



# 0EQS ADDITIONAL INFORMATION

ELEPHANT AND CASTLE SHOPPING CENTRE

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# 1 Introduction & Context

- 1.1 This Additional Information Equalities Statement (EqS) has been prepared and submitted by Quod, on behalf of Elephant and Castle Properties Co. Limited ('The Applicant').
  - 1.2 The purpose of this statement is to set out a summary of the potential impacts arising from the proposed redevelopment of the Elephant and Castle Shopping Centre with respect to equalities. This document summarises the key impacts which have been identified in the EqS and subsequent Addendum submitted alongside the planning application (planning reference 16/AP/4458) as well as those raised by the local community and the letter received from Latin Elephant in relation the Planning Committee (dated 16<sup>th</sup> January 2018).
  - 1.3 There have been a number of changes to the scheme since the EqS and subsequent Addendum were prepared. Of those relevant to the consideration on the potential impact on equalities issues the following of are relevance;
    - **Affordable retail** – the original planning application included a combination of on-site affordable retail and off-site provision through financial contributions. The revised scheme includes 10% affordable retail on-site as recommended in policy.
    - **Affordable Housing** – the affordable housing offer has been updated since the 16<sup>th</sup> January planning committee.
    - **Local Business Support and Relocation Strategy** – The relocation strategy and support will be made available to all businesses within the redline boundary. A new Elephant temporary retail offer on Castle Square will be created as an interim use while the shopping centre is being redeveloped. The temporary retail offer will extend to approximately 300 sq.m. in size. A vision will be developed for the reinstated Pastor Street on the West Site to provide a cluster of affordable retail and commercial spaces. A full time multi-lingual community engagement representative will be employed by the Applicant and based in the shopping centre to support existing occupiers.
    - **Bingo and Leisure** – Continued progress has been made in engaging with Palatial Leisure in relation to their re-location. A commitment has been made to give first refusal to a bingo operator to lease a proportion of the proposed leisure floorspace within the development.
  - 1.4 The aim of this additional information is to provide a summary of all of the potential impacts which the Council should consider when undertaking their Public Sector Duty under Section 149 of the Equality Act 2010.
  - 1.5 The Equality Act 2010 sets out a list of protected characteristics which prioritise particular characteristics aimed to reduce socioeconomic inequalities, which are:
    - Age
    - Disability
    - Gender reassignment
    - Marriage and civil partnership
    - Pregnancy and maternity
    - Race
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- Religion or belief
- Sex
- Sexual orientation

1.6 Section 149 of the Act requires public authorities to have due regard to a number of equality considerations when exercising their functions including decision making on planning applications. These considerations include:

- Eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under this Act;
- Advance equality of opportunity between persons who share a relevant protected characteristic (explained in detail below) and persons who do not share it;
- Foster good relations between persons who share a relevant protected characteristic and persons who do not share it.

1.7 The main objective of the duty has been to ensure public policies and programmes are implemented fairly, in particular with regard to their impact on the protected characteristics identified above.

1.8 When determining the planning application Southwark Council should consider the potential effects of the proposed development on those with protected characteristics as defined under the Equality Act 2010. When doing this, the Council should give due regard to equality considerations and attribute appropriate weight to such considerations. Equalities impacts should be considered in the balance, alongside the benefits arising from the Proposed Development. The Council should also consider appropriate mitigation to minimise the potential effects of the proposed development on those with protected characteristics.

1.9 There are no statutory or regulatory requirements for the form or content of an Equalities Assessment. A growing body of recent practice in Equalities Assessment has been to categorise equalities impacts into Disproportionate and Differential. Some effects of development will affect many users – residents, customers, visitors, employees – including many with protected characteristics. This is not necessarily an equalities issue, but it may become one when any adverse effect on those with protected characteristics is Disproportionate or Differential, as explained below:

- Disproportionate: there may be a disproportionate equalities effect where people with a particular protected characteristic make up a greater proportion of those affected than in the wider population.
- Differential: there may be a differential equalities effect where people with a protected characteristic are affected differently to the general population as a result of vulnerabilities or restrictions they face because of that protected characteristic.

1.10 The scale and significance of such impacts cannot always be quantified, and it is common for EqS to address this through descriptive analysis of impacts, and identifying whether such impacts are adverse or beneficial.

1.11 In the context of this Planning Application, certain impacts are inherently more difficult to define or quantify. The key elements of the proposed development which have an impact that could result in an equalities effect include the displacement of the existing uses, the quantum and mix of proposed uses, and the physical characteristics of the buildings that are subject to the Planning Application.

- 1.12 While the scale and significance of these effects cannot be meaningfully quantified, the direction of the effects can be qualitatively considered (whether they are positive, negative or neutral). This EqS will aid the council in making this assessment of impact by setting out the potential equalities effects arising from the Proposed Development, considering the nature of these effects and setting out the proposed mitigation to address these effects. There are set out in Section 2.

# 2 Equalities Consideration

Characteristic	Potential Effect	Category	Reason & Nature of Effect	Mitigation
Age	Negative	Business Owners	<p>Displacement of older business owners. Older business owners may find relocation more difficult.</p> <p>The potential impact of displacing the traders would have differential effect on older business owners compared to all business owners.</p>	Support provided to all eligible business owners through the Strategy. The Business Support and Relocation Advisor will be able to provide support to older business owners. There will be a full time community engagement representative employed by the Applicant who will be based in the shopping centre. This type of support will be helpful to older business owners who may prefer to seek advice and support face-to-face, in an easily accessible location close to their place of business. The Applicant is also looking to develop a vision for the reinstated Pastor Street on the West Site to provide a cluster of affordable retail and commercial spaces.
Age	Negative	Bingo Hall	<p>A large elderly community use the Bingo Hall regularly.</p> <p>The potential impact of displacing the bingo hall would have a disproportionate effect on elderly people who regularly use the Bingo Hall as a social outlet as they make up a larger proportion of users of this facility compared to the wider population.</p>	<p>Ongoing discussions with Palatial Leisure to agree options for re-provision of this facility in the short and long term. The Applicant will give first refusal (on commercial terms) to a bingo operator to lease a proportion of the proposed leisure floorspace within the development.</p> <p>Opportunities to engage with new occupiers of leisure space to consider a programme of events for those communities with protected characteristics under the Equality Act 2010.</p>
Age	Negative	Shopping Mall Space	<p>Social value of the use of the shopping mall by older people as a sheltered place to meet, dwell and spend time, and as a place to host cultural events.</p> <p>The potential impact of the removal of the mall could have a differential effect on older users of the space compared to the wider population.</p>	<p>The redeveloped shopping centre will include high quality areas of public realm that will be accessible and inclusive. The new retail space will not be within a mall format, retail will be provided a ground and first floor but will also include covered courts. There will be galleries and footbridges for access to retail spaces on the first floor. There will also be eight spaces provided for visitors and customers with mobility scooters which are equipped with charging points. The public realm around the retail areas mainly includes covered common areas. These areas have been designed to create a safe pedestrian area, with seating and resting areas every 50 metres.</p> <p>The layout, way finding and street furniture has been designed to create clear sight lines and avoid barriers for people with disabilities, impaired mobility or sight. The Court on the East Site will be the main public space and will function as a flexible events space which could be used all year round. It is therefore considered that the new town centre will offer areas of a similar social value which have been specifically designed for these types of uses and functions.</p>
Age	Positive	Public Realm	<p>Increased access to open space and pedestrian routes will benefit older people and children.</p> <p>Improved accessibility and design of public realm would have a differential impact on those with mobility issues than that of the wider population</p>	None required
Age	Positive	Northern Line Station	<p>Upgrade to the Northern Line Ticket Hall will provide a more accessible station for people of all ages.</p> <p>Improved accessibility of public transport would have a differential impact on those with mobility issues.</p>	None required

Characteristic	Potential Effect	Category	Reason & Nature of Effect	Mitigation
Age	Positive	Affordable Housing	<p>Young people may benefit from the provision of affordable homes.</p> <p>Increased access to affordable housing would have a differential effect on those seeking to access the housing market. This could include young people.</p>	None required
Age	Positive	Employment	<p>Young people may benefit from increased access to employment.</p> <p>Increased employment opportunities could have a differential impact on those seeking entry level employment including young people.</p>	None required
Race/ Age	Neutral	Hannibal House Occupiers	<p>There are a number of charities based in Hannibal House. Some of which may support individuals or groups with Protected Characteristics including Age (young people) and Race such as the Sickle Cell and Young Stroke Survivors charity.</p> <p>The impact of displacing these charities could have a disproportionate effect on individuals or groups with Protected Characteristics. However it is not considered that this charity is spatially tied to this location, and therefore does not represent an equalities issue with respect to the redevelopment of this site.</p>	Occupiers of Hannibal House have access to support through the Relocation Strategy.
Race	Negative	Business Owners/ Employees and Customers	<p>There is a high proportion of business owners (and their employees and customers) from BAME backgrounds who will be displaced from the existing uses on-site. The effects will depend in part on mitigation and the relocation strategy.</p> <p>The potential impact on business owners could have a disproportionate effect on business owners (and their employees and customers) from BAME backgrounds as this protected characteristic makes up a greater proportion of those affected than the wider population.</p>	<p>The development will meet the policy requirement to provide 10% of retail space on site as affordable retail space. The overall provision of affordable retail space coming forward within the opportunity area overall is of a similar quantum of floorspace as that which is occupied by the existing independent retailers on the East Site. The Applicant have agreed to deliver a new Temporary Retail offer on Castle Square as an interim use prior to demolition of the existing shopping centre. Priority will be given to independent traders in the existing centre for these units. The rent for these units will be set at an affordable rental level.</p> <p>Support is offered to all business owners within the redline boundary through the relocation strategy. This includes financial support and advice on options for relocation. A dedicated community engagement representative will be employed by the Applicant and based in the shopping centre to assist business owners in their relocation plans. This representative will be multi-lingual to ensure that all business owners have equal access to the support available.</p>



Characteristic	Potential Effect	Category	Reason & Nature of Effect	Mitigation
			<p>A number of Latin American Businesses will be displaced as a result of the development. These form part of the Elephant and Castle Latin Quarter which has an important role for the Latin American community in the area. (Latin Elephant states that there will be 13 Latin Businesses within the Shopping Centre which will be effected, along with La Distriandina in Elephant Road Arch 6 and there are 12 businesses located within Elephant Road Arch 7). There are over 110 Latin American Businesses within the wider Elephant and Castle cluster according to Latin Elephant's database.</p> <p>The displacement of these businesses has a disproportionate effect on the Latin community as a result of the cluster which exists in Elephant and Castle. A number of the businesses effected provide goods, services and host events which are of cultural importance to this community (such as music and dance events hosted by La Bodeguita and La Distriandina).</p>	<p>Support is being provided to relocate these businesses as stated above. There are opportunities available for these businesses to relocate in the local area to ensure the protection of the Latin Cluster within Elephant and Castle. The Applicant has been in communication with some of the Latin Businesses to discuss options in new premises which could offer relocation solutions. For example there is a restaurant unit within the adjacent Elephant One development that could be a potential option for the relocation for one of the restaurants affected by the development.</p> <p>The businesses which would be displaced make up a proportion of the Latin Cluster in this area, the majority of the businesses which make up this cluster would not be affected by the demolition of the shopping centre or the Arches. In relation to the specific cultural events hosted by La Bodeguita and La Distriandina there are a number of other bar/ restaurants within the surrounding area according to Latin Elephant's database. Venues such as Cabanas del Sur and Tito's Restaurant/ La Pollera Colora host music events of a similar nature.</p>
Race	Negative	Bingo Hall	<p>There is a high proportion of Bingo Hall customers from BAME backgrounds.</p> <p>The potential impact of displacing the bingo hall would have a disproportionate effect on people from BAME backgrounds who regularly use the Bingo Hall as a social outlet as they make up a larger proportion of users of this facility compared to the wider population.</p>	<p>On-going discussions with Palatial Leisure to agree options for re-provision of this facility in the short and long term. The Applicant will give first refusal to a bingo operator to lease a proportion of the proposed leisure floorspace within the development.</p> <p>Opportunities to engage with new occupiers of leisure space to consider programme of events for those communities with protected characteristics under the Equality Act 2010.</p>
Race	Positive	Employment	Increased retail employment is, on average, expected to provide a disproportionate number of jobs to local ethnic minority residents, some of whom may otherwise face barriers to employment.	None required
Race	Negative	Bowling Hall	<p>According to the survey of the bowling hall users, 54% of users are from Black Caribbean and Black African ethnic origin.</p> <p>The impact of displacing the bingo hall poses a disproportionate effect on this Protected Characteristic.</p>	The proposed development will also include the provision of leisure uses which could cater for a similar demographic as those who use the bowling. Therefore the potential disproportionate effect on this particular group using the bowling alley may not result in an adverse effect in terms of equalities.
Religion or belief	Neutral	Business Owners	<p>There are a number of business owners from minority religious beliefs who will be displaced from the existing uses on-site.</p> <p>Effects are not expected have a differential or disproportionate effect on the business owners depending on religion or beliefs. Therefore this does not pose an equalities issues.</p>	None required
Sex	Neutral	Business Owners	<p>The survey of business owners shows that gender split between male and female is 67.5% male compared to 32.5% of the business owners who are Female. Of the Latin American Businesses, 40% are owned by women compared to 60% male.</p> <p>The impact of displacing the existing businesses does not pose a differential or disproportionate effect on either sex of the business owners. Therefore this does not pose an equalities issue.</p>	None required

Characteristic	Potential Effect	Category	Reason & Nature of Effect	Mitigation
Sex	Neutral	Bingo Hall	<p>The survey of Bingo Hall users shows that there is a larger proportion of females (59%) using this facility compared to males (41%). This split between male and female users is not considered to be significant.</p> <p>The impact of displacing the Bingo Hall does not pose a differential effect on one sex over another. There is a marginally disproportionate effect on females as there is a slightly larger proportion of females using this facility. However it is not considered that this effect poses an equalities issue.</p>	Mitigation is as set out in relation to Age as a Protected Characteristic.
Pregnancy and maternity	Positive	Pregnancy and maternity	Inclusive and accessible design principles have been considered in order to ensure residents and users with mobility restrictions can use the new facilities with ease.	Non required
Disability	Positive	Accessible Space	Inclusive and accessible design principles have been considered in order to ensure residents and users with mobility restrictions can use the new facilities with ease.	None required
Disability	Positive	Housing	10% of housing meets the M4(3) wheelchair standards.	None required
Sexual orientation	Neutral	Sexual orientation	No effects identified	None required
Gender reassignment	Neutral	Gender reassignment	No effects identified	None required
Marriage and civil partnership	Neutral	Marriage and civil partnership	No effects identified	None required