







	<p>accessing affordable housing with more reliance on social housing. Increased requirements for affordable housing, particularly social rent, can improve women’s access to suitable housing. Single parents also often rely on social housing and are less likely to be owner occupiers and live in overcrowded housing. Meeting Croydon’s housing need is likely to reduce the number of families living in overcrowded housing.</p> <p>As women often have responsibility for domestic work and parental care, they are more likely to work closer to home and/or in part-time employment. Protecting existing office stock in the Opportunity Area and protecting industrial and employment uses offers local employment opportunities. The designation of Neighbourhood Centres and the focus on the provision of community facilities can assist in balancing women’s role in domestic work and paid employment.</p> <p>Women are less likely to have access to a car and rely more on public transport. Planned infrastructure projects and improved public transport offer greater access to employment opportunities, local services and community facilities.</p>	
Transgender	N/A	N/A
Age	<p>Young people often have difficulty in accessing housing due to lower incomes and difficulties in securing mortgages. Meeting Croydon’s housing need and increasing the number of affordable homes and starter homes will give young people more opportunities to access suitable housing and live independently.</p> <p>Protecting existing office stock in the Opportunity Area and protecting industrial and employment uses offers local education, skills training and employment opportunities for young people.</p> <p>Single pensioners have a high demand for affordable housing, particularly social rent. Meeting Croydon’s housing need and increasing the amount of affordable</p>	<p>Older people have requirements for specialised types of housing. While there is currently an oversupply of residential care houses, removing them from the definition of community facility would mean that they are no longer protected from redevelopment for other uses. There is a potential risk that removing this protection means the supply of residential care houses may not meet increasing demand for people with disabilities in future.</p>

	<p>housing will mean older people have access to suitable housing. It will also increase the number of Lifetime Homes.</p> <p>An increase in the housing stock available would increase choice, and may help encourage downsizing of housing types for older generations, freeing up larger homes for young families.</p> <p>Planned infrastructure projects and improved public transport offer greater access to employment opportunities, local services and community facilities for older people and young people who are less likely to have access to private transport.</p>	
Religion /Belief	The identification and designation of Neighbourhood Centres offers greater opportunities for the provision of community facilities. This will improve access to facilities for faith groups.	N/A
Sexual Orientation	The identification and designation of Neighbourhood Centres offers greater opportunities for the provision of community facilities. This will improve access to facilities for sexual orientation groups.	N/A
Social inclusion issues	An increase in affordable housing and a requirement for a mix of housing by type and tenure offers opportunities for all groups to access suitable housing, particularly young people, women, single parents and older people. Protecting offices and industrial and employment uses ensures that local employment, education, and skills training is available in the borough for all groups.	N/A
Community Cohesion Issues	An increase in affordable housing requirements in residential development increases community cohesion by creating mixed communities, and enhancing social interaction between different ethnicities, religion, gender, race and other protected groups. Residents from different groups would also have increased access to a variety of housing options which are suitable for their diverse needs. The designation of neighbourhood centres and the opportunity for a greater provision of community facilities offers different groups and communities access to the same local facilities and services.	N/A



































Group's with a "Protected characteristic" and broader community issues	Description of potential advantageous impact	Description of potential disadvantageous impact	Evidence Source
	<p>minority ethnic communities who are significantly less likely to be owner-occupiers, more reliant on private rented accommodation, and more likely to be over-crowded.</p> <p>An increase in the housing stock available would increase choice, and may help encourage downsizing of housing types for older generations, freeing up larger homes for young families.</p> <p>Increasing housing options may mean that ethnic minorities have better quality living environments, and improved access to health, education, and support services, which may assist in improving attainment levels.</p> <p>The allocation of additional gypsy and traveler's pitches, as well as criteria for proposals for additional future sites would meet the needs of Croydon's gypsy and traveler community, by providing appropriate accommodation, and better access to appropriate services, including employment, education, skills training, and health facilities. It would reduce unlawful encampment, discrimination, victimisation and displacement, and would increase opportunities for participation in community events, which in turn, over time, may reduce racial harassment from settled members of community.</p> <p>Provision for a mix of housing types, greater percentage of affordable housing for new developments, and additional gypsy and traveller pitches may</p>	<p>that many residents are adverse to a growth in housing of different types, size and tenure in their community, in particular the provision of accommodation for gypsies and travelers. This indicates that gypsies and travelers may be excluded from the settled community, and may be subject to harassment, discrimination and victimisation.</p>	<p>Strategic Policies (Partial Review)</p>

<b>Group's with a "Protected characteristic" and broader community issues</b>	<b>Description of potential advantageous impact</b>	<b>Description of potential disadvantageous impact</b>	<b>Evidence Source</b>
	<p>lead to diverse neighbourhoods, increasing the value of diversity in the community and facilitating positive relationships between people from different ethnic backgrounds.</p> <p>The advantages of the changes to SP3-SP8 applicable to the wider community would also apply to this group; the changes are likely to result in increased employment, education and skills training opportunities, better infrastructure, transport, community facilities, protection of green spaces and quality of the built environment.</p>		
<p><b>Sex (Gender)</b></p> <p>Women Men Female headed households etc. Gender identity (transitioning or transgendered people)</p>	<p>Women are more likely to have lower incomes than men, more likely to be in part time employment or unemployed to look after home or family, and generally have more responsibility for domestic work. Women are also more likely to approach the council for social housing assistance. Women also are significantly more likely to be sole parents (91% of sole parents within Croydon are women), of whom a very high proportion living in the social renting sector and private rented accommodation. Therefore the increased housing target to meet housing need, alongside amendments to the affordable housing policy (to increase the percentage of all new homes to be either affordable rented homes, homes for social rent) is likely to advance equal opportunities and provide choice of housing options for women who are disadvantaged in the housing market. In turn, this would enable sole mothers to more effectively fulfil their caring responsibilities for dependents.</p>	<p>N/A</p>	<p>Croydon Observatory</p> <p>Census 2011 data</p> <p>Strategic Housing Market Assessment (2015)</p> <p>Transport for London, Roads Task Force – Technical Note 12.</p>





Group’s with a “Protected characteristic” and broader community issues	Description of potential advantageous impact	Description of potential disadvantageous impact	Evidence Source
	<p>older people with an aging population. The housing policy to achieve a mix of housing is likely to achieve a good mix of housing for older people (those who need affordable housing as well as those who are outright owner-occupiers). This enables older people to exercise choice and control over housing options, encouraging independence and enabling fulfilling lives.</p> <p>An increase in the housing stock available would increase choice, and may help encourage downsizing of housing types for older generations, freeing up larger homes for young families.</p> <p>The advantages of the changes to SP3-SP8 applicable to the wider community would also apply to children, young people, and older people as the changes are likely to result in increased employment, education and skills training opportunities, better infrastructure, social services, transport, protection of green spaces and quality of the built environment.</p>		
<p><b>Sexual orientation</b></p> <p>Gay Lesbian Bisexual People</p>	<p>The advantages of the changes to SP2-SP8 applicable to the wider community would also apply to the approximate 2.6% proportion of the Croydon population who identify themselves as gay, lesbian or bisexual. The changes are likely to result in increased employment, education and skills training opportunities, better infrastructure, social services, community facilities, transport and quality of the built environment. In particular, sexual orientation groups would</p>	<p>N/A</p>	<p>Croydon Observatory</p>



<b>Group's with a "Protected characteristic" and broader community issues</b>	<b>Description of potential advantageous impact</b>	<b>Description of potential disadvantageous impact</b>	<b>Evidence Source</b>
	<p>lifestyle.</p> <p>All residents can benefit from enhanced meaningful interaction from those with different backgrounds, including greater inter-faith engagement and interactions between young and older people, or people from different ethnic backgrounds (those who belong to a protected characteristic and those who do not). When people from different backgrounds get on well together, there is a greater sense of community cohesion.</p> <p>Residents from different groups would also have increased access to a variety of housing options which are suitable for their diverse needs, which would support vulnerable or disadvantaged people by enhancing their opportunities to lead fulfilling lives, have a sense of belonging, and a united sense of shared values. Providing a choice of housing for people at all stages of life, would facilitate a reduction in social, economic and environmental deprivation, and is likely to assist in creating more cohesive communities and increase in community sense of belonging and satisfaction with the local area.</p> <p>The designation of neighbourhood centres and the opportunity for a greater provision of community facilities offers different groups and communities access to the same local facilities and services. Further, the protection of public houses as community facilities retains and expands the opportunities for more local</p>		

Group's with a "Protected characteristic" and broader community issues	Description of potential advantageous impact	Description of potential disadvantageous impact	Evidence Source
	community facilities, social interaction and cohesion.		
<b>Delivering social value</b>	<p>The proposed changes to the Croydon Local Plan: Strategic Policies delivers social value by enabling the borough to provide for its housing need. This provides social benefits such as improving health and wellbeing through ensuring that all residents have access to suitable housing through all stages of life, including vulnerable people and protected groups, and reducing the amount of homeless households in temporary accommodation. The policy changes are targeted at addressing the needs of groups who have inadequate housing, and will assist to reduce deprivation, in particular where it is spatially concentrated.</p> <p>Lifetime homes standards encourage flexibility and adaptability to support the changing needs of individuals and families at different stages of life.</p> <p>The Local Plan provides economic benefits by protecting the borough's employment uses to ensure local employment, education and skills training opportunities. An improvement to public transport offers social and environmental benefits by improving access to services for all groups and also reducing car use in the borough.</p>	N/A	

<b>2.3</b>	<b>Are there any gaps in information or evidence missing in the consultation, data collection or research that you currently have on the impact of the proposed change on different groups or communities that share a protected characteristic? If so, how will you address this?</b>
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The equality analysis considers the recommended changes to Croydon Local Plan: Strategies Policies (Proposed Submission) for submission, in response to the November-December 2015 consultation. If any of those changes are implemented prior to publication in September 2016, the equalities analysis can be updated to track equality impacts as it progresses.

**4.5 Please seek formal sign of the decision from Director for this equality analysis?**  
 This confirms that the information in sections 1-4 of the equality analysis is accurate, Comprehensive and up-to-date.

Officers that must approve this decision	Name and position	Date
Head of Service / Lead on equality analysis	Steve Dennington, Interim Head of Spatial Planning	14/06/2016
Director	Heather Cheesbrough (Director of Planning & Strategic Transport)	15/06/2016

**Email this completed form to [equalityandinclusion@croydon.gov.uk](mailto:equalityandinclusion@croydon.gov.uk), together with an email trail showing that the director is satisfied with it.**