our young people outside of school.

- BME young people are over-represented in the Youth Justice system, this must be addressed.

Education and Skills
- There is a need to encourage local people to improve their skills. There also needs to be classes for new arrivals to Britain.

Employment
- Lewisham should lead on raising employment prospects for all, as the largest employer in the borough. BME people should be better reflected in management positions and there should be increased development/shadowing opportunities for staff.
- There should be Lewisham Scheme to recruit more young people into the council.

Creative Communities
- Very good – Laban, Goldsmiths, Creekside, Horniman Museum are excellent examples of Lewisham's creativity.

Transport
- The borough's transport links are good. The East London line extension will make it even better.
- All the trains stations except Lewisham need upgrading, not just Deptford.
- 43% of households have access to a car in the borough, a large amount of BME pupils use public transport to and from schools.
- There are more road accidents involving BME pupils, what are we doing to address this?
- What work is being done with Transport for London re: the main roads, more buses at school times, morning and afternoon? impact assessments? St Matthew's Academy, an all through school, for example started in Sept 2007, lots of pupils use 54 bus, from just after 8.00am the bus is full at Catford, additional buses are required. Another example, the 202 bus from Crystal Palace to Blackheath, a small one level bus with one door is used, the bus is always full, yet many children travel in this direction to school.
- Consider additional buses at school start and closing time on some routes and also school buses, a Lewisham school bus scheme? We can roll out the school travel plan!

Safety
- Need to encourage more Chinese and Vietnamese people to become police officers.

- The existing Crime and Anti-social Behaviour Strategy has about 6 months to run, can we include an update from the new strategy that is being worked on?
- Building Safer and Stronger Communities priorities, can we include work with Central Clinic, Community Drug Education Project (CDEP) and young people?

6.2 Feedback from Lewisham Disability Coalition

Comments on the Regeneration Strategy
- Font size is too small
- Colour contrast is not good
- Very wordy
- Much of the content feels like jargon and council 'policy speak', many people would not be able to access this easily.
- The implementation plan will have the most impact
- Could there be a comment from a disabled person?
- Could be more images of disabled people

Views on involvement in regeneration projects
- Access is a major issue relating to the built environment
- An access officer at LB would greatly improve outcomes for disabled people
- A major issue is that Lewisham Disability Coalition need to be informed systematically about new developments – LDC have a specific access group who can be called on
- Disabled people need to be involved all the way through the process including at the planning application stage
- There are positive examples of involvement and engagement of disabled people i.e. the regeneration of Manor House Library, but this is often down to the commitment of individuals. Disabled people's issues and involvement must be systematically mainstreamed into the 'mind' of the whole organisation.
- During each major regeneration project disabled people must be given the opportunity to comment at each stage. One officer within each project must champion issues, follow up meetings and remind LDC to comment.
- How are disabled people being involved in the development of Wavelengths?
- What is happening to Ladywell Pools in the interim period between the opening of the Loampit Vale complex – Ladywell Pools remains an inadequate facility?
- If there is not a disabled representative at meetings, officers must ensure that disability issues are considered as routine.
- LDC receive many emails, these need to be followed up by a phone call or a visit.

- Site managers / officers must consider access issues during the development phases, members of LDC could be engaged to conduct access audits.
- Homes need to be designed for life – to include wheelchair access at the planning stage.

6.3 Feedback from Men and Women in Lewisham

A group of over 70 residents from across Lewisham came together in December 2006 to discuss key issues that affect their quality of life from a gender perspective. Whilst we cannot draw broad quantitative conclusions from this event, it does provide the Council with greater insight into what local women and men feel about their quality of life, and why they think it.

From the discussions at this event, the attitudes of men and women towards learning and working were most different. They can be summarised as follows:
- Women enjoy learning and see it as very important for personal development, building confidence and meeting new people
- Men see learning as primarily for personal advancement and learning of essential skills needed for work
- Men regard work and progression at work as important for their self-esteem and feeling part of a community as well as earning money
- Women approach work from a more pragmatic point of view and see it as primarily for earning money

With regard to health, both men and women felt that they did not do enough to look after their health, however they had different perspectives:

- Women felt they did not have enough time to look after themselves
- Men felt that there was an insufficient focus on men's health by professionals

The focus for women and men towards safety and living in Lewisham were more similar, with the same issues being key for both men and women. Key themes were:

- tackling antisocial behaviour
- promoting community cohesion, particularly between people of different ages rather than across different ethnic groups
- providing better recreational and leisure facilities for both adults and young people

6.4 Feedback from Faith Groups

Comments on the Regeneration Strategy
- No mention of faith communities – faith communities are a major part of 'social' regeneration and this needs to be recognised.
- There should be images which actually show people interacting with places of worship i.e. people at the Deptford Churches Centre. Often imagery only focuses on the physical image of a church and not the social interaction which is more important.
- In general, SACRE would also like to see some mention of "Culture" in the Strategy as it relates to the diverse cultures of the local population. There should also be a mention of how communities engage with local cultural heritage, which is seen as a key aspect of the Borough.
- There should be more explicit links to health as faith and race issues are often distinct to particular communities (e.g. diabetes and heart failure and the link to Indian Sub-Continental communities.)

Views on involvement in regeneration projects
- Lack of understanding about what 'regeneration' is – need to talk in simple terms
- Language barriers are a problem
- Need to target where communities meet
- The council needs to have a more visible 'public face'
- Faith communities do want to be involved and engaged and often feel like they are not asked for their opinion.
- It would be a really good idea for officers to attend services and speak to people afterwards and to maximise what is potentially a "captive audience".
- Officers are always welcome at Sunday masses, gatherings and other events to update people
- In order for officers to do this there needs to be an up-to-date list of contacts for officers to use.
- It is important not to try and schedule new meetings – but to tap into existing networks and meetings – Ecumenical Borough Deans, area deanery networks etc.
- Recognise the stages in the process which provide real opportunities for consultation. If the purpose of the exercise is more information-sharing than consultation this needs to be made clear from the start. Audiences will appreciate an honest appraisal of what their feedback and opinions can realistically affect.

- There are currently major inconsistencies relating to working with and involving faith groups in particular areas of policy. It often takes place as an after-thought and more by chance that be organisational design.
- Officers need to be prepared to actually engage / consult out of office hours
- There is a lot of regeneration work going on in Deptford and there is a feeling that as new communities / development takes place – the old community will be gradually "forgotten about" – the council needs to ensure that this isn't the case and to ensure that involvement is ongoing.
- Local priests and faith leaders have much knowledge about local issues / problems etc. This needs to be tapped into – valuable resource.
- There have been issues with the design of housing and muslim cleansing rituals – this has caused condensation problems and there are designs that can take this into account. These issues need to be thought through when designing new housing and new facilities.
- Changing facilities in new leisure centres need to be analysed to ensure they will be appropriate for different religions.

6.5   Feedback from Older People

Comments on the Regeneration Strategy
- The contrast of colours is quite weak, can the background colour be strengthened
- Older people are not mentioned in the education or employment sections
- There is little about the economic contribution of older people – i.e. older people as carers (a monetary value has recently been put on this nationally which runs into billions of pounds)
- The summary document will probably be most accessible for older people, it is important that the summary immediately captures the fact that the strategy is not just about "buildings" but also about social and economic regeneration too.
- There is a whole section about the value and importance of younger people as the "lifeblood" of our community, but what about older people? The value of older people must also be recognised.
- Only children on the front cover
- The typeface is too small
- PG 15 – 'taking care of the older generation' – can we say something more positive and less 'patronising' here?
- "Sensitive areas of the borough are protected and enhanced" – what does sensitive mean?

People

- By 2020, Lewisham will be home to creative, diverse, cohesive and healthy local communities" delete diverse, cohesive and healthy local communities and add in projected number of residents living in Lewisham.
- Objective 1 – Delete "celebrating Lewisham's diverse communities" and just put in "Strengthen Community Cohesion"
- Add in Objective 5 – Valuing the contribution made by older members to the success of the community.

Prosperity

- Objective 3: Change to "Providing access to jobs and business support for local people and removing barriers that prevent people 65+ from continuing to work"

Place

- Objective 1: Change to "Ensuring that new development is to the highest standards of design and sustainability and responds to the differing needs of all."

Views on involvement in regeneration projects

- The physical state of the borough is currently an issue for older people
- A representative of a group attended a consultation relating to Lewisham Town Centre and did not feel that their views were taken into account.
- Consultation meetings must be welcoming and people must feel that what they say is valued.
- Often there is an aggressive atmosphere at open meetings which can be off-putting.
- It would be really good if older people were enabled to audit 'development sites' whilst regeneration work is taking place to ensure that the area is still accessible for older people.
- Lunch, munch and listen meetings – or meetings that are similar are very good for older people.
- Older people must have the ability to express their views without automatically being labelled as "difficult"
- There is a lack of communication and information about the various regeneration schemes. It was cited that notice of meetings relating to Lewisham Town Centre were received too late.
- People are currently confused about what is happening in Lewisham Town Centre
- At the planning stage for major regeneration projects the council should always contact the pensioners forum as they have a membership of over 1000 people and links to all groups representing older people in the borough. The Forum will then be able to decide whether they have the time / resources to get involved in the project.

- The Pensioners Forum Newsletter is a good way of promoting events etc.
- The Council also needs to move away from the assumption that large, one off consultation events are not always the best way to consult people.
- Moreover, tailoring consultation around the needs of certain users is a more effective approach.
- It was suggested that a 'public face' for the council is needed, setting up a stall in Lewisham Town Centre is a good way of engaging with people.
- There are methods of ensuring that regeneration projects naturally take older people into account in their design i.e. design of houses – "design for life" – houses are designed from the beginning to be accessible for older people / people with mobility problems.
- Safety and good lighting will continue to contribute to improving the quality of everyone's lives, but accessible design which takes account of the needs of older people at the "building" stage is the ideal situation.
- The design of housing estates do not take the issue of distance into account, for older people and people for mobility problems if there is a long walk from a bus stop or from the street to their front door this a major issue which may result in a lack of independence.

6.6 Feedback from Younger People

A focus group involving young people from the borough took place in mid September 2007 and was attended by 22 people who were drawn from the Young Citizens Panel and the Young Mayors Advisory group. The purpose of the event was to consult young people on the Draft Regeneration Strategy 2007-2020 'People, Prosperity, Place' and ask the question 'what sort of place should Lewisham be in 2020?'

Outcomes
There were some recurring themes on the positive and negative side. For example the fact that parks are highly valued by young people as are youth services, both were considered to be good in Lewisham. Transport was an area of disagreement; some groups put it on their list of the best things about Lewisham whilst others had it on their list of the worst thing. During discussion it transpired that some thought the transport *links* were good but others felt that the bus service was poor (several people cited instances where bus drivers had been rude to them or driven past them at stops) and that it took too long to get from A to B.

Generally the aspects of Lewisham which are highly valued by young people are reflected in the draft strategy – these included parks and green areas; leisure centres; education; regeneration initiatives; young people's projects

including the Young Mayor scheme; clean streets and new housing developments.

Aspects of Lewisham which young people felt most needed to improve are also addressed in the strategy including improving Catford town centre; the need for new and refurbished schools; levels of crime and vandalism; limited entertainment including lack of a cinema; limited retail offer; traffic congestion; litter and lack of bins.

Their proposals for change included expanding Lewisham shopping centre to make it more commercially attractive; building more housing accommodation; opening more leisure centres and a cinema; tackling congestion on the South Circular; tackling teenage pregnancy for example through workshops run by young parents; more CCTV and police on the streets; more youth provision; making Lewisham greener by recycling and using less energy

The three issues young people felt it was most important to improve to help make Lewisham the best place in London to live work and learn were :

- Better schools and colleges
- Reducing crime and improving community safety
- Decent houses that people can afford

6.7 Sexual orientation

Comments on the Regeneration Strategy
- There doesn't appear to be any mention of LGBT specific issues in the strategy

Views on involvement in regeneration projects
- Lewisham must follow best practice guidelines relating to consultation and engagement – this is essential for all communities.
- There is confusion about what is happening to Lewisham Town Centre – there are many updates, but progress appears to have stagnated – where is the action. There are no visible signs of regeneration at the moment. The goalposts keep changing and it is hard for the community to know what is going on.
- There are concerns about the displacement of 'communities' in Lewisham – i.e. currently many people gather around the DLR station, when things change and cheaper drinking establishments disappear as regeneration takes place and rent / prices go up – where will 'regulars' go?
- The council must encourage independent businesses in Lewisham Town

Centre, alongside chain businesses.
- The Council should develop a late-night economy within Lewisham (e.g. no nightclub other than Saharas)
- The Council needs to ensure that we try and connect with the public better and use less 'council speak' as this is very off putting

7. Assessment of Impact and outcomes and reducing any adverse impact

All of the research undertaken for this EIA has highlighted that there are specific areas of regeneration actives where equalities groups feel marginalised.

The Regeneration Strategy does not highlight at the moment how our diverse communities will be involved in the development and delivery of regeneration projects. If this is not taken into consideration in the future then there will be an adverse impact on equalities groups. It is vital that officers leading regeneration projects systematically consider the impact of their particular project on equalities groups and how they will engage with different communities at the very initial stages of development. Communities must then be involved appropriately at each stage of the project through genuine engagement.

Additionally, in its present form it is felt that the Regeneration Strategy is currently inaccessible to many people. If these comments are not taken into consideration when producing the final draft of the Regeneration Strategy then could potentially result in an adverse impact on equalities groups.

8. Action plan

Actions to guard against potential adverse impacts on equalities groups are included in the action plan below and these actions will also be mainstreamed through the 3 year Regeneration Strategy Implementation Plan.

8.1 Action Plan

Issue	Equalities group affected	Action	Owner	Timescale
Officers leading the planning and delivery of regeneration projects must ensure that they consider the impact of the specific project on equalities groups and identify the most appropriate methods for engagement. Engagement should start at the planning stages of the project and continue through to delivery.	All	▪ All officers involved in regeneration projects will be issued with the new guide to *'engaging with equality groups'*.	Dalewyn Daniel	By April 2008
		▪ New arrangements for Pearl Linguistics Translation & Interpretation Services to be promoted to all officers involved in regeneration projects.	Dalewyn Daniel	By April 2008
		▪ Identify with relevant officers the major regeneration projects over the next 3 year period and ensure that good practice is embedded. ▪ Assess success of engagement activity at end of 3 year period.	Regeneration Management Team	▪ By April 2008 ▪ Assess yearly and in April 2011 through development of second implementation plan.
This EIA has highlighted the wealth of internal and external resources available to officers relating to best practice in engaging communities in regeneration project i.e. The Intercultural Cities Toolkit	All	▪ Develop a training programme for all officers involved in regeneration activities, based on the key issues highlighted through this EIA and best practice.	Lesley Lee to develop proposal	By June 2008

			Delivery of training programme	Sept to Dec 2008

Officers must be made aware of the existence of many different groups within the borough and the opportunities for communication through this organisations.	All	▪ Compile a list of key strategic groups within the borough (who wish to be contacted) with information about the communications methods that can be utilised through working with these groups i.e.
		  ▪ LDC Newsletter
		  ▪ Lewisham Talking Newspaper
		  ▪ Pensioners Forum Newsletter
			Dalewyn Daniel (supported by Policy & Partnerships)	By April 2008

It has been noted through this EIA that many faith groups welcome officers to attend services and events and utilise these opportunities to involve people in regeneration projects that will affect them . It is important to try to adopt a non '9-5' approach to involving faith groups.	Faith	▪ List of faith groups in the borough to be compiled (who are willing to be contacted) and promoted to all officers leading regeneration activities.	Dalewyn Daniel	By April 2008
It is essential that LB Lewisham's strategic partner for disability – the Lewisham Disability Coalition is kept informed of all regeneration projects, especially physical regeneration projects. LDC must then be enabled to engage in the most appropriate	Disability	▪ Key Regeneration Heads of Service to meet with LDC regarding involvement in strategic regeneration activities.	Lesley Lee to organise	By July 2008
		▪ Three year programme of attendance by officers leading regeneration projects on disability awareness training	Regeneration Management Team to lead	2008 - 2011

manner at all stages of the project.				
It is essential that LB Lewisham's strategic partner for race – Race Equality Action Lewisham, are engaged in major regeneration projects.	Race	▪ Key Regeneration Heads of Service to meet with REAL, to discuss future regeneration projects and engagement within these projects.	Lesley Lee	By July 2008
There is a tendency to rely on promoting consultations on the Lewisham website. This is not accessible for many older people and disabled people, other methods need to be utilised i.e. using established Newsletters to promote consultations, face-to-face meetings, attendance at the meetings of various groups. Lewisham Life. Feedback from consultations must also be promoted through a range of accessible means (i.e. utilising the existing newsletters of community organisations, Lewisham Life).	All, especially older people and disabled people.	▪ Ensure that there are regular updates about regeneration activities in Lewisham Life, other council publications and through work with partners and community groups.	Lesley Lee and Central Communications	Ongoing
Look, feel and content of strategy document				
LOOK & FEEL Concerns raised around colour contrast, font size, images used – all need to be addressed to ensure accessibility and proper reflection of diverse community	All	• The final version of the strategy will be produced in April/May 2008, using funds from the 2008/09 revenue budget and these changes will be incorporated in that final version.	Lesley Lee	April/May 2008

CONTENT Concerns raised around language and use of jargon, need for glossary – need to be addressed to ensure accessibility	All	▪ Production of a summary version which will be accessible to the widest possible audience, and be targeted at local residents, addressing concerns raised in the consultation process about language and use of jargon	Lesley Lee	April/May 2008
Range of comments made by groups consulted in Equalities Impact Assessment have been considered alongside feedback from other consultation initiatives, and where possible, taken on board in proposed final strategy. These include :- greater recognition of contribution of older people; recognition of role of faith communities in social regeneration; recognition of Lewisham's support for Lesbian, gay, bi-sexual and trans-gender communities and their contribution to the borough	All	• Proposed final version of strategy includes comments made by equalities groups in EIA consultation, where possible	Lesley Lee	December 2007

9. Formal agreement

This Equalities Impact Assessment will be considered by Mayor and Cabinet on 5th December 2007 as an integral part of the final version of the Regeneration Strategy, `*People, Prosperity, Place'*.

10. Publication of Results

Results of the assessment will be made available on the Council's website on the regeneration pages, when the re-designed version of the final Regeneration Strategy is available. It will also be included in the summary of EIAs on the website's equalities pages.

11. Monitoring

The achievement of changes, amendments and recommendations arising from the Equality Impact Assessment will be monitored through mainstreaming into the 3 year Regeneration Strategy Implementation Plan. It is proposed that the first monitoring report will be presented to Mayor and Cabinet in June 2009.

External research

There is a wealth of information available on involving and engaging our equality groups in physical regeneration specifically and also the wider aspects of regeneration – including the social and economic aspects. The following section details useful points and information from a range of external publications and research documents. It is important to recognise that this section only touches the surface of what is available to advise and guide officers on the engagement of diverse communities in regeneration projects.

1. Race

1.1 Source: *Formal investigation into race equality in physical regeneration, Commission for Racial Equality (CRE)*, 2007

Overview
In March 2007 the CRE launched a formal investigation into race equality in physical regeneration. Evidence from the first stage of the formal investigation has highlighted a number of concerns, such as poor housing conditions, the shortage of affordable homes, as well as a lack of choice, particularly for ethnic minority communities.

Key findings
- Feeling from organisations working on the ground of not being supported enough in their work to include ethnic minority communities in the planning, implementation and evaluation of regeneration schemes that affect them.
- Concerns that the aspirations and needs of ethnic minority communities are not fully understood.
- Claims that some housing based regeneration schemes are having a disproportionate negative impact on particular ethnic minority groups .
- Examples of tokenistic consultation with ethnic minority communities and their representatives.
- Concerns that the effects of new housing projects and schemes on different racial groups and integration are not being adequately monitored.
- Reports that social or affordable housing in regeneration schemes has not been adequately integrated into new developments.

1.2 Source: *Race & Regeneration Conference,* Glasgow Anti-Racist Alliance, September 2006

Overview

A Race & Regeneration Conference was held by the Glasgow Anti-Racist Alliance (GARA) - a multi-agency partnership established to tackle the social exclusion of young people caused by racism in the city of Glasgow.

Key findings

A discussion was held on community engagement in regeneration activities. The main points raised are detailed below:

- More energy (and different energy) needs to be put into Community Engagement for it to be real.
- The consultation industry is thriving but sometimes the same tired old consultation methods are used.
- Consultation Forums can become very unrepresentative, no individual can speak on behalf of an entire community.
- Agencies are often consulting about what they should already know, communities/citizens then have consultation fatigue.
- Who is the Community Engagement for? Who benefits?
- There are fundamental issues around who has the power and control.
- Some public agencies have a fear about real participation around the decision making table.
- If Community Engagement does not result in changes being made then it defeats the whole purpose.
- Sometimes citizens have become disenchanted with the community engagement processes and have become disengaged – there should be more genuine joint working.
- There are many instances of public sector organisations becoming very defensive about issues emanating from community engagement exercises.

1.3 Source: *Renewal.net overview - Black and Minority Ethnic Communities*, Renewal.net

Overview

Renewal.net have produced a briefing on BME communities and social exclusion. Challenges around community involvement apply to BME communities but are reinforced by:

- the scale of social exclusion within BME communities
- discrimination and racist victimisation
- historical exclusion from decision-making processes
- services not catering to specific needs and cultural differences

- the short-term and marginal impact of previous regeneration programmes

Key findings
- Low levels of engagement deny BME organisations the opportunity to develop the organisational capacity and skills necessary for effective engagement.
- Inclusive policy frameworks need to be supported by complementary measures to enable inclusion to be achieved. This means recognising the barriers to inclusion whether they are real or perceived – and these include:

- Lack of confidence amongst mainstream partners in the voluntary and community sectors' ability to manage regeneration programmes – exacerbated by lack of understanding of the Black voluntary sector
- Limited access to information, advice and technical assistance
- Capacity constraints in terms of staffing and time – most BME organisations are small, targeting localised communities
- Mistrust of mainstream agencies among many BME community groups, based upon a belief that services have not adequately addressed their needs
- Limited power and influence to gain institutional support as partners in their bids
- Local neighbourhood and local community activities not being considered relevant to BME communities where their social networks spread across a wide geographical area
- Language (not just the possibility of it being a foreign language for some but also issues around formality and the use of jargon)
- Bureaucracy – administrative and monitoring requirements placing a heavy burden on limited time and resources
- Complexity of partnership arrangements
- Unequal partners and unequal competitors
- Little effective support or guidance from Government Offices, partly due to their lack of knowledge of the BME sector
- Absence of a senior level champion within partnership and institutional structures

- These are complex barriers, developed over years of under-investment into the Black voluntary and community sectors, and their exclusion from decision-making processes. Removing these barriers cannot be achieved through a 'quick hit' but need resources and mechanisms to be put into place and underwritten by a long-term commitment to race equality and effective engagement.
- Developing effective engagement means revising partnership culture – moving away from a view of BME communities as an issue or problem to be solved and embracing race equality as fundamental to all aspects of their work.

1.4 Source: *The London Plan*, Greater London Authority, 2006

Overview

More languages and cultures are represented in London than in any other city in the world. This diversity is one of London's greatest strengths, accounting for its world city status in the truest sense, and must be supported and built upon. London's children speak over 300 languages, a third of the population is of black and minority ethnic origin, one in eight Londoners is aged over 65 and 20 per cent of households in London include a disabled person. Not only are some communities and individuals disadvantaged by where they live, some also experience other forms of disadvantage and discrimination. The paragraphs below outline some of the key spatial and land use issues faced by different communities.

Key Issues

London's black and minority ethnic groups

Nearly a third of all Londoners are from black and minority ethnic groups. While they share many of the generic needs of all Londoners, or have additional needs concomitant with their gender, age, sexuality or disability, at the same time, many black and minority ethnic groups have distinct spatial needs. The government's Social Exclusion Unit recently reported that: 'While there is much variation within and between different ethnic groups, overall, people from minority ethnic communities are more likely than others to live in deprived areas and in unpopular and overcrowded housing. They are more likely to be poor and to be unemployed, regardless of their age, gender and qualifications'. The cost of housing in London often prohibits families from being able to access the type or size of accommodation required and hence overcrowding and poor housing conditions can be a problem for these communities. Many black and minority ethnic groups are prevented from enjoying life to the full because of fear of crime and racial abuse. Discrimination in London's labour market is a recurrent problem for many black and minority ethnic groups, particularly young black men.

Social and economic impact assessments

Major developments in, or with the potential to impact on, Areas for Regeneration should be subject to social and economic impact assessments. These should consider the direct and indirect effects of a development on Areas for Regeneration, and be prepared by developers, in close collaboration with local community organisations and other local partners. Arrangements for fast-tracking such assessments should be put in place. Local neighbourhood needs, identified by local community organisations and other local partners, should be used as a basis for negotiating local community benefit from development, including Section 106 agreements.

London's refugees and asylum seekers

A large majority of refugees and asylum seekers coming to the UK live in London, and the numbers have grown significantly in recent years. They are some of the most insecure, vulnerable and socially excluded people. The barriers facing refugees and asylum seekers coincide with those faced by non-refugee black and minority ethnic Londoners, but they also have distinct needs that present specific challenges. The need for access to both temporary and permanent affordable accommodation, in both the social and private rented sector, is an overwhelming concern for them. Many have health needs particular to their circumstances and report difficulty in accessing basic primary health care. Again, further research is needed to help address these issues.

1.5 Source: *Regeneration in London's Black and Minority Ethnic Communities*, Centre for Economic and Social Inclusion and the Black Training and Enterprise Group, 2006

Overview

Black and Asian minority ethnic communities have raised time and again that they have not always shared in the benefits from regeneration; there are too many instances where these communities have watched from the sidelines as a spectacular physical transformation of their neighbourhoods takes place while their social conditions remain unaltered.

Historically institutional racism has been rife in the area of regeneration. Racial disadvantage has developed through a cycle of deprivation and lack of investment. Black people disproportionately live in poor run down property, in overcrowded conditions and on many of the worst local authority estates. Regeneration of these areas has been aimed at buildings and not always at people. Thus Black communities continue to end up excluded and marginalised.

Lower employment and earning rates; educational under-achievement and attainment; higher levels overcrowding in housing that is often in disrepair - it is true to say that multiple deprivations still persist on a large scale among many BAME communities. This has understandably led to the view, voiced particularly by BAME Londoners themselves, that several decades of effort by public authorities to tackle disadvantage in BAME communities have largely failed.

If BAME communities are to be an active participant and contributor to the regeneration of large areas of our city, then they should be confident that the public and private agencies charged with these responsibilities will also take their interests into account. These are issues that go not only to the heart of the Mayor of London's economic development policies, but are fundamental to the achievement of higher economic growth and stronger social cohesion.

Key issues

Irrespective of the level of funding there seems to be a general scepticism within BME communities that they are not getting sufficient regeneration funds and not properly involved in determining spending priorities. Linked to this is the view that BME-led organisations are under resourced and there is little encouragement for BME organisations to be contracted to deliver services to their local community. Irrespective of the level of funding there is a widespread view, particularly among BME regeneration stakeholders, that strategy and funding priorities need to have a greater input from BME communities if they are to effectively address BME issues. It could be that closing the gap is as much about how funds are spent and not just the actual level of funds.

This lack of transparency needs to be redressed in other ways that are not wholly reliant on quantitative data. The emphasis needs to be on improving impact through better project and knowledge management, inclusive decision-making, and innovative service delivery. Improved transparency should also give BME organisations and communities better access to information about the objectives and impacts of regeneration programmes.

Recommendations

The LDA and GOL should examine the extent to which the existing networks they fund promote sharing of information between regeneration stakeholders about BME communities and cohesive approaches to regeneration, including:

- sharing of research findings
- transfer of good practice
- mainstreaming of regeneration projects
- improving consultation with BME communities to help identify need and differences between communities
- appropriate actions to meet different needs. The level of support given to BME groups to participate in the planning and delivery of regeneration is presently inadequate given the scale of the problem. The support agencies and networks that have been developed to provide this are themselves constrained by a lack of resource and capacity.

There are a number of steps that strategic regeneration partners can take to increase the effectiveness of their impact on BME communities in London. First, they should jointly examine their plans and targets to ensure that they are complementary. Second, they could agree on high-level strategic targets which they can work towards. Third, these high-level targets should be backed up by an action plan that details partner contributions and milestones against which progress can be measured.

This process could lead to the signing of an 'accord' between the different agencies. Presently, those few specific targets relating to BME communities are subsumed within the wealth of detail of London strategies. The advantage of a signed accord is that it would make these targets more visible and would be a public statement of intent by London partners. As suggested above, the process for arriving at the accord should mean that partners have to examine their own targets and how they can work together - this, in itself, is an important outcome.

In doing this, partners will need to take a more segmented approach to target-setting than they have at present. While the EDS highlights the significant variations in different indicators between BME communities, this analysis is not followed through into specific targets. This is a necessity if, for example, the employment target is to be met.

1.6 Source: *Bristol Community Strategy*, Appendix 6: Commitment To Equalities In Regeneration, 2003

Overview

Bristol City Council has included an commitment to Equalities in Regeneration in their Community Strategy as follows:

1   We the undersigned agencies recognise that oppression, disadvantage, discrimination and poverty exist in society and that people often face simultaneous oppression and social exclusion.

2   We believe that a central principle of regeneration, for both policies and programmes, is that all people in Bristol should be involved in and benefit from the regeneration of the city. This involvement should form part of the wider agenda to promote fair and equal opportunities and social inclusion for everyone including equalities communities of interest, who are younger people, older people, disabled people, women, black and minority ethnic people, lesbians, gay men and bisexual people.

3   We recognise that equalities communities of interest have not been reflected in regeneration and that they have not benefited fully from regeneration initiatives in the past.

4   We recognise that the advancement of equalities communities is a matter of human rights and a condition of social justice and inclusion and should not be seen in isolation. We also recognise that all the residents of disadvantaged neighbourhoods face the continuing barriers of social and economic class and lack of access to the wealth of mainstream society.

5   We aim to mainstream and equalities perspective into regeneration policies, programmes, projects, action plans, evaluation and monitoring at all levels of regeneration in Bristol.

6   We undertake to ensure regeneration in Bristol offers equal access and takes strategic and practical steps to ensure positive action to redress past discrimination and to overcome lack of access and barriers for equalities communities.

7   As signatories we are prepared to take up the challenge and report regularly on our progress working within agreed equalities requirements for regeneration.

8   As signatories we will encourage all organisations in Bristol engaged in regeneration to commit themselves to ensuring equalities in regeneration.

2. Disability

2.1 Source: *Five principles of inclusive design*, **CABE**, **2006**

Overview

The Commission for Architecture and the Built Environment have developed 5 principles of inclusive design. By designing and managing the built environment inclusively, the frustration and hardship experienced by all people - including disabled people, older people and families with small children - can be overcome. All communities benefit from an environment designed in line with inclusive principles.

Key Issues
1. Inclusive design places people at the heart of the design process.
Design and development should create spaces and buildings that people can use to form strong, vibrant and sustainable communities. To achieve this, you should ensure that you involve as many people as possible on the design. This will help to promote personal well-being, social cohesion and enjoyment for all.

2. Inclusive design acknowledges diversity and difference.
Good design can be achieved only if the environment created meets as many people's needs as possible. Everyone at some point will probably experience limited mobility – as a tourist laden with bulky luggage, a parent with young children, an older person or an individual with injuries. It is important to identify barriers to inclusion as early as possible within the design process so that good design can overcome them.

Inclusive design celebrates the diversity of people and should not impose disabling barriers. While the needs of wheelchair users and mobility impaired people are important it is also necessary to understand the barriers experienced by people with learning difficulties, mental ill health, visual impairments and hearing impairments.

3. Inclusive design offers choice where a single design solution cannot accommodate all users.

An inclusive environment does not attempt to meet every need. By considering people's diversity, however, it can break down barriers and exclusion and will often achieve superior solutions that benefit everyone. Disabled people are not homogenous, of course, but considering their needs within the design process will secure benefits for everyone. By applying the same high design standards to meet the access requirements of all users, a design embraces everyone on equal terms. An environment should exceed minimum technical specifications and inspire users.

4. Inclusive design provides for flexibility in use.

Meeting the principles of inclusive design requires an understanding of how the building or space will be used and who will use it. Places need to be designed so that they can adapt to changing uses and demands.

5. Inclusive design provides buildings and environments that are convenient and enjoyable to use for everyone.

Making environments easy to use for everyone means considering signage, lighting, visual contrast and materials. Access to buildings isn't simply a question of their physical layout. It also requires people having sufficient information, often before they leave their house, that makes them feel confident enough to access a building or space. Ensuring this 'intellectual' and 'emotional' access means considering signage, lighting, visual contrast and materials. At the beginning of the design process it is important to analyse the transport patterns to and within a development. Roads, parking, walkways, building entrances and other routes should be considered. People's opportunity to use all elements within the site, including the inside of buildings, is crucial.

2.2 Source: *Diversity & Neighbourhood renewal factsheet*, ODPM, 2005

Overview

The ODPM, now CLG, have produced a neighbourhood renewal factsheet which details the key issues relating to equality communities and their involvement in regeneration projects.

Key Issues

- Research shows that there can be a two-way relationship between disability and social exclusion. Disabled people very often suffer from social exclusion, and

those who are socially excluded are more likely to become disabled.
www.renewal.net/Documents/RNET/Research/Socialexclusiononset.pdf

- Achieving genuine communication between disabled and non-disabled people is challenging, which can easily undermine consultation exercises. To overcome this, disabled people may need support, financial or otherwise, in order to participate. Non disabled people will benefit from disability awareness training.

- Most disabled people want to work, but for many the traditional nine-to-five employment model may not be feasible. These people can still make considerable contributions with access to the right support and flexible work patterns. www.drc.org.uk/businessandservices/employment.asp

- There is a real need to make sure that disability is not a barrier to mobility in the community. This means improving transport links and improving access to public buildings, such as community halls. www.drc.org.uk/businessandservices/access.asp

3. Gender

3.1 Source: *Diversity & Neighbourhood renewal factsheet,* ODPM, 2005

Overview
The ODPM, now CLG, have produced a neighbourhood renewal factsheet which details the key issues relating to equality communities and their involvement in regeneration projects.

Key Issues
- All the neighbourhood renewal priorities and services – employment, education, crime, housing, health and liveability (making sure public spaces are cleaner, safer and greener) – have different impacts on men and women.

- More women than men live in poverty on deprived estates and women in general have lower incomes than men. For example, the average gross weekly earnings for men is £525, while for women it is £396. [www.statistics.gov.uk]

- Women are also more likely to be carers and make up 90% of lone parents.

- A range of strategies and tactics are needed for women to engage more within power structures as, while women are the majority in community groups, they are under-represented when it comes to being in decision-making positions.

- We need to acknowledge women's multiple roles and provide support mechanisms as well as offering incentives for involvement.

- Men in certain ethnic groups experience disadvantage in relation to education. Black Caribbean boys face significantly lower levels of educational attainment at GCSE level as do White boys in certain areas of the country. Meanwhile, the unemployment rate for Bangladeshi men is four times that of their White

counterparts.

3.2 Source: *Gender And The Reality of Regeneration*, Oxfam, 1998

Overview

Regeneration has many forms and facets. It's been around as a concept for over 20 years, and is now delivered by a range of different bodies, at different levels – national, regional and local – across the UK. And, over that time, it has changed its emphasis and its focus and become linked with other fashionable concepts such as social inclusion, community cohesion and, most recently, civil renewal. While in the early 1990s the focus was on physical regeneration, such as housing, today there is a recognition that regeneration needs to be people-centred, and that it needs to involve people from the local community.

Key Issues

When gender is taken into account, it leads to:

- Accurate diagnosis of needs based on the reality of women and men's lives.
- Effective tailoring and targeting of resources to meet the diverse and complex needs in communities and neighbourhoods.
- Interventions that reflect gender differences avoid reinforcing structural inequalities.
- Reaching the whole community – women are a critical link.

3.3 Source: *Ladders To Regeneration*, Renew: Northwest Innovation Taskforce, 2007

Overview

The above report explored the following questions:

- How can more residents of deprived areas undergoing regeneration find employment in regeneration and be involved in regeneration governance?
- What are the barriers preventing greater levels of such employment and involvement? How can they be overcome?
- What factors particular to regeneration employment and leadership impact on local BME communities, disabled people and women? How can these barriers be overcome?

Key Issues

As expected, the baseline study confirmed that disadvantaged people live disproportionately in the disadvantaged areas (such as in Neighbourhood Renewal authorities) subject to most regeneration activity and that:

- women are slightly more spatially concentrated in disadvantaged areas [than on average for the region];
- a greater proportion of disabled people live in disadvantaged areas in the Northwest than the regional average; and
- the concentration of the BME population is greater in deprived areas than for the BME population [across the region], but both figures are lower than the England average. Only five Northwest districts (Blackburn with Darwen, Manchester, Oldham, Rochdale & Bolton) have BME populations above the national average.

Finally, the baseline study identified a number of examples of national and regional good practice. These included:

- The Stephen Lawrence Charitable Trust (for young BME architects) (www.stephenlawrence.org.uk)
- Tomorrows Planners, PATH UK (for young BME planners) (www.pathuk.co.uk)
- BME Councillors training course, IDeA (www.idea.gov.uk)
- The Community Leadership Project, Blackburn with Darwen (www.blackburn.gov.uk)
- ReGender Project, Oxfam (for equal participation in regeneration) (www.oxfamgb.org/ukpp/equal/regender.htm)
- The Young Women Changing Lives Scheme, YWCA (www.ywca-gb.org.uk)
- Women in the Built Environment Project, South Yorkshire (http://extra.shu.ac.uk/cse/site/works/wiset/witbe)
- Breakthrough UK (Manchester and Liverpool, for disabled people and employment) (www.breakthrough-uk.co.uk)
- Greater Nottingham Local Transport Plan (for disability consultation)
- Neighbourhood Wardens Scheme (for community engagement) (www.neighbourhood.gov.uk/page.asp?id=568)
- Sheffield Regen School (for residents consultancies) (www.regenschool.com)
- Regeneration Apprentices Project, New East Manchester (www.neweastmanchester.com/projects/job_training_skills/)
- Groundwork Dearne Valley (for training for young people) (www.groundwork-dearnevalley.org.uk/index.asp?page=47)
- Developing Community Leadership Scheme, Doncaster. (www.doncasterndc.co.uk/modules.php?op=modload&name=News&file=article&sid=457)

5. Age - Older people

Overview

The ODPM, now CLG, have produced a neighbourhood renewal factsheet which details the key issues relating to equality communities and their involvement in regeneration projects.

Key Issues

- There are many well-researched issues affecting older people. These include fear of crime, access to local services (such as shops and post offices) and transport, fuel poverty, antisocial behaviour and the need to bridge inter-generational divides in communities.
- It is important to address the issue of under-representation in community initiatives and how we need to consult all generations. There are significant issues around underused skills and developing the capacity of older people to participate in community planning.
- In relation to quality of life indicators, having a role in the neighbourhood area, having adequate support networks, income and wealth, as well as access to health and social care services and independence, are key factors for older people.

6. Age - Children & Young People

Overview

The ODPM, now CLG, have produced a neighbourhood renewal factsheet which details the key issues relating to equality communities and their involvement in regeneration projects.

Key Issues

- There are many well-researched issues relating to young people and neighbourhood renewal. These include improving educational achievement, reducing teenage pregnancy and reducing the number of children killed or seriously injured in road accidents.
- There are also important questions around providing access to formal and informal play areas and recreational facilities, which ties in to the CLG's vision of

- sustainable communities and liveability – making public spaces cleaner, safer and greener.
- A significant number of young people experience a wide range of problems, including unemployment following education, mental ill-health and being a victim of crime.
- The question of civic renewal and citizenship also needs to be addressed, as there is a large sense of disengagement together with questions surrounding antisocial behaviour and youth crime, drug offending as well as school exclusions. To help counter this problem, there is a need to consult and involve young people in their neighbourhoods through using the informal networks already established. Persuading disadvantaged young people that their opinions can make a difference will have a positive impact on their confidence.

7. Faith

7.1 Source: *Diversity & Neighbourhood renewal factsheet*, ODPM, 2005

Overview

The ODPM, now CLG, have produced a neighbourhood renewal factsheet which details the key issues relating to equality communities and their involvement in regeneration projects.

Key issues
- Faith communities influence important resources – people, networks, Organisations, buildings – of great potential for neighbourhood renewal. They play an important and distinctive role in the voluntary and community sector, and are crucial in the provision of local and neighbourhood services in areas of long term disadvantage.
- The people who comprise faith communities provide a wealth of skills, knowledge and ideas, and engaging with faith networks taps into a wide cross section of the community.

Useful documents

Faith and Community: A good practice guide for Local Authorities (Local Government Association) www.lga.gov.uk

Local Inter Faith Guide (Inter Faith Network and ICRC) www.interfaith.co.uk/ifresources.htm

Partnership for the Common Good: Inter Faith Structures and Local Government (Inter Faith Network) www.interfaith.co.uk/ifresources.htm

Tools for Regeneration (Faith Based Regeneration Network) www.fbrn.co.uk/publications.htm

8. Sexual orientation

8.1 Source: *Diversity & Neighbourhood renewal factsheet*, ODPM, 2005

Overview

The ODPM, now CLG, have produced a neighbourhood renewal factsheet which details the key issues relating to equality communities and their involvement in regeneration projects.

Key Issues

- While there has been a relatively low profile with regard to the relationship between lesbian, gay and bisexual (LGB) issues and neighbourhood renewal, problems such as homophobic hate crime can be made worse by the experience of living in deprived areas.
- Of particular concern here is the issue of street safety, something that is being addressed by Neighbourhood Wardens' programmes.