



Equalities Statement

1 Triton Square and St Anne's Church

British Land

January 2017

Our Ref: Q70430

Contents

1	INTRODUCTION	1
2	EQUALITIES POLICY AND DUTY	2
3	METHODOLOGY	5
4	SITE CONTEXT AND BASELINE	6
5	EQUALITIES STATEMENT (INCLUDING MITIGATION)	19
6	CONCLUSIONS	33

Tables

Table 4.1 – Population Profile Summary	9
Table 6.1 - Summary of Effects	33

Figures

Figure 4.1 – 1 Triton Square and St Anne’s Church in Local Context	6
Figure 4.2 – 1 Triton Square and St Anne’s Church in London Context	7
Figure 4.3 - Fertility Rates	13
Figure 4.4 - Amharic Speakers in London	18

1 INTRODUCTION

- 1.1 In November 2016, British Land Property Management Limited (the Applicant) submitted a planning application (Ref: 2016/6069/P) to London Borough of Camden (LBC) for the extension and refurbishment of the existing 1 Triton Square office building and the redevelopment of St Anne's Church to provide 22 affordable housing units. There would also be associated public realm works.
- 1.2 The proposals for the Site were developed over a 12-month period and have been the subject of over 13 pre and post-application meetings to discuss and agree various elements of the scheme. There have also been a number of public consultation events which have helped to inform and shape the proposals.
- 1.3 Since the application was submitted, LBC has confirmed that it requires further information from the Applicant in order to be able to carry out an Equalities Impact Assessment (EqIA) of the proposals. This will involve identifying the impacts of the Proposed Development on persons who share relevant Protected Characteristics as defined by the Equality Act 2010.
- 1.4 This Equalities Statement is intended to provide the information the Council requires to assist them in undertaking the EqIA and discharging their statutory Public Sector Equality Duty (PSED).

2 EQUALITIES POLICY AND DUTY

2.1 The Equality Act 2010 forms the basis of anti-discrimination law in Great Britain. The Act replaces the Equal Pay Act 1970, Sex Discrimination Act 1995, Race Relations Act 1976, Disabilities Discrimination Act 1995, Employment Equality (Religion or Belief) Regulations 2003, and Employment Equality (Age) Regulations 2006 with the aim of simplifying and codifying these Acts and Regulations.

2.2 Section 149 of the 2010 Act, which sets out the Public Sector Equality Duty (PSED), requires public authorities to 'have due regard to the need to' eliminate conduct that is prohibited by the Act. Such conduct includes discrimination, harassment and victimisation related to the following 'Protected Characteristics':

- Age
- Disability
- Gender reassignment
- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexual orientation
- Marriage and civil partnership (with respect to discrimination in employment)

2.3 LBC also must have due regard to the need to (as set out in Section 149 (1) of the Act):

- Advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it; and,

- Foster good relations between persons who share a relevant protected characteristic and persons who do not share it. The need to foster good relations involves having due regard to the need to tackle prejudice and promote understanding.

2.4 The need to advance equality of opportunity includes the need to (as set out in Section 149 (3) of the Act):

- Remove or minimise disadvantages suffered by persons who share a relevant protected characteristic that are not connected to that characteristic;
- Take steps to meet the needs of people who share a relevant protected characteristic that are different from the needs of persons who do not share it; and,
- Encourage people from protected groups to participate in public life or in any other activities where their participation is disproportionately low.

2.5 LBC has demonstrated that it is committed to tackling inequality in the Borough. In 2012, it established the Camden Equality Taskforce (with members including councillors, local partners and national experts). The Taskforce explored ways in which local services could help to address inequality in the Borough. A report was then published setting out solutions to issues that had been identified as part of the work. The recommendations outlined in the report have started to be implemented by the Council and its partners and there is an intention to build on the progress already being made and on the understanding of inequalities more generally in the Borough.

2.6 LBC will need to include sufficient information within their EqIA to demonstrate that they have fulfilled the PSED in their decision-making process when determining the planning application. This Equalities Statement provides information to inform and assist that assessment.

2.7 The Act does not specifically require EqIA nor define how EqIA should be carried out. The public sector duty for LBC is to have “due regard” to the requirements of the Act, and the preparation and consideration of an EqIA is simply one way in which this duty can be fulfilled.

2.8 As such there are no statutory or regulatory requirements for the form or content of an EqIA. A growing body of recent practice in EqIA 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.

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

2.10 In the context of development, some impacts are inherently more difficult to quantify, or for a planning consent to influence. The physical characteristics of the buildings that are the subject of the Application may impact certain protected characteristics. However, other equalities impacts would depend on the future use of the buildings and on the actions of the occupiers and users, not all of which can be determined or controlled through the planning process.

2.11 Any policy decision taken by a public body may involve a need to consider and balance a range of both positive and negative effects of different types. There may be reasonable mitigation measures that can eliminate or reduce some disproportionate or differential equalities impacts, but such impacts may not always be avoidable. Consideration should nevertheless be given to whether there are any alternative approaches that could alleviate or mitigate the impact of a decision. LBC must give due regard to all equality considerations, in accordance with the Act, and attribute appropriate weight to such considerations. Equalities impacts should be a consideration in the balance when determining the planning application, alongside the benefits arising from the Proposed Development.

3 METHODOLOGY

3.1 This Statement has been informed by the following datasets and information sources:

- Desktop analysis of nationally recognised demographic datasets including:
 - Census 2011
 - Annual Population Survey 2015
 - DWP Job Seekers' Allowance 2016
 - Public Health England – various datasets
 - Department of Health (2012)
 - Office for National Statistics – various datasets
- Review of the planning application – with particular reference to the Design and Access Statement and Statement of Community Involvement; and
- Discussions with, and information from, the Applicant in respect of the existing occupiers of the two buildings to which the application relates.

3.2 The remainder of this Statement comprises the following:

- Section 4 sets out the baseline conditions on the Site and in the surrounding area, with particular focus on data relevant to protected characteristics, where this is available.
- Section 5 considers the detail of the scheme – both in construction and when completed – to identify potential disproportionate or differential equalities effects.
- Section 6 draws together the overarching conclusions of the report.

4 SITE CONTEXT AND BASELINE

a) Site Context

4.1 The Proposed Development relates to two buildings which are opposite one another on Longford Street. These are: 1 Triton Square (part of the Regent's Place campus which is owned and operated by the Applicant) and St Anne's Church on the corner of Longford Street and Laxton Place. Both buildings are within the Regent's Park ward of LBC.

Figure 4.1 – 1 Triton Square and St Anne's Church in Local Context

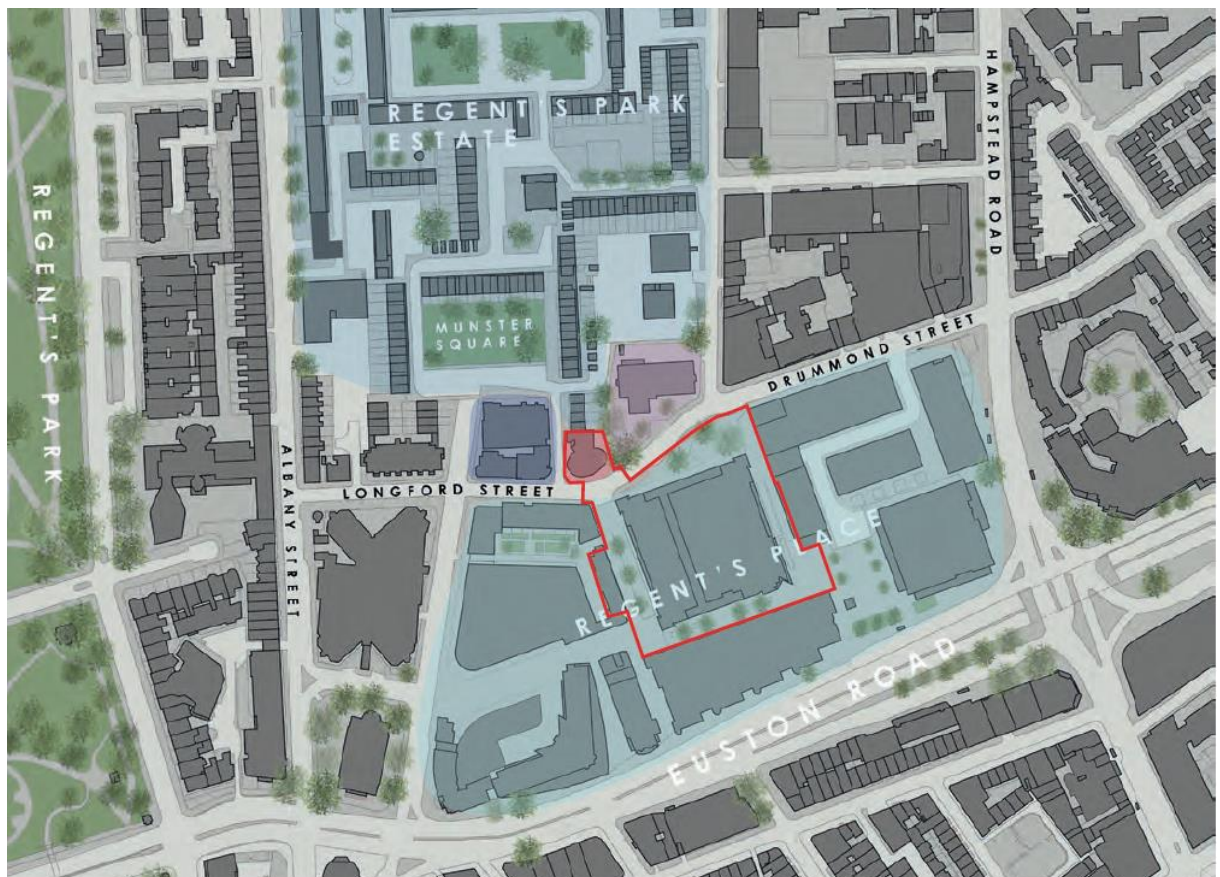


Figure 4.2 – 1 Triton Square and St Anne’s Church in London Context



b) Baseline

4.2 This section of the Statement sets out information about the occupiers of the Site itself and also provides information on the context of the immediate surrounds and wider area in terms of characteristics such as: age, ethnicity, religion, and disability. It considers the demographic profile of the communities living within the ward and sets these in the context of the wider borough (LBC) and London population profiles.

i) Existing Site Uses

4.3 1 Triton Square is currently occupied by companies representing a range of different economic sectors including: digital services; business, financial and workplace management software; and wealth management. There is also a gym based in the building with an associated food outlet.

4.4 The majority of the current occupiers are expected to leave the premises at the end of leases which are due to expire before any building work is due to commence. The gym operator is expected to be

able to operate from temporary accommodation for the duration of the works and then return to the building once the scheme is completed.

- 4.5 St Anne's is currently used by the Debre Genet Holy Trinity Ethiopian Orthodox Tewahedo Church - a congregation of the Ethiopian Orthodox Tewahedo Church (EOTC). The church was built in 1970, originally as a Catholic church, but by 1986 the congregation had dwindled and the Chaldean Syrian community started using it for worship. This continued until at least 2003, but a decline in the Chaldean congregation meant it closed some time after this. By 2011 the Diocese of Westminster offered the closed building to Anglicans leaving the Church of England, although this offer was not taken up.
- 4.6 In 2013 the Diocese concluded there was no long-term demand for a Catholic church in this location and the decision was made to sell the premises. A "meanwhile" use was allowed, with the EOTC renting the premises from the Diocese of Westminster from February 2013 on a short-term basis (up to 4 years).
- 4.7 The premises were purchased by the Applicant in 2014. The EOTC's tenancy of the building is coming to an end in September 2017. The lease has been extended twice (and has been rent free since June 2016) to give the congregation more time to find alternative premises.
- 4.8 As a religious and ethnic group, the congregation of the Debre Genet Holy Trinity Church exhibits Protected Characteristics which are afforded specific consideration under the Equality Act 2010. Because of this group's use of the Site, and to provide LBC will all the information required to undertake an EqIA with respect to this group, this Statement provides specific additional baseline information on London's Ethiopian population (using proxy statistics where necessary) and on London's religious and ethnic makeup.
- 4.9 The Church itself serves a congregation that is drawn from an area which spans well beyond the LBC boundaries¹ (as indicated by the responses to and feedback from the public consultation events).

¹ The Statement of Community Involvement (SCI), which was submitted as part of the application, highlighted 'the difference in the level of support between local and non-local people is primarily because members of the Church, who mostly live outside the Borough, were largely opposed to the scheme, whereas local people were generally more supportive' (p.14).

Therefore, our presentation of statistics on ethnicity and religion looks at London as a whole, rather than just at the local area.

ii) Population, Gender and Age

- 4.10 According to the 2011 Census, the resident population of the ward is approximately 13,530 people. The gender split of the ward is very slightly skewed to males with 51% of the population compared to 49% females. This compares to 51% females and 49% males across LBC and London as a whole.
- 4.11 The age profiles of the ward and LBC are aligned with each other. Across both spatial levels there is a higher proportion of working age residents (16 to 74 years) than at the London-wide level. The 2011 Census shows that 79% of the population in the ward and LBC are of working age. This compares to 75% across London as a whole. Residents under 16 comprise 16% of the population and those over 75 account for 5% of the resident population.
- 4.12 There are approximately 5,600 households within the ward area. Around 23% of these households are home to dependent children. This is significantly lower than London as a whole where nearly a third (31%) of households are home to dependent children.
- 4.13 A summary profile of the local, LBC and London populations is set out in Table 4.1.

Table 4.1 – Population Profile Summary

Variable	Ward	LBC	London
Population and Gender			
2011 Population	13,528	220,338	8,173,941
Male	51%	49%	49%
Female	49%	51%	51%
Age Profile			
Under 16	16%	16%	20%
16-74	79%	79%	75%
75+	5%	5%	5%

iii) Marriage and Civil Partnership

- 4.14 According to the 2011 Census, around 60% of the ward residents are single (having never married or registered a same-sex civil partnership); 25% are married; and 1% are in a registered same-sex Civil Partnership. This is significantly different to the London profile where the split between single and married individuals is more even, with 44% single and 41% of residents married or in a Civil Partnership.
- 4.15 The proportion of people in a Civil Partnership is aligned at 1% for local, borough and London levels.
- 4.16 The proportion of residents who are separated, divorced or widowed are similar in the ward compared to LBC and London as a whole representing 4%, 7% and 5% of the population, respectively.

iv) Qualifications and Employment

- 4.17 According to Claimant Count data from October 2016, there were 185 residents of the ward claiming unemployment-related benefits including Job Seeker's Allowance (JSA) and Universal Credit (UC). This equates to a rate of 1.9% which is in line with the London rate of 1.9% but slightly higher than LBC with a rate of 1.6%².
- 4.18 The 2011 Census provides data on those who are economically active but unemployed. This describes individuals who are currently out of work but are actively seeking employment through job applications and interviews.
- 4.19 The majority of these individuals are aged 25 and over across each spatial scale. At the ward level, 79% of all the economically active unemployed are over 25 compared to 81% in LBC and 78% across London as a whole. London has a slightly higher proportion of 16 to 19 economically active unemployed individuals at 6% compared to the ward and LBC who both report 5%.

² NB that this data is currently experimental and replaces the JSA as the headline indicator of "the number of people claiming benefits principally for the reason of being unemployed".

- 4.20 Black and Minority Ethnic (BAME) groups account for a disproportionately high proportion of London's job seekers – two thirds of all job seekers are from ethnic minorities (compared to 40% of London's overall BAME population).
- 4.21 LBC has a highly-qualified population with over half the population gaining Level 4 and above qualifications³. This compares to 38% across London as a whole.
- 4.22 Qualification attainment varies across ethnic groups. The qualification profile of the Black/African/Caribbean/Black British residents of LBC is in line with the London qualification profile of the same group. This reports up to 34% of the population have gained Level 4 and above qualifications and 16% have no qualifications. The qualification profile of the other major ethnic groups (White; Mixed/multiple ethnic; Asian/Asian British; Other ethnic group) differs to the relevant qualification profiles across London as a whole. For example, 55% of the White residents of LBC have gained Level 4 qualifications or above which is significantly higher than across London where the rate is 38%. This is also true of the Mixed/multiple ethnic group where the Level 4 or above qualification attainment is recorded as 44% in LBC and 35% across London as a whole.

v) Health and Disability

- 4.23 The 2011 Census asked residents to carry out a self-assessment of their general state of health. All people were asked whether their health was 'very good', 'good', 'fair', 'bad' or 'very bad'. This question had no time specification. A high proportion of residents in the ward recorded themselves to be in 'very good' or 'good health' (83%). This compares to 84% of residents across LBC and London.
- 4.24 Data from the 2011 Census records the number of residents who have long-term health problems or disabilities which limit their daily activities. Across the ward, 16% of residents report that their day to day activities are limited 'a lot' or 'a little'. This is higher than at both the Borough and London-wide level where 14% of residents report limits to their daily activities.
- 4.25 Data on premature mortality provides an age standardised mortality rate for all deaths in people under 75 years of age per 100,000 population and is available at a local authority level. Premature

³ ONS (2014) 2011 Census Glossary of Terms defines Level 4 Qualifications as: degree (for example BA, BSc), Higher Degree (for example MA, PhD, PGCE), NVQ Level 4-5, HNC, HND, RSA Higher Diploma, BTEC Higher Level, Foundation degree (NI)

deaths can indicate that people are partaking in behaviours that lead to poor health, this includes smoking, excessive drinking, physical inactivity and poor diet.

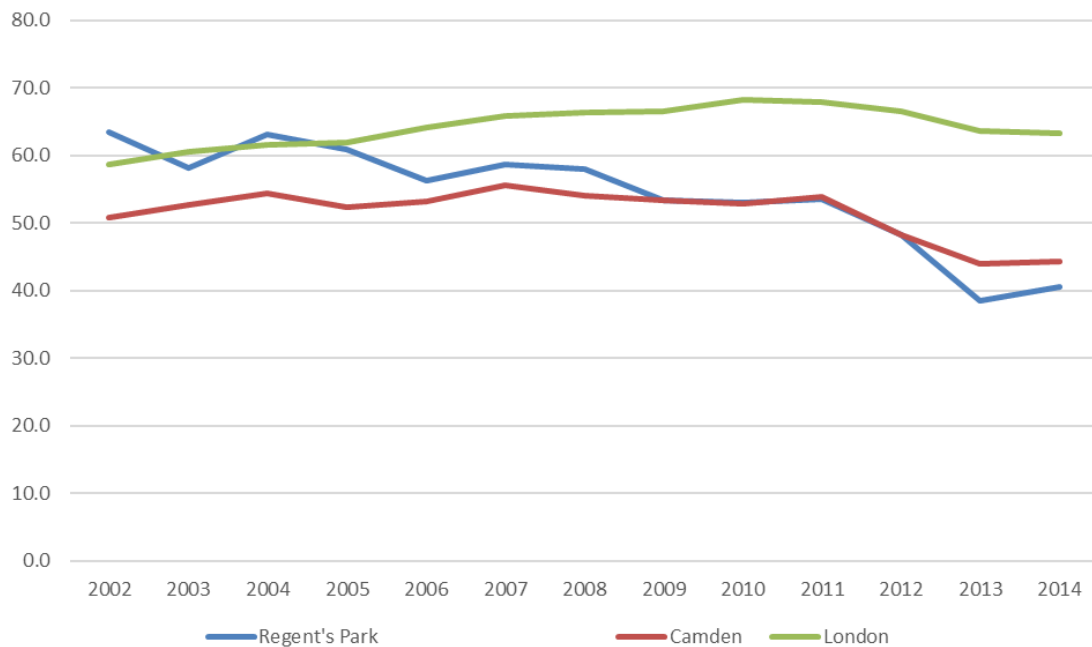
4.26 Across LBC the premature mortality rate for men is 391 deaths per 100,000 population. This compares to 402 and 410 deaths per 100,000 population across London and England respectively⁴. The premature mortality rate among female residents of LBC is lower than male residents at 221 deaths per 100,000 population which is significantly better than London (249 deaths per 100,000 population) and England (268 deaths per 100,000 population).

vi) Maternity and Infant Health

4.27 There are no detailed statistics on the number of local people who are pregnant, which of course will vary over time. The GLA have published general fertility rates – live births per 1,000 women of reproductive age, 15 to 49, in a population per year. The latest available data from 2014 shows that the general fertility rate at the ward and borough level was low (41 and 44 per 1,000 women, respectively) compared to London as a whole (64 per 1,000 women).

⁴ Public Health England. "Directly standardised mortality rate for mortality from all causes, aged <75 (2012-2014)". [online] Available at: <http://fingertips.phe.org.uk/profile/health-profiles>

Figure 4.3 – Fertility Rates



4.28 Early access to maternity services within the first 12 weeks and six days of pregnancy is encouraged by healthcare providers. Evidence shows that early access to health services can improve outcomes for women and their babies as it allows early assessment of a women’s health, social and emotional needs.

4.29 Data from the Department of Health (DH) on the percentage of women accessing maternity services early (within 12 weeks and six days) is available at the primary care trust (PCT) level across London⁵. This data shows that in LBC, 73.2% of women sought early maternity care compared to 75.5% across London PCTs and 84.0% England as a whole⁶.

4.30 Infant mortality is another valuable indicator of the general health of a population. It reflects the relationship between causes of infant mortality and upstream determinants of population health such as economic, social and environmental conditions. Deaths occurring during the first 28 days of life (the neonatal period) in particular, are considered to reflect the health and care of both mother and new-born. Infant mortality rate records the number of deaths under 1 year of age per 1,000 live

⁵ PCT’s have since been replaced by clinical commissioning groups (CCG)

⁶ Department of Health (2012) Number of women seen and assessed by a healthcare professional within 12 weeks and 6 days of their maternity (2010/11)

births and is available at the local authority level. The infant mortality rate across LBC is 2.2 which is significantly lower than the London region rate of 3.4 and the national rate of 3.9⁷.

vii) Gender Reassignment

- 4.31 A person has the protected characteristic of gender reassignment if the person is proposing to undergo, is undergoing, or has undergone a process (or part of a process) for the purpose of reassigning the person's sex by changing physiological or other attributes of sex (Equality Act, 2010). To be protected from gender reassignment discrimination, one does not need to have undergone any specific treatment or surgery to change from your birth sex to one's preferred gender. This is because changing your physiological or other gender attributes is a personal process rather than a medical one. You can be at any stage in the transition process – from proposing to reassign your gender, to undergoing a process to reassign your gender, or having completed it (as per the Equality and Human Rights Commission).
- 4.32 There is no comprehensive data collected on gender reassignment in England.
- 4.33 People who have undergone (or are undergoing) gender reassignment may identify as male or female or may identify themselves using another term.
- 4.34 In 2009, the ONS appraised the situation regarding gender reassignment statistics. This study confirmed that further work was needed to develop reliable statistics in this area.⁸

viii) Sexual Orientation

- 4.35 A person's sexual orientation includes their sexual behaviour, sexual attraction and sexual identity.
- 4.36 Sexual orientation is a Protected Characteristic to allow individuals to choose how to express their sexual orientation without discrimination. This also includes discrimination in the provision of goods, facilities and services on grounds of sexual orientation.

⁷ Public Health England (2016) Camden Health Profile 2016

⁸ <http://www.ons.gov.uk/ons/guide-method/measuring-equality/equality/equality-data-review/trans-data-position-paper.pdf>

- 4.37 Discrimination towards sexual orientation is possible in various forms including: discrimination from one's self-perceived sexual identity, one's perceived sexual orientation (discrimination by perception) or one's links to other individuals and their sexual orientations (discrimination by association) (as per the Equality and Human Rights Commission).
- 4.38 There is no comprehensive data collected on sexual orientation in England.
- 4.39 In 2009, the ONS appraised the situation regarding sexual identity statistics⁹. This document stated that to gather data on sexual orientation, a suite of questions would be required. Sexual identity was identified as one component of sexual orientation for which data may be collected.
- 4.40 There is currently experimental data available on sexual identity through the ONS¹⁰. These estimates are based on social survey data from the Annual Population Survey which collects information on self-perceived sexual identity from the household population (aged 16 and over). This is currently available at the regional level.
- 4.41 London has a higher percentage of the population who identify as gay, lesbian or bisexual (LGB) at 2.6% when compared to 1.8% across England and 1.7% across the UK.

ix) Ethnic Profile

- 4.42 This section on ethnicity, and the next two which relate to language and religion, are of particular significance given the presence of the Debre Genet Holy Trinity Ethiopian Orthodox Tewahedo Church on-site.
- 4.43 The home location of the EOTC's congregation is not publicly available, other than as indicated broadly in the consultation responses. To understand the effects of the Proposed Development, a proxy measures are required, and these need to consider the wider context rather than just the local

⁹ <http://www.ons.gov.uk/ons/guide-method/measuring-equality/equality/sexual-identity-project/guidance/measuring-sexual-identity--a-guide-for-researchers.pdf>

¹⁰ Office for National Statistics (October 2016). Experimental Official Statistics on sexual identity in the UK in 2015 by region, sex, age, marital status, ethnicity and NS-SEC

area. This is because the incidence of the effects is not specifically on local residents but on the church congregation, who are drawn from a wider area.

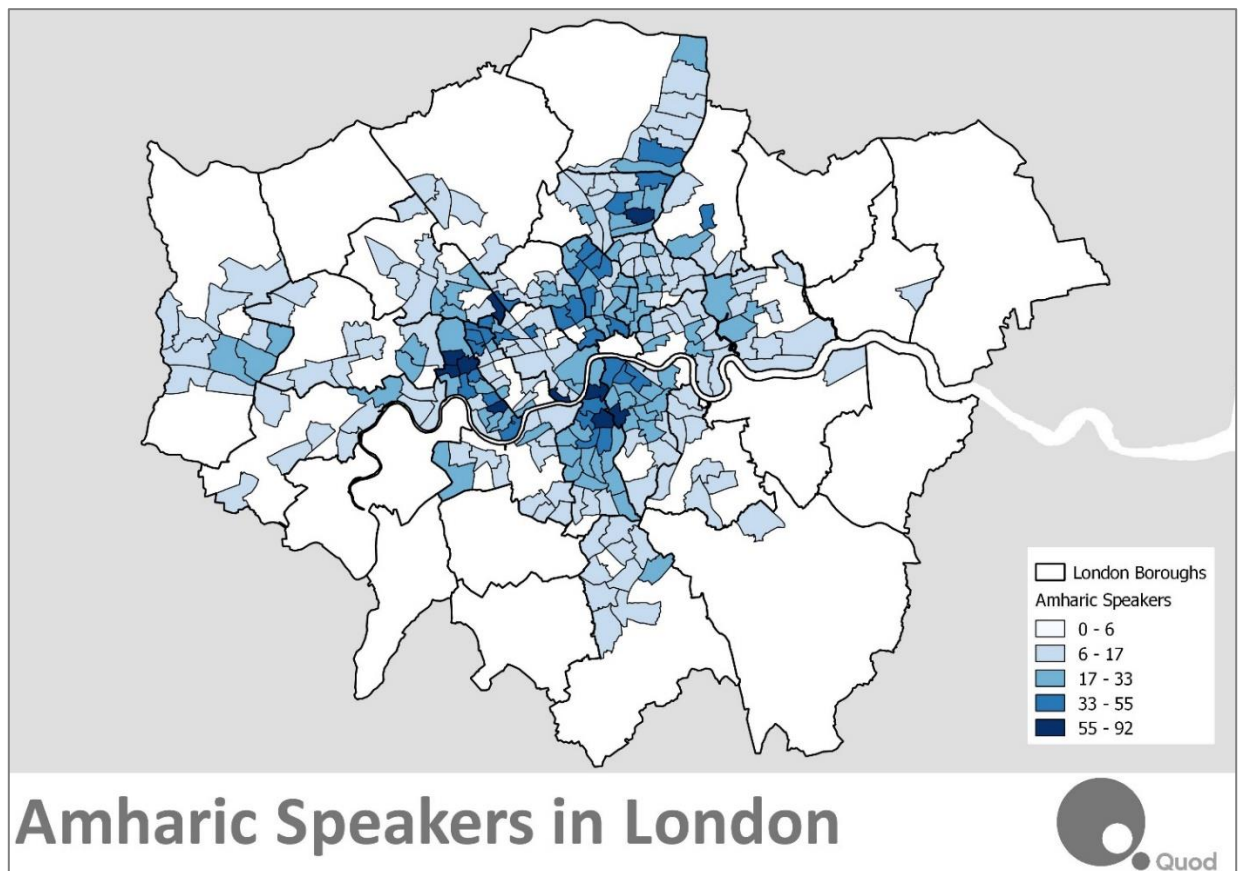
- 4.44 There are no detailed statistics on the location and prevalence of London's Ethiopian Orthodox community. Proxy indicators identified for the purposes of this report must therefore be used (including in relation to ethnicity, country of birth, and main language spoken) but these should not be read as intending to represent an exact match to EOTC's worshippers. There are limitations to these proxy statistics.
- 4.45 Census 2011 data shows London is highly ethnically diverse. Around 60% of the resident population identifies as White, 18% as Asian/Asian British, 13% as Black/African/Caribbean/Black British and 8% as Mixed/Multiple ethnic group or Other ethnic group.
- 4.46 The 2011 Census found approximately 574,000 residents across London (7%) who identify themselves as being of Black African ethnicity. In Camden, this is 5% and in Regents Park Ward 6%.
- 4.47 The Census also records country of birth, with around 10,500 London residents having been born in Ethiopia – around 0.1%. This data is not available more locally, and in any case it is likely that many of London's Ethiopian community were born in Britain.

x) Main Language

- 4.48 The 2011 Census provides data on an individual's main language defined as 'a person's first or preferred language'. Given the ethnic diversity of London, there is a wide range of languages spoken by London residents.
- 4.49 Around 78% of London residents speak English as their main language. Of the remaining 22% of London residents, up to 8% speak an EU European language, 1% speak a Non-EU European language, 1% speak Arabic, 7% speak a South Asian language and 2% speak an African language.
- 4.50 An analysis of the African languages shows that the most common African language is Somali accounting for 41% of all African languages spoken in London. This is followed by Akan (10%), Tigrinya (5.5%) and Amharic (4.7%).

- 4.51 Amharic is the national language of Ethiopia (the Debre Genet Holy Trinity Church’s website and Facebook page are written in Amharic). Figure 4.4 maps the prevalence of Amharic speakers across London based on 2011 Census data. The Census data records those whose main language is Amharic, so does not include those for whom it is a second language, nor people of Ethiopian descent for whom English is their main language. It should not be read as a direct indication of where London’s Ethiopian Orthodox Church worshippers live – not all Amharic speakers may attend church and conversely not all church attendees may speak Amharic as their main language. It is intended only as a proxy statistic to shed some light on the broad distribution of London’s Ethiopian community.
- 4.52 This shows that there is some concentration of Amharic speakers across Hammersmith and Fulham in the west, Southwark and Lewisham in the south and throughout the Lea Valley to the north, although these “concentrations” are not strong and speakers of Amharic are on the whole spread thinly across much of inner London.
- 4.53 The Census recorded that 37 Regents Park ward residents (0.3%) use Amharic as their main language. This represents 0.6% of all London’s Amharic speakers. Camden in total had 343 using Amharic, which is 5.6% of the London total.
- 4.54 Tigrinya is also spoken by some Ethiopians, particularly those from the north of the country. Tigrinya is also spoken by Eritreans. In total, London has approximately 6,200 Amharic speakers and 7,200 Tigrinya speakers. The geographical spread of Tigrinya and Amharic speakers in London is broadly similar.

Figure 4.4 – Amharic Speakers in London



xi) Religion and Belief

- 4.55 Approximately 70% of London residents regard themselves as belonging to a religion. Of the remaining residents, 21% report they do not belong to a religion and a further 9% do not state any response.
- 4.56 The 2011 Census reports that almost half of London residents regard themselves as Christian (which would include followers of the Ethiopian Orthodox Church) followed by 12% as Muslim and 5% as Hindu. No further detail regarding the denominations of each religion is available.

5 EQUALITIES STATEMENT (INCLUDING MITIGATION)

5.1 The main objective of an Equalities Impact Assessment (EqIA) is to ensure that policies and programmes are implemented fairly, particularly with regard to their impact on the protected groups identified in Section 2 of this Statement.

5.2 There are a number of ways in which development could potentially impact on Protected Characteristics or Protected Groups. These include:

- Displacement of existing uses/users;
- Construction phase – impact on amenity could disproportionately affect Protected Groups in the absence of mitigation, particularly older people and disabled people;
- Operational phase – the delivery of new housing and jobs; and
- Design and physical elements of the scheme.

5.3 In order to consider the impact of the proposals on equalities, a range of information sources have been used including application documentation, baseline analysis (as set out in the previous section), and discussions with the Applicant and project team.

a) **The scheme**

5.4 The planning application is for the following:

Extension of the existing 1 Triton Square office building by three storeys for office use (B1), flexible retail (A1, A3 and A4), affordable workspace (B1) and re-provision of a gym (D2); demolition of St Anne’s Church and its replacement with a residential (C3) building of part 6, part 9 storeys; hard and soft landscaping; reconfigured vehicle and pedestrian accesses and works to the public highway; and all necessary ancillary and enabling works, plant and equipment.

5.5 This Statement covers both buildings – 1 Triton Square and St Anne’s Church – as well as the public realm. The refurbishment and extension of 1 Triton Square would provide additional office

floorspace, retail and affordable workspace, and re-provision of the gym. The redevelopment of St Anne's Church would provide 22 affordable homes.

b) Displacement of existing uses/users

- 5.6 As noted in the Introduction of this Statement, there are two existing buildings which are the subject of the planning application (Ref: 2016/6069/P) submitted to LBC in November 2016.
- 5.7 1 Triton Square is an existing office building which is part of the Regent's Place campus. There are currently a number of tenants based there although it is not occupied to its full capacity and several of the floors are vacant. Current tenants include: a global consulting and managed services and systems provider; wealth managers; a computer software company; financial institutions; and a gym. All of these occupiers are on short-term leases and/or their lease terms are due to expire soon.
- 5.8 The Applicant has informed all tenants of the planning application process and of the likely timescales involved. Of the existing tenants, several have already served notice on the Applicant and will be leaving within the next 12 months. Another has negotiated a short extension to their lease. The gym will be temporarily relocated whilst the Proposed Development is built out and will then have the option to return to the building to re-occupy a unit on the ground floor.
- 5.9 The Applicant will continue to engage with existing occupiers to keep them informed of the timescales relating to the Proposed Development.
- 5.10 The nature of the occupiers of the office buildings does not suggest that any Protected Characteristics or Protected Groups will be disproportionately disadvantaged by them leaving the Site, or from renting equivalent space elsewhere.
- 5.11 The current tenant of St Anne's Church is the Debre Genet Holy Trinity Ethiopian Orthodox Tewahedo Church (EOTC). The Applicant purchased St Anne's Church from the Diocese of Westminster in March 2014. The EOTC had agreed a four year lease with the Diocese from February 2013 and the Diocese have confirmed that it was the understanding of both parties that this lease was a short-term arrangement only. This lease was subject to mutual 'rolling breaks'.
- 5.12 The Applicant served the EOTC with a notice to determine the lease in February 2016, in line with the terms of the lease. Since that time, the Applicant has twice agreed to extend the lease in order to

provide the EOTC with more time to find alternative premises. The first lease extension was to October 2016, and then the second to September 2017. This has been at the request of the EOTC. The Applicant understands that the EOTC has set up a 'Building Committee' whose purpose it is to find new premises for the Church.

- 5.13 The latest extension to the lease provided by the Applicant gives the EOTC approximately seven months longer than the original lease allowed and 19 months from when the Applicant first notified the EOTC of its plans for the Site and exercised the break clause.
- 5.14 The Church itself serves a congregation that is drawn from an area which spans well beyond the borough boundaries (as indicated by the responses to and feedback from the public consultation events). The Statement of Community Involvement (SCI), which was submitted as part of the application, highlighted *'the difference in the level of support between local and non-local people is primarily because members of the Church, who mostly live outside the Borough, were largely opposed to the scheme, whereas local people were generally more supportive'* (p.14).
- 5.15 The Applicant has actively and regularly engaged with the EOTC over extensions to the lease. The Applicant has also identified several potential alternative premises and has also put the EOTC in touch with a property agent who specialises in finding suitable D1 (community) Use Class floor space – in order to assist their search, and the applicant has attended property viewings with the EOTC.
- 5.16 Alternative locations that have been suggested so far include two potential local leasehold/building share opportunities:
- St Mary Magdalene Church, across the road from St Anne's Church
 - Regent's High School in Somers Town
- 5.17 In addition, five freehold opportunities have been identified in Greater London:
- Oasis Church, Essex Road, Chadwell Heath, Romford
 - Former Wisdom School, 336 Philip Lane, Tottenham
 - Former East Street Evangelical Church, 28 East Street, Bromley

- Pershore Close, Ilford
- Former Tetherdown Church Hall, Muswell Hill

5.18 EOTC are continuing to consider options for relocation, but have so far rejected six of the seven options identified by the applicant. The freehold opportunity at Muswell Hill was still under consideration by the church at the time of writing. In addition to extending the church's lease at nil rent to assist with the allocation of resources towards the site search, the applicant has actively engaged agents and continues to assist the church in this.

5.19 The Church itself serves a congregation with Protected Characteristics in terms of race and religion or belief and, therefore, its relocation could disproportionately affect people within those groups. The available information on the congregation itself suggests that the operation of the Church itself is not dependent on this particular location. It was previously based in Tufnell Park and is one of four Ethiopian Orthodox Tewahedo Churches in London. Others are listed below, which are within around two to four miles of the Site:

- Debre Tsion St Mary of London, Battersea
- Debre Bisrate St. Gabriel's, Belsize Park
- St Mary of Zion, Clapton Pond, Hackney

5.20 The Debre Genet Holy Trinity Church is based at St Anne's Church on a short term lease and so the current location was not intended to be its settled permanent home. The Applicant understands that the Ethiopian Orthodox Church had legal representation when they signed the lease and were fully aware of the contractual details surrounding the term. Under the terms of the original lease, both parties had breaks enabling them to end the lease. Therefore, while redevelopment cannot take place unless the church vacates the premises, their relocation is not solely as a result of the planning application for the Site. The EOTC's current tenancy will be ending in September 2017 and an alternative location for EOTC will therefore still need to be found before then, irrespective of LBC's decision whether or not to grant planning permission.

- 5.21 The EOTC vacating St Anne's Church would affect the congregation and staff of the church. Mitigation is likely to take the form of a relocation of the EOTC, and re-establishment of equivalent services elsewhere.
- 5.22 The nature of these effects will depend on the new location. Given the long notice period allowed and the wide area that is potentially suitable, it is reasonable to expect an alternative location can be secured. The Applicant has offered assistance and advice to facilitate this, as set out above.
- 5.23 Relocation will inevitably be more or less convenient for different individual worshippers. However, London's Ethiopian community in general (and the congregation of the church specifically), is not concentrated in this local area, and additionally a number of other places for Ethiopian Orthodox worship are available in London. This means that on balance, it is not considered likely that relocation of the church would significantly compromise the ability of the congregation to continue to celebrate their faith.

c) Construction Phase

- 5.24 The 36 month construction period has the potential to impact on the amenity of local residents and office workers due to, for example, noise, vibration, and dust. Some of these effects could disproportionately affect Protected Groups in the absence of appropriate mitigation. For example some groups, including older people, young children, or those with limiting disabilities or illness may spend longer at home and are therefore more likely to be affected by day-time noise disturbance. Others including pregnant women, children in pushchairs, or those with disabilities that affect mobility, can be sensitive to severance whether caused by traffic or changes to surfacing or pedestrian routes.
- 5.25 These potential effects have been identified through the Construction Management Plan (CMP) submitted as part of the planning application. These effects will also be managed and mitigated through the measures set out in the CMP.
- 5.26 The CMP addresses the following matters:
- **Community liaison and consultation** – to be carried out via: quarterly newsletter; site manager; and 'Meet the Contractor' events. There will be a clear complaints

procedure and points of contact to enable member of the public to highlight any concerns about the construction process;

- **Traffic and transport** – measures will include: sub-contractors and suppliers will be members of TfL’s Fleet Operators Recognition Scheme (FORS) or similar at the bronze level; safety features on delivery vehicles; within agreed times for deliveries and vehicle movements; assessment of other works being undertaken in the area so as not to cause unacceptable cumulative impacts; clear and supervised access and egress points to the Site; wheel-washing facilities to keep roads and footpaths free of mud etc;
- **Highway interventions** – appropriate permissions will be sought for temporary crossovers where these are required; necessary and appropriate safety signage and barriers;
- **Environment:**
 - Noise and vibration – where possible noise will be reduced or removed by design. Where this is not possible, controls will be introduced to reduce exposure. There will be careful monitoring of noise during demolition and construction works.
 - Dust – a Dust Management Plan will be implemented. This is likely to include measures such as: dust monitoring and reacting to results; avoid site run-off from vehicles; regular boundary inspections; scaffold protection screens; clean down hoardings and vehicles; keep public highway clear of any debris; use of mechanical road sweeper to clear road.
 - Rats – a qualified pest control firm will survey the existing building 28 days prior to demolition works commencing and appropriate measures taken to ensure rodents do not spread out from the Site.

- Asbestos – pre-demolition hazardous surveys will be carried out and any notifiable asbestos or hazardous materials removed by approved specialists to approved and licenced tips.

5.27 The main contractor will register the development with the Considerate Constructor’s Scheme (CCS). This means the Site will be monitored against a five-point Code of Considerate Practice, designed to encourage performance beyond statutory requirements in the following areas: care about appearance; respect the community; protect the environment; secure everyone’s safety; and value their workforce.

5.28 Overall, any effects of the construction phase of the Proposed Development on amenity will be temporary. These effects, including those which might disproportionately affect Protected Characteristics/Protected Groups, will be monitored and mitigated/minimised as far as possible throughout the construction period.

d) Operational Phase – New Homes and Jobs

i) New homes

5.29 The proposals involve the demolition of St Anne’s Church in order to deliver 22 net additional affordable homes. A significant proportion of these will be large family-sized social-rented units which would be beneficial in the context of LBC’s housing needs and planning policy requirements.

5.30 Access to affordable, good quality housing is essential for building sustainable and balanced communities particularly in areas experiencing affordability issues. It can also help to reduce health inequalities amongst more vulnerable groups – the Marmot Review (2010) identified that bad housing conditions – which includes factors such as homelessness, temporary accommodation, overcrowding, tenure insecurity, and housing in poor physical condition – constitute a risk to health. The availability of affordable housing is of particular importance to vulnerable people who are often in the greatest need. This can include those with Protected Characteristics/in Protected Groups.

5.31 Affordable rented units will be allocated subject to the legal protections in equalities applied by the local authority or registered provider. In accordance with LBC’s Housing Allocations Scheme (2016), households are eligible for points if they meet certain criteria relating to issues such as homelessness

or threat of homelessness; insanitary, unsuitable or overcrowded housing conditions; health and housing related needs; harassment and violence; additional support needs e.g. vulnerable elderly people; and hardship and social needs. New affordable homes will reduce some pressure on housing waiting lists alleviating problems faced by residents with Protected Characteristics.

5.32 Whilst not discriminating in favour of any particular group, the allocation of affordable rented housing to reflect need would be expected to offer significant benefits to those who suffer disproportionately from housing need and would be expected to have a beneficial effect on alleviating the housing problems faced by some residents in Protected Groups.

ii) Additional jobs

5.33 The Socio-Economic Assessment submitted as part of the application stated that the proposals could result in an additional 2,090 jobs being accommodated on-site. The report also highlighted that “whilst many of these jobs, given the location of the Proposed Development in the ‘Knowledge Quarter’, will be taken up by higher-skilled individuals, there will be employment opportunities for people across a range of skills-sets including entry level roles’ (p.12). There is, therefore, potential for the proposals to generate opportunities for: young people; part-time workers; and people with entry-level skills or those coming back to work from a period of unemployment.

5.34 Some Protected Groups may be disproportionately represented in terms of barriers to accessing work, skills and qualifications. These barriers can result from issues relating to: language; cultural factors; family requirements and the need for flexible and/or part-time work. Young people, older people, family carers and ethnic minorities tend to have disproportionate challenges accessing employment because of these factors.

5.35 As set out in Section 4 of this Statement, Black and Minority Ethnic (BAME) groups account for a disproportionately high share of London’s job seekers – two thirds of all job seekers are from ethnic minorities (compared to 40% of London’s overall BAME population).

5.36 As such, a proportion of the opportunities arising from the Proposed Development could align with the employment needs of local residents including those in Protected Groups. In addition, the Applicant, as noted in the Planning Statement has committed to measures relating to employment

within the development after completion through the S106 Agreement. These measures will involve job brokerage and training measures to support local people in accessing those job opportunities.

- 5.37 The Proposed Development would include affordable workspace. As part of the planning application, the Applicant undertook research which identified start-up business space as the best option for replacing the existing D1 floorspace on-site, to benefit the local community, by providing access to employment, training and skills opportunities and encouraging local enterprise.
- 5.38 This space would be accessible to the local community and is intended to address inequality of employment through training and social enterprise, as well as maximising the performance, growth and jobs created by small businesses, when compared to traditional offices or working at home.
- 5.39 The space will target genuine start-ups and SMEs with flexible leases and shared services. It is expected that the offer would deliver training and support, opportunities for education and community engagement, with links to existing Regent's Place occupiers and the West Euston Partnership.
- 5.40 The West Euston Partnership is an alliance of community, private, statutory and voluntary sectors with a successful record since 1992 of working to improve services for the community¹¹. Through this partnership, the Applicant is investigating ways to improve access to employment for residents of the Regent's Park Estate. For further details see the Planning Statement and the Local Services Audit, which were submitted alongside the Application.
- 5.41 The recruitment for new jobs created by both the construction and operational phase of the Proposed Development would be required to be based on a non-discriminatory basis in accordance with legal requirements of Part 2 and Part 5 of the Equality Act 2010. This includes the legal obligation not to discriminate on the basis of age, disability, gender reassignment, pregnancy and maternity, race, religious belief, sex or sexual orientation.

¹¹ <http://www.westeustonpartnership.co.uk/about-west-euston-partnership/> accessed 22.12.16

e) **Design and Physical Elements**

- 5.42 The way in which the built environment i.e. both the buildings and the space between them is designed and constructed can have a significant impact on the way in which people interact with and are able to use it.
- 5.43 The Design and Access Statement (DAS) prepared as part of the planning application sets out how different elements of the proposals have evolved in order to ensure they are as inclusive as possible.
- 5.44 In order to ensure the homes brought forward as part of the Proposed Development (at St Anne's) provide suitable accommodation to meet the needs of a wide range of potential households, the Design and Access Statement (DAS) Volume 2 highlights the following:
- A mixture of 1 bed, 2 bed and 3 bed units – this mix was agreed in consultation with Registered Providers who have knowledge of the needs of the local area;
 - Two units designed to be wheelchair accessible – each of these will have a car-parking space which complies with Building Regulation requirement M4(3);
 - All units are designed with private amenity space in line with GLA's Housing SPG (2016);
 - A communal roof terrace has been provided for the enjoyment of all residents;
 - All units are designed in line with the GLA's housing standards;
 - The development will be cognisant of the principles of Crime Prevention through Environment Design and Secured by Design;
 - The development will fully comply with Building Regulations;
 - The development is located in an area with a PTAL rating of 6b which means it is in a highly accessible location with good links to public transport;

- 90% of the units should meet Building Regulation requirement M4(2) 'accessible and adaptable dwellings' with the remaining 10% meeting Building Regulation requirement M4(3) 'wheelchair user dwellings';
- The Site has suitable access for emergency services.

5.45 New housing, built to modern regulations, is on average significantly more accessible than the existing average housing stock. Provision of new homes, therefore, increases the overall availability of accessible homes to those with disabilities.

5.46 The design of the commercial floorspace at 1 Triton Square has also been developed to adhere to the principles of creating an accessible and inclusive environment. Specifically, as per the DAS Volume 1, it has considered the needs of the following user groups:

- Individuals with mobility, sight, comprehension or hearing impairment;
- The ageing population;
- People with temporary injuries; and
- People whose movement may be impaired or encumbered in any way i.e. pregnant women or people with young children.

5.47 Key features of the design of 1 Triton Square include:

- Gradients of pavements around the Site are gentle and there are dropped kerbs, tactile paving and traffic lights around the Site allowing good connectivity between the road and pedestrian walkways to, from and around the Site;
- All public areas will be designed as step free environments;
- Ample resting places and seating will be provided throughout the Site;
- Three disabled car-parking spaces will be provided for the Site (outside the red line boundary);

- Additional drop off points to the building will be provided as a result of the proposals;
- Cycle storage will be provided on-site and will include cycle spaces for disabled cyclists
- Unisex accessible WC and showers will be provided as part of the changing facilities within the cycle storage areas;
- Escalators will be designed to BS EN115;
- New internal doors will be designed in accordance with Approved Document M and BS 8300;
- New corridors will have a minimum clear width of 1200mm with passing places provided;
- Accessible sanitary facilities on all floors;
- Provisions for means of escape for disabled persons are in line with the recommendations of BS9999:2008.

5.48 Overall, the proposals to refurbish and extend 1 Triton Square seek to maintain and improve accessibility throughout the Site. The design of the building and public realm surrounding it, has taken into account relevant policy, regulations and good practice. This will be to the benefit of all users including those with Protected Characteristics or from Protected Groups.

f) Consideration of Alternatives

5.49 As part of the pre-application process the Applicant undertook an extensive analysis of affordable housing options, which were presented in a detailed Housing Study¹² as part of the planning application address the Council's planning policy requirements.

¹² The Housing Study can be viewed in full as part of the planning application (Ref: 2016/6069/P)

- 5.50 This Housing Study set out, in chronological order, the work undertaken and agreed during the pre-application process with the London Borough of Camden. This included consideration of 14 separate options against criteria agreed with LBC to test whether the residential area sought under Camden's mixed-use policy DP1 could be accommodated either within the extended 1 Triton Square office building or elsewhere on the Regent's Place campus.
- 5.51 The quantum of residential floorspace explored was tested against the considerations contained within Policy DP1. In particular, the impacts of providing residential floorspace on the character of the Proposed Development, the quantum of the target of residential floorspace and the compatibility with the existing office uses of 1 Triton Square.
- 5.52 It demonstrated that whilst a broad range of study options were considered, the building and its surroundings would not practically accommodate a residential element due to the impacts on the existing commercial floorspace and the quality of the dwellings created. This report concluded that providing dwellings on the St Anne's Church site was the most appropriate and practical option for providing homes on site. This was confirmed in the pre-application letter issued by Camden dated 27 October 2016, which stated:
- While the introduction of residential in to the heart of Regents Place would be preferable (ie in 1 Triton Square), it is accepted that the residential options explored are not considered practicable.
 - It is accepted that the St Anne's Church site is considered the most appropriate residential option.
 - The fact that the residential floorspace being proposed is entirely affordable carries significant weight against the shortfall on the overall housing target.
- 5.53 As part of the Housing Study, an off-site Site Search was carried out by Lewis & Partners on behalf of the Applicant, for suitable sites within the vicinity of Regent's Place for conversion or redevelopment to provide affordable housing. The site search identified 41 potential sites within the Regent's Park ward and adjoining wards, with capacity for a minimum of 25,000 ft² (broadly equivalent to capacity of the St Anne's Church site). This included consideration of potential off-market opportunities as well as sites on the open market.



5.54 No sites were identified which were suitable and available within the timescales required by the project, i.e. with an available freehold or minimum leasehold term of 99 years and the ability to achieve vacant possession by 1 August 2017.

6 CONCLUSIONS

- 6.1 When considering the planning application (Ref: 2016/6069/P), the Public Sector Equality Duty requires LBC to consider how their determination of the application will affect people who are protected under the Equality Act 2010, including having due regard to the effects of the Proposed Development and any potential disadvantages suffered by people because of their protected characteristics. This duty operates independently of LBC's planning duties under the Planning Acts.
- 6.2 In meeting this duty, LBC should give due regard to equality considerations and attribute appropriate weight to such considerations. Equalities impacts should also be a consideration in the balance when determining the planning application, alongside the benefits arising from the Proposed Development such as the delivery of housing and employment floorspace, including affordable floorspace.
- 6.3 LBC should also consider appropriate mitigation to minimise the potential effects of the Proposed Development on those with protected characteristics.

Table 6.1 - Summary of Effects

Effects	Relevant Protected Characteristics
Changes to public open space	Disability, Age
New Housing	Disability, Age, Race
New Jobs	Disability, Age, Race
Construction impacts	Disability, Age
Displacement of existing users	Religion, Race

- 6.4 The most significant disproportionate impact with respect to Protected Characteristics is with regards to religion and race, and the displacement of the Debre Genet Holy Trinity Church at St Anne's Church. Mitigation is most likely to take the form of the Church finding an alternative location, which they are actively seeking to do and which the Applicant has been supporting this by allowing lease extensions, offering advice on a suitable agent, and identifying potential alternative premises locally and across London. On that basis, the effect on Protected Characteristics would be minimised.



6.5 The other potential adverse equalities effects on Protected Characteristics are temporary and can be effectively mitigated through management of the construction work. The remaining equalities effects are positive and relate principally to improved accessibility for those with disability.