

# **Tustin Estate Improvement Programme**

Equality and Health Impact Assessment

28 August 2020





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# Executive summary

## Overview of the commission

Mott MacDonald has been commissioned by Southwark Council to undertake an Equality and Health Impact Assessment (EHIA) of the improvement programme for Tustin Estate, in the London Borough of Southwark.

## Summary of the EHIA

The EHIA process is focussed on the potential effects, including health effects, likely to be experienced by those living and working in the community in light of their 'protected characteristics' under the Equality Act 2010. It identifies any differential or disproportionate effects (both positive and negative) on those with protected characteristics that may arise from the Programme, and sets out potential mitigation or enhancement measures that the Council can put in place to address them.

This initial EHIA presents summary equality and health findings for the four main options for Tustin Estate: (1) Maintain Tustin, (2) Refurbishment, (3) Partial refurbishment and part demolition and rebuild, (4) Tustin Common and (5) Tustin Common with Manor Grove refurbishment and infill

## Findings

The process of research and analysis for this initial EHIA has identified a number of risks and several opportunities that could arise from each of the development options, split into three broad categories: potential impact on residents and community resources during renewal; potential impact on businesses during renewal; and potential impact on the community following the renewal process. These were then broken down further into the following themes:

- Potential impact on residents and community resources during renewal
  - Loss of social cohesion and access to community resources (increased distance to places of social connection due to temporary relocation)
  - Difficulty accessing finance (e.g. costs associated with moving home, or securing new housing)
  - Appropriate, accessible and affordable housing (with respect to housing need around affordability, size, tenure, and accessibility)
  - Health effects (e.g. noise, air quality, and stress during construction)
  - Safety and security (e.g. anti-social behaviour, and crime)
  - Accessibility and mobility in the area (e.g. moving around the Estate for those with mobility difficulties)
  - Information and communication (complex material and information on the regeneration can be difficult for those with different communication needs)
- Potential impact on businesses during renewal
  - Barriers to reemployment (closure or relocation of existing businesses could lead to a loss of employment)
  - Impact of redundancy on health and well-being

- Access to commercial finance (financial effects resulting from loss of trade, relocation or closure)
- Potential impact on the community following the renewal process
  - Tackling crime and disorder
  - Improved access, mobility and navigation
  - Improved public realm and green space (improved shared spaces, green space and effects on health and well-being)
  - Provision of community resources and improved social cohesion (places of social connection improving social cohesion and reducing isolation)
  - New employment opportunities (job creation through construction and apprenticeship programmes and other opportunities)
  - Improved housing provision (increased availability of accessible, appropriate and affordable housing of improved quality and energy efficiency)

These findings are explored in detail with the impacts compared against each option.

# 1 Introduction

This chapter sets out the purpose and scope of the initial Equality and Health Impact Assessment (EHIA) of the improvement programme ('the Programme') of Tustin Estate, in the London Borough of Southwark.

The chapter also sets out requirements of the Equality Act 2010 ('the Equality Act'), the approach to EHIA, and tasks undertaken throughout this process.

## 1.1 Purpose of the EHIA

The purpose of the EHIA is to help Southwark Council ('the Council') understand the potential risks and opportunities of the proposed renewal options, with a particular focus on people with characteristics protected under the Equality Act and the health of the local population (including on health inequalities). Protected characteristics include the following (as defined by the Equality Act):<sup>1</sup> age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion and belief, sex, and sexual orientation.

This initial EHIA outlines the findings of the impact assessment for each of the options.

## 1.2 The renewal options

The EHIA is focused on five renewal options. Table 1.1 below sets out a summary of the different renewal options for Tustin Estate. The main focus of this document is on identifying the impacts of each option.

**Table 1.1: Options for Tustin Estate renewal**

Option no.	Option	Description
1	Maintain Tustin	Maintain for the next 30 years to Decent Homes Standard, Southwark Standard (new kitchens and bathrooms) and Estate repairs
2	Refurbishment	Refurbishment to Decent Homes Standard, Southwark Standard (new kitchens and bathrooms), block enhancements, new build infill homes and estate improvements
3	Partial refurbishment and partial demolition and rebuild	Bowness and Heversham and Manor Grove council properties are refurbished. Other blocks are demolished and rebuilt. Estate Improvements.
4	Tustin Common	Full demolition and rebuild to maximise number of new Council Homes
5	Tustin Common and Manor Grove Infill	All demolition and rebuild to maximise number of new Council Homes, but with refurbishment and infill housing on Manor Grove

Source: Southwark Council

## 1.3 The Equality and Health Impact Assessment

This initial EHIA sets out the key potential equality and health impacts of the five renewal options for Tustin Estate. The approach to this report includes components of both Equality Impact Assessment (EqIA) and Health Impact Assessment (HIA).

### 1.3.1 Equality Impact Assessment

This EHIA has been undertaken as the first step in a process towards fulfilling the Council's obligations under current UK equality legislation, and in particular the Equality Act. The Act sets out a Public Sector Equality Duty (PSED), at section 149 and is set out in Figure 1.1 below.

**Figure 1.1: Article 149 of the Equality Act: The Public Sector Equality Duty**

**(1) A public authority must, in the exercise of its functions, have due regard to the need to—**

- (a) eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under this Act;**
- (b) advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it;**
- (c) foster good relations between persons who share a relevant protected characteristic and persons who do not share it.**

**(2) A person who is not a public authority but who exercises public functions must, in the exercise of those functions, have due regard to the matters mentioned in subsection (1).**

**(3) Having due regard to the need to advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it involves having due regard, in particular, to the need to—**

- (a) remove or minimise disadvantages suffered by persons who share a relevant protected characteristic that are connected to that characteristic;**
- (b) take steps to meet the needs of persons who share a relevant protected characteristic that are different from the needs of persons who do not share it;**
- (c) encourage persons who share a relevant protected characteristic to participate in public life or in any other activity in which participation by such persons is disproportionately low.**

Source: Equality Act 2010

The PSED is intended to support good decision-making. It encourages public authorities such as the Council to understand how different people will be affected by their activities. This means services and policies are appropriate and accessible to all and meet different people's needs. The Council must demonstrate that it has shown due regard to the aims of the PSED throughout the decision-making process to deliver the Programme. The process used to do this must take account of the protected characteristics which are identified below in section 1.3.1.1.

<sup>1</sup> Government Equalities Office/Home Office (2010): 'Equality Act 2010' Available at: [www.legislation.gov.uk](http://www.legislation.gov.uk)

### 1.3.1.1 Protected characteristics

An EqIA provides a systematic assessment of the likely or actual effects of policies or proposals on social groups with the following protected characteristics (as defined by the Equality Act):<sup>2</sup>

Protected characteristic	Equality and Human Rights Commission (EHRC) definition
Age	A person belonging to a particular age (for example 32-year olds) or range of ages (for example 18 to 30-year olds).
Disability	A person has a disability if she or he has a physical or mental impairment which has a substantial and long-term adverse effect on that person's ability to carry out normal day-to-day activities.
Gender reassignment	The process of transitioning from one gender to another.
Marriage and civil partnership	Marriage is a union between a man and a woman or between a same-sex couple. Couples can also have their relationships legally recognised as 'civil partnerships'. Civil partners must not be treated less favourably than married couples (except where permitted by the Equality Act).
Pregnancy and maternity	Pregnancy is the condition of being pregnant or expecting a baby. Maternity refers to the period after the birth, and is linked to maternity leave in the employment context. In the non-work context, protection against maternity discrimination is for 26 weeks after giving birth, and this includes treating a woman unfavourably because she is breastfeeding.
Race	Refers to the protected characteristic of race. It refers to a group of people defined by their race, colour, and nationality (including citizenship) ethnic or national origins.
Religion and belief	Religion has the meaning usually given to it but belief includes religious and philosophical beliefs including lack of belief (such as Atheism). Generally, a belief should affect someone's life choices or the way they live for it to be included in the definition.
Sex	A man, woman or non-binary person.
Sexual orientation	Whether a person's sexual attraction is towards their own sex, the opposite sex or to both sexes.

An EqIA does this through the following approaches:

- Assessing whether one or more of these groups could experience disproportionate effects (over and above the effects likely to be experienced by the rest of the population) as a result of the proposed renewal options. An EqIA includes examining both potential positive and negative effects.
- Identifying opportunities to promote equality more effectively.
- Developing ways in which any disproportionate negative effects could be removed or mitigated to prevent any unlawful discrimination and minimise inequality of outcomes.

### 1.3.1.2 Assessing equality impacts

While the PSED does not specify a particular process for considering the likely effects of policies, programmes and projects on different sections of society for public authorities to follow, this process is usually undertaken through some form of equality analysis, which can include EHIA's.

Undertaking an EHIA helps to demonstrate how a public authority is complying with the PSED by:

- providing a written record of the equality and health considerations which have been taken into account;

- ensuring that decision-making includes a consideration of the actions that would help to avoid or mitigate any negative impacts on particular protected groups; and
- supporting evidence-based and more transparent decision-making.

By understanding the effect of their activities on different people, and how inclusive delivery can support and open opportunities, public bodies can be more efficient and effective. The EHIA process therefore helps public bodies to deliver the Government's overall objectives for public services.

### 1.3.2 Health Impact Assessment

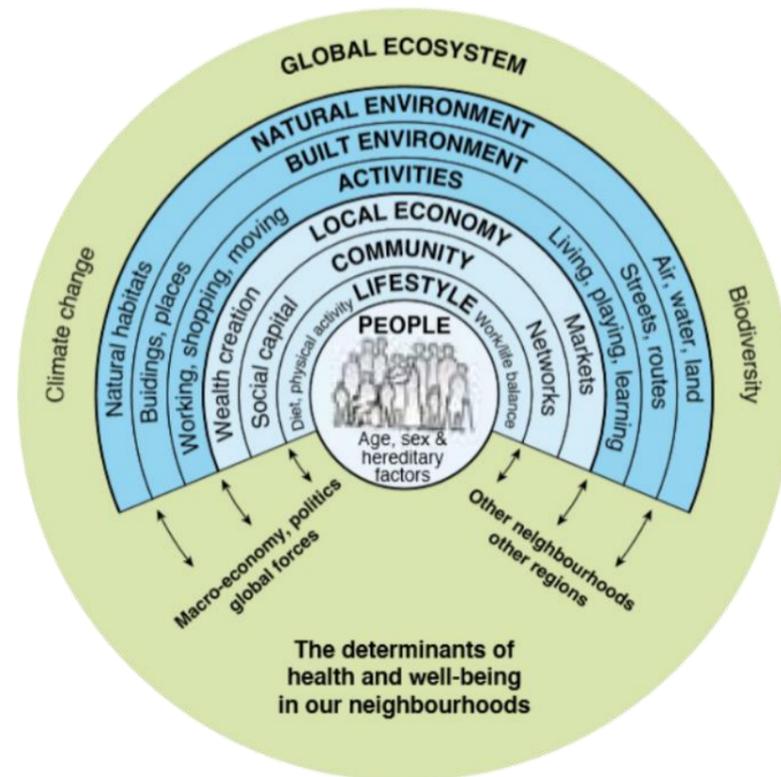
Health as a component of the EHIA will focus on assessing whether certain sections of the population (based on the protected characteristic groups defined above) will experience health consequences disproportionately or differentially. The HIA component of this assessment identifies potential health risks and opportunities associated with the renewal options, focussing on key health aspects of the regeneration process (e.g. relocation, construction effects) and how this intersects with health inequalities. The mitigations Southwark has in place to prevent adverse effects on health for vulnerable sections of society are also outlined.

<sup>2</sup> Government Equalities Office/Home Office (2010): 'Equality Act 2010'. Available at: [www.legislation.gov.uk](http://www.legislation.gov.uk)

### 1.3.2.1 Assessing health impacts

The approach to the HIA aspect of this report uses the World Health Organization’s (WHO) definition of health as a ‘state of complete physical, mental and social well-being and not merely the absence of disease or infirmity’. Health inequity (avoidable differences in health) was considered, introducing a notion of fairness. The figure below highlights the determinants of health in a community context.

Figure 1.2: Determinants of Health



Source: Barton and Grant (2006) The health map, based on a public health concept by Whitehead and Dahlgren, The Lancet 1991. Department for Health (2010) Health impact assessment of government policy

### 1.4 Overall approach to the EHIA

The approach to EHIA employs the bespoke Mott MacDonald INCLUDE toolkit, which sets out the following steps: Action planning will be undertaken in the next stage of the EHIA, following selection of a preferred option by residents through a ballot, during which residents will rank the options in order of preference.



### 1.5 Tasks Undertaken

Within the steps above, the following tasks were undertaken to deliver the assessment:

#### 1.5.1 Understanding the project

**Discussion with Southwark Council:** Initial discussions were undertaken with the Council to gain a better understanding of the Estate and the approach to the Programme.

**Estate walkover:** A visit to the Estate was undertaken in December 2019. The visit included a viewing of the low-rise blocks on the Estate: Ullswater House, Hillbeck Close, Heversham House, Kentmere House, and Manor Grove; Pilgrims Way Primary School; and the Tustin Community Centre.

**Review of renewal proposals:** A review of documentation associated with the renewal, planned mitigation measures and impacts on residents was undertaken on an ongoing basis, as it was produced.

### 1.5.2 Evidence, distribution and proportionality

**Initial desk-based evidence and literature review:** In order to better understand the potential risks and opportunities arising from all of the renewal options on residents, community facilities and businesses an initial desk-based review was undertaken. This allowed for the characterisation of potential risks and opportunities typically associated with estate regeneration and relocation, to understand whether they applied in this instance.

**Demographic analysis of the Estate and surrounding area:** A social and demographic profile of Tustin Estate was collated using publicly available data and compared to wider social and demographic data for Southwark, London and England.

### 1.5.3 Engagement and analysis

**Residents Project Group meetings:** Participated in three Residents Project Group (RPG) meetings between December 2019 and February 2020 to provide ongoing background, information and updates on the EHIA process and findings. Input to the EHIA from the RPG was provided through this process.

**Drop-in events:** Presented the EHIA process and findings a design options drop-in event in February 2020 and a final options drop-in event in March 2020 to provide the wider Estate community with information about the EHIA, gather feedback on how they felt the proposals would affect them and help them understand the differences between the options from an equality and health perspective.

**Youth session:** Provided input to a youth session run by Common Grounds (the architects commissioned to design the options) and reviewed the engagement summary. It was important to engage youth in this process as, while typically affected by activities concerning regeneration and community planning, they are often under-engaged in mainstream consultation activities. This youth session forms part of a longer running youth engagement strategy which aims to set up a Young Persons Steering Group for the Estate with the potential for advising on future governance and engagement.

The session provided an overview of the current project and allowed young people to share local knowledge and insight. The intention of this was to understand shared experiences and think of possible design interventions to facilitate their vision for the local area they live in.

**Analysis of Starting the Conversation Questionnaire:** The autumn 2019 'Starting the Conversation' questionnaire conducted by Southwark Council aimed to understand the household needs of residents and picked up some common themes relating to particular equality groups around how the Estate could be improved. Feedback is incorporated in Chapter 3 Equality Risks and Opportunities. Analysis of demographic information with respect to who was engaged through the questionnaire is incorporated in the Appendix.

### 1.5.4 Impact assessment

**Assessment of potential risks and opportunities:** Potential risks and opportunities were examined using the research undertaken in the stages above. Assessment of equality and health risks was undertaken in light of the sensitivity of the affected parties to regeneration and relocation, and distribution of people with protected characteristics amongst residents of the Estate. Both risks and opportunities were identified in the context of the mitigation measure implemented by the Council.

## 1.6 Methodology for identifying and assessing equality and health effects

### 1.6.1 Assessing equality and health effects

The assessment of effects across the EHIA process is predominantly qualitative and outlines the nature of the impact on:

- residents living in low-rise and tower blocks on Tustin Estate;
- commercial properties on Tustin Estate, including employees and customer bases;
- community facilities on Tustin Estate and their service users;
- owners of residential and commercial property on Tustin Estate; and
- the local community.

The assessment considers:

- whether the renewal options included in the Programme will have a positive or negative effect on the lives of those who live in the area;
- the relationship of the effect to the renewal options proposed within the Programme (e.g. direct relationship such as loss of property or indirect relationship such as loss of access to services);
- the severity of change; and
- the resilience of those who are affected.

### 1.6.2 Types of equality and health effects

#### 1.6.2.1 Differential effects

Differential effects occur where people with protected characteristics are likely to be affected in a different way to other members of the general population. This may be because groups have specific needs or are more susceptible to the effect due to their protected characteristics. Differential effects are not dependent on the number of people affected.

#### 1.6.2.2 Disproportionate effects

Disproportionate effects occur where there is likely to be a comparatively greater effect on an equality group than on other sections of the general population. Disproportionate effects may occur if the affected community includes a higher than average proportion of people with a particular protected characteristic, or because people from a particular protected characteristic group are the primary users of an affected resource.

## 2 Tustin Estate Improvement Programme

This chapter sets out the context of Tustin Estate and the renewal options proposed as part of the improvement programme. It provides background to the Estate including its history and current situation, before outlining the proposed renewal options relevant to this initial EHIA.

### 2.1 Overview: Tustin Estate

Tustin Estate is a five-hectare brick-built housing estate located in the London Borough of Southwark, on the Southwark and Lewisham border. Constructed in the 1960s and 1970s, the Estate is made up of 526 properties spread over six low rise blocks and three 20 storey towers; a one form entry Primary School, retail units, Tustin Community Centre, open space, resident parking and district heating system. Many of the blocks are in need of significant reinvestment; and there is currently major renovation works underway on the three tower blocks as part of a separate improvement programme. Consequently, this assessment focuses on the low rise blocks as they are the subject of focus for the five proposed options for improvement.

The resident and tenure mix per low rise block as of December 2019 is listed in Table 2.1 below.

**Table 2.1: Tenure mix per block**

Block	Total no. of properties	Temporary Accommodation Tenants	Council Tenants	Leasehold	Freehold
Bowness House	34	0	19	15	0
Heversham House	98	0	71	27	0
Hillbeck Close	32	0	27	5	0
Kentmere House	38	0	36	2	0
Manor Grove	49	0	18	0	31
Ullswater House	47	47	0	0	0
<b>Total</b>	<b>298</b>	<b>47</b>	<b>171</b>	<b>49</b>	<b>31</b>

Source: Southwark Council

**Photo 2.1: Heversham House, Tustin Estate**



Source: Southwark Council

#### 2.1.1 History of Tustin Estate regeneration

Southwark Council is the biggest social landlord in London and has committed to delivering a target of 11,000 new council homes for social rent by 2043. Tustin Estate is also subject to the Southwark Planning policy framework, including the Old Kent Road Area Action Plan which establishes a minimum target of 20,000 new homes and 10,000 new jobs in the area.

It has launched a 'Great Estates' programme, with the aim of guaranteeing that every estate is clean, safe, and cared for, and to give residents the opportunity to improve their estate. Tustin Estate is intended to be a leading example of this programme.

In 2016 Tustin Estate residents were engaged in discussions about the future of the estate, and as a result of these discussions it was determined that Southwark would undertake a major refurbishment programme of the three high rise towers. No decision was made with regard to the low rise blocks and consequently no major investment has been made.

The council has since reengaged with residents through the Tustin Community Association (TCA) and intend to work with local representatives. Following the completed of the master-plan of the preferred option it is currently intended that the masterplan will be put to a resident's ballot alongside a document detailing the council's commitment to residents.

## 2.2 Renewal options under consideration

Initial options for the Programme have been developed by Common Grounds, taking account of feedback from Tustin Estate residents, the Council and other consultants involved in the process to date. The following table presents a high level summary of the options that will be assessed as part of the initial EHIA.

**Table 2.2: Renewal options under consideration**

Option	Refurbishment	Decanting and demolition	New Homes	Retail offerings and community facilities	Public realm offerings
1: Option One – Maintain Maintain for the next 30 years to Decent Homes, Southwark Standard (new kitchens and bathrooms) and Estate Repairs	<ul style="list-style-type: none"> <li>Every council tenants' home will be refurbished to meet decent homes standard.</li> <li>New kitchens and bathrooms for council tenants when these are due for replacement.</li> <li>Energy efficiency improvements.</li> </ul>				<ul style="list-style-type: none"> <li>Lighting and pavement repairs.</li> <li>Parking controls.</li> <li>Trees retained</li> </ul>
2: Option Two – Refurbishment Refurbishment to Decent Homes Standards, Southwark Standard (new kitchens and bathrooms), block enhancements, new build infill homes and estate improvements	<ul style="list-style-type: none"> <li>Every council tenants' home will be refurbished to meet decent homes standard.</li> <li>New kitchens and bathrooms for council tenants when these are due for replacement.</li> <li>Energy efficiency improvements.</li> <li>Improvements to bin stores.</li> <li>Improvements to communal entrances.</li> </ul>		<ul style="list-style-type: none"> <li>An additional total 50-100 new homes will be built (other homes to be refurbished).</li> <li>50% of new homes will be available for social rent (25-50).</li> </ul>		<ul style="list-style-type: none"> <li>Improved green spaces and new benches.</li> <li>Improvements to fencing.</li> <li>Improved lighting.</li> <li>Trees retained</li> </ul>
3: Option Three – Partial Refurbishment and Part Demolition and Rebuild Bowness and Heversham and Manor Grove council properties are refurbished. Other blocks are demolished and rebuilt. Estate Improvements.	<ul style="list-style-type: none"> <li>Every council tenants' home will be refurbished to meet decent homes standard.</li> <li>New kitchens and bathrooms for council tenants when these are due for replacement.</li> <li>Energy efficiency improvements.</li> <li>Improvements to bin stores.</li> <li>Improvements to communal entrances.</li> </ul>	<ul style="list-style-type: none"> <li>Decanting, demolition and re-provision of Kentmere, Ullswater and Hillbeck.</li> </ul>	<ul style="list-style-type: none"> <li>400-450 new homes built (other homes to be refurbished).</li> <li>50% of new homes will be available for social rent (200-225).</li> </ul>	<ul style="list-style-type: none"> <li>Reprovision of retail units.</li> <li>Relocation options on Tustin Estate and Old Kent Road on an interim or permanent basis.</li> </ul>	<ul style="list-style-type: none"> <li>A new green space at the heart of the estate.</li> <li>Improvements to fencing.</li> <li>Improved lighting.</li> <li>Clearer routes for people passing through the estate.</li> <li>New play facilities.</li> <li>Significant majority of trees retained.</li> </ul>
4: Option 4 – Tustin Common All demolition and rebuild to maximise number of new Council Homes		<ul style="list-style-type: none"> <li>Decanting, demolition and re-provision of all blocks.</li> </ul>	<ul style="list-style-type: none"> <li>725-775 new homes built across the Estate.</li> <li>50% will be available for social rent (363-388).</li> </ul>	<ul style="list-style-type: none"> <li>Reprovision of retail units.</li> <li>Relocation options on Tustin Estate and Old Kent Road on an interim or permanent basis.</li> </ul>	<ul style="list-style-type: none"> <li>A new green space at the heart of the estate.</li> <li>Improvements to fencing.</li> <li>Improved lighting.</li> <li>Clearer routes for people passing through the estate.</li> <li>New play facilities.</li> <li>Significant majority of trees retained.</li> </ul>
5: Option 5 – Tustin Common and Manor Grove Infill	<ul style="list-style-type: none"> <li>Manor Grove refurbishment and infill housing.(see Option 3)</li> </ul>	<ul style="list-style-type: none"> <li>Decanting, demolition and re-provision of all blocks with the exception of Manor Grove.</li> </ul>	<ul style="list-style-type: none"> <li>725-775 new homes built across the Estate.</li> <li>50% will be available for social rent (363-388).</li> </ul>	<ul style="list-style-type: none"> <li>Reprovision of retail units.</li> <li>Relocation options on Tustin Estate and Old Kent Road on an interim or permanent basis.</li> </ul>	<ul style="list-style-type: none"> <li>A new green space at the heart of the estate.</li> <li>Improvements to fencing.</li> <li>Improved lighting.</li> <li>Clearer routes for people passing through the estate.</li> <li>Significant majority of trees retained.</li> <li>New play facilities.</li> </ul>

Source: Southwark Council

### 3 Equality risks and opportunities

This chapter sets out a summary of the existing evidence of risks and opportunities associated with the Tustin Estate Improvement Programme and associated protected characteristic groups who may be disproportionately affected, based on the initial desk-based review.

#### 3.1 Summary

The below table summarises the existing evidence of risks and opportunities and associated protected characteristic groups who may be disproportionately affected. Risks are defined as potential adverse effects resulting from the Programme, and opportunities are defined as potential benefits. Protected characteristic groups include those defined in Chapter 1. For the purposes of this EHIA, sub-groups have been identified within certain protected characteristic group categories based on the desk-based evidence review to improve the assessment.

- Within ‘age’, all age ranges are considered, but specific sub-groups include children (aged under 16), younger people (aged 16-24), and older people (aged over 65).
- Within ‘race’, all races and ethnicities are considered, but the sub-group of Black, Asian and Minority Ethnic (BAME) is identified to refer to non-White British communities.
- Within ‘religion and belief’, all religious and belief groups are considered, but the term ‘Minority faith groups’ refers to religious groups who are not Christian (Buddhist, Hindu, Jewish, Muslim, Sikh, and ‘other’).
- Within ‘sexual orientation’ and ‘gender reassignment’, all sexual orientations and gender statuses are considered, but the ‘Lesbian, Gay, Bisexual, Transgender Plus’ (LGBT+) community is considered together.
- Within ‘sex’, the sub-groups of men and women are used.
- Within ‘pregnancy and maternity’, pregnant women are reported as a sub-group where the effect only relates to pregnancy.

**Table 3.1: Existing evidence summary**

	Affected groups	Risk or opportunity
<b>Effects on residents during the renewal process</b>		
<p><b>Loss of social infrastructure and access to community resources:</b> The renewal process can involve temporary or permanent resettlement of residents and demolition of housing and community resources. This can lead to the risk of loss of social infrastructure and access to these resources. In particular, it can increase residents’ distances from facilities or places of social connection located on or in close proximity to their neighbourhood. This can lead to increased stress and anxiety in children who may need to change school; and loneliness and isolation in older people which can turn to negative health outcomes such as poor mental health and obesity. Disabled people and pregnant women may also experience negative health impacts from this, including increased stress and anxiety.</p>	<ul style="list-style-type: none"> <li>• Children</li> <li>• Older people</li> <li>• Disabled people</li> <li>• BAME people</li> <li>• Minority faith groups</li> <li>• Pregnancy and maternity</li> </ul>	Risk
<p><b>Access to finance:</b> Where renewal schemes require residents to resettle, it can lead to an increase in their financial outgoings due to costs associated with moving and obtaining new housing. Relocation costs could include removal services, the need to adapt a new home or buy new furniture. Access to the required finance to obtain new housing may be most limited for those at risk of financial exclusion, who experience difficulty accessing appropriate and mainstream financial services, such as bank accounts, loans and mortgages.</p>	<ul style="list-style-type: none"> <li>• Young people</li> <li>• Older people</li> <li>• Disabled people</li> <li>• BAME groups</li> <li>• Women</li> </ul>	Risk

<p><b>Appropriate, accessible and affordable housing</b></p> <p>Where renewal schemes require the resettlement of many residents, issues can arise regarding sourcing suitable housing that meets the needs of families with children, people requiring adaptable and accessible housing, and people seeking affordable housing.</p> <p>A lack of suitable housing can lead to families living in overcrowded properties. Overcrowding can lead to negative impacts on children's health, putting them at increased risk of developing respiratory conditions, infections, psychological problems, SIDS, and stress.</p> <p>Health effects caused by poor housing, such as respiratory disease, is more likely to impact upon older people.</p> <ul style="list-style-type: none"> <li>Residents wanted to hear about how the different options will address the current accessibility issues of the existing homes, as existing homes do not have appropriate space for those with mobility difficulties.</li> </ul>	<ul style="list-style-type: none"> <li>Children</li> <li>Disabled people</li> <li>BAME groups</li> </ul> <p>Risk</p>
<p><b>Health effects:</b></p> <p>Health effects may arise as a result of the environmental effects of demolition and construction processes. Health effects may also result from social isolation due to housing relocation, such as poorer mental health, obesity, alcoholism, and a greater risk of hospitalisation.</p> <p>Older people and disabled people are also likely to be disproportionately affected by changes in air quality that may arise during any construction period as increased air pollution can impact upon underlying respiratory conditions. Air pollution can also contribute to health impacts in young children, including long term cognitive issues and neurodevelopment. Additionally, antenatal exposure to air pollution may alter the lung development of a baby whilst in the womb. If a baby is exposed to significant levels of air pollution, this can increase the risk of premature birth and low birth weight</p> <p>Noise pollution can also have adverse health impacts including sleep disturbance and stress.</p> <ul style="list-style-type: none"> <li>Some residents fed back concerns with how the construction elements of the refurbishment and infill options would work, particularly questioning if residents would be expected to remain living in their homes during construction.</li> </ul>	<ul style="list-style-type: none"> <li>Older people</li> <li>Disabled people</li> <li>Pregnant women</li> <li>Children</li> </ul> <p>Risk</p>
<p><b>Safety and security:</b></p> <p>In the lead up to the renewal process and during the decanting and demolition of properties in the area, properties will be vacated and can fall into disrepair. This can attract unwanted activity including anti-social behaviour and crime, which can affect those who are more likely to be a victim or witness of crime or those who are more fearful of crime. It has been suggested that fear of crime can contribute to social isolation, particularly for vulnerable groups such as women, older people, children and BAME groups.</p> <ul style="list-style-type: none"> <li>Tustin Estate residents mentioned that existing security, ASB issues on the Estate.</li> </ul>	<ul style="list-style-type: none"> <li>Young people</li> <li>Disabled people</li> <li>BAME groups</li> <li>LGBT people</li> <li>Men</li> <li>Older people</li> <li>Women</li> <li>Children</li> </ul> <p>Risk</p>
<p><b>Accessibility and mobility in the area:</b></p> <p>Evidence has indicated that during construction the accessibility and mobility of the local area can be affected. In particular, construction can cause difficulties in relation to increased traffic in the local area, reducing parking (construction vehicles and subcontractors in parking), the construction activities blocking access to homes, shops, bus stops and pavements and safe routes, as well as effects on wayfinding.</p>	<ul style="list-style-type: none"> <li>Older people</li> <li>Disabled people</li> </ul> <p>Risk</p>
<p><b>Information and communication:</b></p> <p>The process of regeneration often requires two-way communication between residents and the council and or housing authorities in order for residents to understand the options available to them. The process of relocation itself also requires communication with a variety of organisations including the council, housing associations and removal companies. Such communication could be direct via the phone, face to face or over email, or could be indirect via websites, leaflets etc. Some groups of individuals may find communication more challenging than others and this is likely to depend upon the exact method and format of communication</p>	<ul style="list-style-type: none"> <li>Older people</li> <li>Disabled people</li> <li>BAME groups</li> </ul> <p>Risk</p>
<p><b>Effects on businesses during the renewal process</b></p>	
<p><b>Barriers to reemployment:</b></p> <p>The renewal process may result in the closure and relocation of businesses. These changes may create redundancies or result in current staff being unable to access future employment at a different location. This can affect groups who are more likely to face barriers to employment.</p>	<ul style="list-style-type: none"> <li>BAME groups</li> <li>Older people</li> <li>Disabled people</li> </ul> <p>Risk</p>
<p><b>Impact of redundancy on health and well-being:</b></p> <p>Involuntary job loss due to redevelopment and renewal can have disproportionate health and well-being effects for certain groups.</p> <p>Older workers are at an increased risk of cardiovascular disease due to increased stress resulting from contributing factors such as a lower likelihood of re-employment, a substantial loss of income and the severance of work-based social interactions.</p> <p>Redundancy can create an increased risk of family tension and disruption, and that job loss for a parent can have detrimental effects on children including lowered self-esteem and socio-psychological well-being.</p>	<ul style="list-style-type: none"> <li>Older people</li> <li>Children</li> </ul> <p>Risk</p>
<p><b>Access to commercial finance:</b></p> <p>For businesses, redevelopment and renewal may result in relocation or closure. This may result in a need to access finance to secure new premises, which can be more difficult for particular groups.</p>	<ul style="list-style-type: none"> <li>BAME groups</li> </ul> <p>Risk</p>

## Effects on community following renewal process

<p><b>Tackling crime and disorder:</b> Levels of crime have in part been attributed to the urban environment. It has been argued that the opportunity for some forms of crime can be reduced through thought-out approaches to planning and design of neighbourhoods and towns. Reducing potential for crime can affect those more likely to fear crime or be a victim or witness of crime.</p> <ul style="list-style-type: none"> <li>Tustin Estate residents mentioned the need to improve security, safety on the Estate and address ASB.</li> </ul>	<ul style="list-style-type: none"> <li>Young people</li> <li>Disabled people</li> <li>BAME groups</li> <li>LGBT people</li> <li>Men</li> <li>Older people</li> <li>Women</li> <li>Children</li> </ul> <p>Opportunity</p>
<p><b>Improved access, mobility and navigation:</b> Renewal processes open up opportunities to create spaces and places that can be accessed and effectively used by all, regardless of age, size, ability or disability, using principles of inclusive design. There are a number of equality groups who can experience difficulties with access, mobility and navigation who could benefit from improvements in this area. Children who cannot move about safely and independently on foot and bicycle often become less physically active, reducing opportunities for children to develop certain cognitive, motor and physical skills – as well as contributing towards childhood obesity risks.</p>	<ul style="list-style-type: none"> <li>Children</li> <li>Older people</li> <li>Disabled people</li> </ul> <p>Opportunity</p>
<p><b>Improved public realm and green space:</b> Renewal offers an opportunity to improve the public realm. The ability to access and use the public realm is vitally important to ensuring people feel that they are active members of their society. This includes basic activities such as using local shops or meeting up with people in a shared space outside close to home. In addition, the opening up of green space has been shown to impact positively on both physical and mental health. Inner-city green space can promote social cohesion and instil a sense of community. Social contact is especially important for the health and wellbeing of older people. Green space can also have a positive role in a child's cognitive development, their wellbeing, and is linked to lower BMIs. Access to green space has also been shown to have positive health benefits for disabled people, and people with autism or learning difficulties in particular.</p>	<ul style="list-style-type: none"> <li>Older people</li> <li>Children</li> <li>BAME groups</li> <li>Disabled people</li> </ul> <p>Opportunity</p>
<p><b>Provision of community resources and improved social cohesion:</b> Community resources provide important places of social connection and promote wellbeing for many groups. For example, community hubs can provide an accessible centre point for local activities, services and facilities. They allow for a cross section of the community to be brought together in a safe place, allowing for better social cohesion and helping to address social isolation. An opportunity to socialise can have a positive effect on the loneliness of older people and disabled people, which may in turn provide positive health benefits. Social contact and out-of-classroom learning can also improve the wellbeing of children.</p> <ul style="list-style-type: none"> <li>Tustin Estate residents noted they would like to see improved amenities for children and young people.</li> </ul>	<ul style="list-style-type: none"> <li>Children</li> <li>Older people</li> <li>Disabled people</li> <li>BAME groups</li> <li>Pregnant women</li> <li>LGBT people</li> </ul> <p>Opportunity</p>
<p><b>New employment opportunities:</b> Renewal can act as a means of promoting economic growth and supporting job creation. For example, property development can contribute to urban economic regeneration by enabling local stores to grow and expand, and through attracting investment to the area and revitalising neighbourhoods. It can also facilitate improved connectivity between communities and places of employment and education. Improved opportunities to access employment and education can serve to help address issues of inequality and improve social mobility.</p>	<ul style="list-style-type: none"> <li>Older people</li> <li>Disabled people</li> <li>BAME groups</li> <li>Women</li> <li>Young people</li> </ul> <p>Opportunity</p>
<p><b>Improved housing provision:</b> Renewal can lead to improvements in housing provision within the regeneration area therefore improving appropriateness, accessibility and affordability, as well as its quality and efficiency in energy consumption. Warm and insulated homes can help prevent against the health and wellbeing impacts of living in a cold home. Children living in cold homes are more than twice as likely to suffer from a variety of respiratory problems than children living in warm homes. Cold housing can negatively affect children's educational attainment, emotional wellbeing and resilience. Effects of cold housing are also evident among older people in terms of higher mortality risk, physical health and mental health.</p> <ul style="list-style-type: none"> <li>Tustin Estate residents felt that the rebuild options for the Estate were beneficial because they would provide larger homes with newer amenities</li> <li>Residents wanted to hear about how the different options will address the current accessibility issues of the existing homes, as existing homes do not have appropriate space for those with mobility difficulties.</li> </ul>	<ul style="list-style-type: none"> <li>Children</li> <li>Older people</li> <li>Disabled people</li> <li>BAME groups</li> </ul> <p>Opportunity</p>

## 4 Area profile and proportionality

This chapter is split into three sections; section 4.1 provides an overview of the socio-demographic profile of the Estate (the study area outlined in Chapter 2). An overview of community resources is provided in section 4.2. Section 4.3 provides an overview of businesses on the Estate.

### 4.1 Overview of the socio-demographic profile of the area

The area profile summary below provides a demographic characterisation of the area in which Tustin Estate falls. The baseline compares the socio-demographic profile of the Estate with the London Borough of Southwark, the Greater London region, and England. The summary includes analysis of protected characteristic groups under the Equality Act 2010 and the current socio-economic context of the area. In comparing these regions, where the Estate deviates by more than 3%, the difference is considered to be significant and is reported as such.

The data used in the baseline is the most current publicly available data from the Office of National Statistics. Where there are higher proportions of certain groups on the Estate, this is written in **bold text**.

A more detailed breakdown of the baseline can be found in Appendix A.

**Table 4.1: Socio-demographic baseline**

Protected Characteristic	Estate comparison with Southwark, Greater London and England <sup>3</sup>
Age	<ul style="list-style-type: none"> <li>Population of children (under 16) is consistent with other areas.<sup>4</sup></li> <li>Population of young people (16-24) is consistent with other areas.</li> <li><b>Population of working age people (16-64) living on the Estate (70%) is higher than England (63%) but consistent with Southwark (73%) and Greater London (68%).</b></li> <li>Population of older people (65+) is consistent with other areas.</li> </ul>
Disability <sup>5</sup> :	<ul style="list-style-type: none"> <li><b>The population of disabled people living on the Estate is higher (17%) than Southwark or Greater London (14%), but in line with England (17%).</b></li> </ul>
Gender reassignment	<ul style="list-style-type: none"> <li>No information is publicly available for the Estate</li> </ul>
Marriage and civil partnerships	<ul style="list-style-type: none"> <li>Population of those who are married or in a civil partnership is lower than or consistent with other areas.</li> </ul>
Pregnancy and maternity	<ul style="list-style-type: none"> <li>The general fertility rate (live births per 1000 women aged 16-44) and total fertility rate (avg. number of children born per woman) is lower than other areas; number of live births as a proportion of the total population is consistent with other areas.</li> </ul>

<sup>3,3</sup> To determine the population within the Estate code point data was used. Code point data is a point representing a postcode area (there are multiple within the Estate boundary). Each code point is assigned with Lower Super Output Area (LSOA) data from the LSOA that the point falls in. An LSOA is the smallest geographical area (an average of 1,500 residents and 650 households) for which most population data is published (beyond Census data).

<sup>4</sup> When comparing populations between areas, where the Estate differs by more than 3%, the difference is considered to be significant and is reported this way – e.g. <3% is consistent with other areas and >3% is higher or lower than other areas.

<sup>5</sup> Defined here as 'People whose day to day activities are limited in any way as a result of being disabled or because of a long-term health condition'

Race	<ul style="list-style-type: none"> <li><b>76% of people who live on the Estate are from a BAME background. This is significantly higher than the proportion of people from a BAME background who live in Southwark (60%), Greater London (55%) and England (20%).</b> <ul style="list-style-type: none"> <li><b>The largest ethnic minority group on the Estate are those from a Black African background (28%). This is significantly higher than the proportion in Southwark (16%), Greater London (7%), and England (2%).</b></li> </ul> </li> <li>All other ethnic minority groups on the Estate are consistent with other areas</li> <li>There are lower proportions of White British people when compared to other areas.</li> </ul>
Religion	<ul style="list-style-type: none"> <li><b>59% of people who live on the Estate identify as Christian. This is higher than the Christian population in Southwark (53%) and Greater London (59%).</b></li> <li>Populations of people from other religious and faith groups are consistent with other areas.</li> </ul>
Sex	<ul style="list-style-type: none"> <li>The population of men and women is consistent with other areas.</li> </ul>
Sexual orientation	<ul style="list-style-type: none"> <li>No information is publicly available for the Estate</li> </ul>

Source: Office for National Statistics data

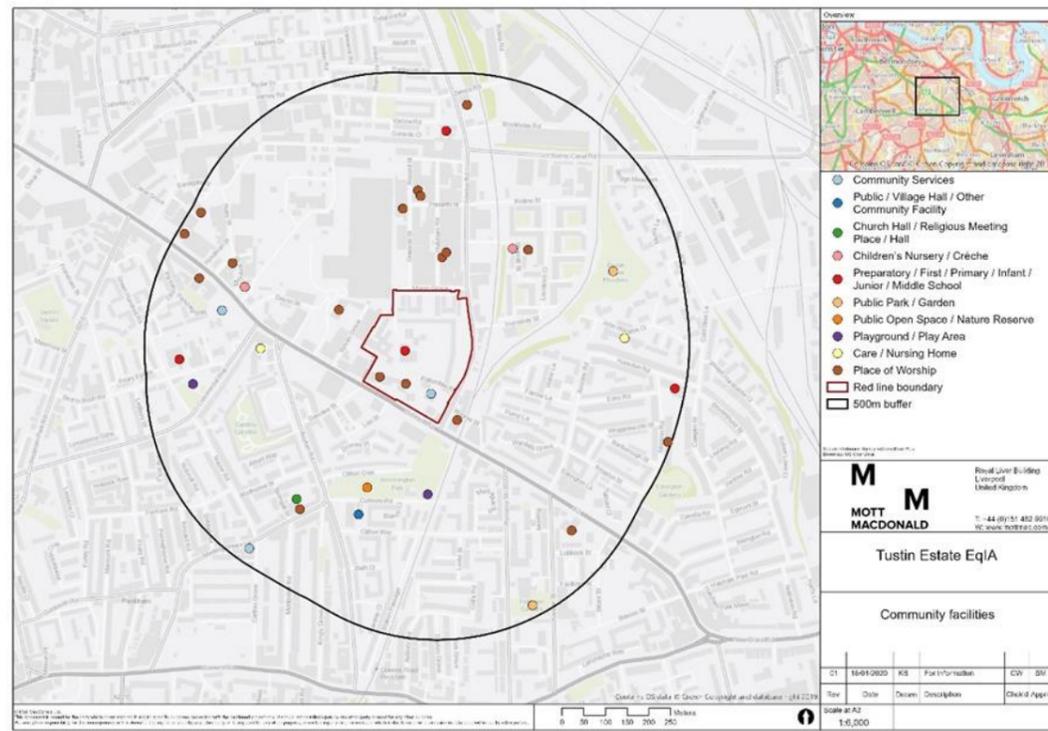
## 4.2 Overview of community resources within the Estate

There are a number of community facilities and resources located both within, and in close proximity to, Tustin Estate which are likely to be accessed by protected characteristic groups, or if they were to be lost, would potentially adversely affect protected characteristic groups. Within the Estate boundary, there are two Christian faith groups. Children are likely to be impacted by relocation of the Pilgrims Way Primary School and day care / learning centre. There is also the Tustin Estate Community Centre, which is available for use by all residents of the current Estate. Table 4.2 below lists the community facilities located within the Estate boundary.

**Table 4.2: List of community facilities within the Estate**

Name	Category	Address
Divine Prophetic Interdenominational Ministries	Faith group	801 Old Kent Road
Redeemed Assemblies	Faith group	821 Old Kent Road
Day care / learning centre	Education	803 Old Kent Road
Pilgrims Way Primary School	Infant School	Manor Grove
Tustin Community Centre	Community Services	Windermere Point

**Map 4.1: Community facilities within and surrounding the Estate**

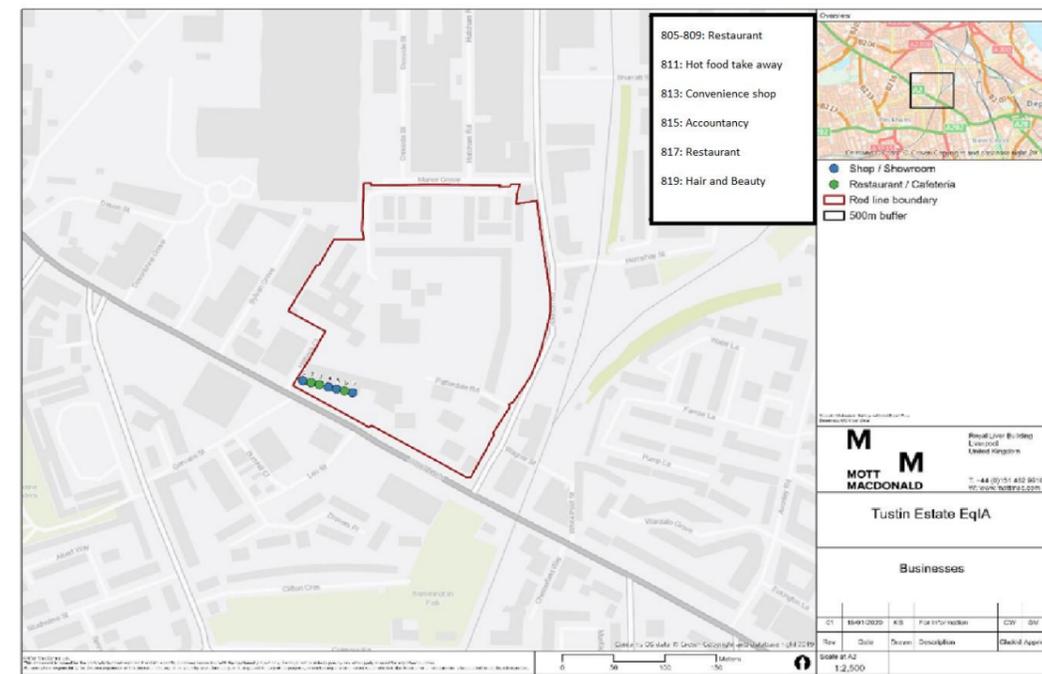


## 4.3 Overview of businesses within the Estate

There are a number of commercial units located on the Estate facing Old Kent Road in Bowness House. The businesses include two restaurants, a take away, a convenience store, an accountancy and a hair and beauty salon. These may be affected by any demolition and rebuild option on the Estate, which could have equality impacts on owners and employees, and potentially local residents.

Map 4.2 maps and labels the businesses located within the Estate boundary.

**Map 4.2: Businesses within the Estate**



Source: AddressBase

## 5 Impact assessment and recommendations

This chapter sets out the results of the initial Equality and Health Impact Assessment of each option on protected characteristic groups and outlines existing Southwark Council mitigation measures. The impact assessment is split into three sections: Table 5.1 outlines the impact on residents and community resources during renewal, Table 5.2 outlines the impact on businesses during renewal and Table 5.3 outlines the impact on communities after the renewal process is complete.

### 5.1 Impact on residents and community resources during renewal

The following table describes the potential impacts of the different options on protected characteristic groups, with a focus on impacts for residents and local community resources during the renewal process. These impacts have been identified through a review of published literature and through engagement with residents. Potential disproportionate effects on particular groups based on the demographic analysis of the Estate are also identified. Finally, existing measures Southwark Council has in place to mitigate or enhance impacts are set out.

**Table 5.1: Impact on residents and community resources during renewal**

Potential equality and health risks	Affected groups	Potential disproportionate effects due to demographics	Impact of Option 1	Impact of Option 2	Impact of Option 3	Impact of Option 4	Impact of Option 5	Existing Southwark Council mitigations or enhancements
<p><b>Loss of social cohesion and access to community resources</b></p> <p>The renewal process can involve temporary or permanent resettlement of residents and demolition of housing and community resources. This could lead to the risk of loss of social infrastructure and temporary or permanent access to this amenity provision. In particular, it can increase residents' distances from facilities or places of social connection located on or in close proximity to their neighbourhood.</p>	<ul style="list-style-type: none"> <li>Children</li> <li>Older people</li> <li>Disabled people</li> <li>Pregnancy and maternity</li> <li>BAME groups</li> <li>Minority faith groups</li> </ul>	<ul style="list-style-type: none"> <li>High proportion of disabled people on the Estate</li> <li>High proportion of people from a BAME background on the Estate</li> </ul>	<p><b>Neutral</b></p> <ul style="list-style-type: none"> <li>No change in social cohesion or access to community resources.</li> </ul>	<p><b>Neutral</b></p> <ul style="list-style-type: none"> <li>No change in social cohesion or access to community resources.</li> </ul>	<p><b>Risks</b></p> <ul style="list-style-type: none"> <li>Temporary loss of play area.</li> <li>Reduced access to community facilities and social infrastructure during construction due to temporary loss of resources (e.g. churches) or proximity to local community resources for residents that relocate.</li> </ul>	<p><b>Risks</b></p> <ul style="list-style-type: none"> <li>Temporary relocation of a small number of residents during demolition and construction may create longer journeys to school for children and parents.</li> <li>Loss of informal childcare support due to resident relocation.</li> <li>Temporary loss of play area.</li> <li>Reduced access to community facilities and social infrastructure during construction due to temporary loss of resources (e.g. churches) or proximity to local community resources for residents that relocate.</li> </ul>	<p><b>Risks</b></p> <ul style="list-style-type: none"> <li>Temporary relocation of a small number of residents during demolition and construction may create longer journeys to school for children and parents.</li> <li>Loss of informal childcare support due to resident relocation.</li> <li>Temporary loss of play area.</li> <li>Reduced access to community facilities and social infrastructure during construction due to temporary loss of resources (e.g. churches) or proximity to local community resources for residents that relocate.</li> </ul>	<ul style="list-style-type: none"> <li>If demolition takes place, residents will have the option to return to new homes built on the Estate and continue to access their social networks and community resources.</li> <li>Community led gardening project developed prior to renewal process and continued throughout, promoting social cohesion.</li> <li>Phasing plan to be developed to limit number of temporary moves.</li> <li>Housing solutions to enable residents to remain on Estate if they need to move temporarily, where possible</li> <li>Dedicated resident support available</li> </ul>
<p><b>Difficulty accessing finance (e.g. costs associated with moving home)</b></p> <p>Where renewal schemes require residents to resettle, it can lead to an increase in their financial outgoings due to costs associated with moving and securing new housing. Relocation costs could include removal services, the need to adapt a new home or buy new furniture. Access to the required</p>	<ul style="list-style-type: none"> <li>Young people</li> <li>Older people</li> <li>Disabled people</li> <li>BAME groups</li> <li>Women</li> </ul>	<ul style="list-style-type: none"> <li>High proportion of disabled people on the Estate</li> <li>High proportion of people from a BAME background on the Estate</li> </ul>	<p><b>Risks</b></p> <ul style="list-style-type: none"> <li>Significant financial implications associated with maintenance option for leaseholders.</li> <li>Limited financial implications associated with maintenance for</li> </ul>	<p><b>Risks</b></p> <ul style="list-style-type: none"> <li>Significant financial implications associated with refurbishment option for leaseholders</li> <li>Limited financial implications associated with maintenance for</li> </ul>	<p><b>Risks</b></p> <ul style="list-style-type: none"> <li>Costs associated with resettlement such as securing new accommodation and moving home.</li> <li>Significant financial implications associated with new build option for leaseholders</li> <li>Limited financial implications associated</li> </ul>	<p><b>Risks</b></p> <ul style="list-style-type: none"> <li>Costs associated with resettlement such as securing new accommodation and moving home.</li> <li>Significant financial implications associated with new build option for leaseholders</li> <li>New build Council rents in line with bedroom</li> </ul>	<p><b>Risks</b></p> <ul style="list-style-type: none"> <li>Costs associated with resettlement such as securing new accommodation and moving home.</li> <li>Significant financial implications associated with new build option for leaseholders</li> <li>New build Council rents in line with bedroom</li> </ul>	<ul style="list-style-type: none"> <li>If the preferred option involves demolition, homeowners will be offered the market value of their home.</li> <li>If the preferred option involves demolition, a Home Loss Payment (sum in recognition of home loss) and a Disturbance Payment would be made to Council tenants and homeowners. Disturbance payment includes reimbursement of funds for removals, disconnection and reconnection of cooker/washing</li> </ul>

<p>finance to secure new housing may be most limited for those at risk of financial exclusion, who experience difficulty accessing appropriate and mainstream financial services, such as bank accounts, loans and mortgages.</p>			<p>freeholders.</p> <p><b>Neutral</b></p> <ul style="list-style-type: none"> <li>No rent increase for Council Tenants.</li> </ul>	<p>freeholders.</p> <p><b>Neutral</b></p> <ul style="list-style-type: none"> <li>No rent increase for Council Tenants.</li> </ul>	<p>with maintenance for freeholders.</p> <ul style="list-style-type: none"> <li>New build Council rents in line with bedroom numbers</li> </ul>	<p>numbers</p> <ul style="list-style-type: none"> <li>Significant financial implications associated with new build for freeholders</li> </ul>	<p>numbers</p> <ul style="list-style-type: none"> <li>Limited financial implications associated with maintenance for freeholders.</li> </ul>	<p>machine, redirection of mail, BT Telephone Installation, cable TV/TV installation and reasonable adjustments to carpets and curtains.</p> <ul style="list-style-type: none"> <li>Council rents remain the same under refurbishment, new build rents in line with bedroom numbers.</li> <li>Shared equity option to be made available where new homes built</li> </ul>
<p><b>Appropriate, accessible and affordable housing</b></p> <p>Where renewal schemes require the resettlement of many residents, issues can arise regarding sourcing suitable housing that meets the needs of families with children, people requiring adaptable and accessible housing, and people seeking affordable housing.</p>	<ul style="list-style-type: none"> <li>Children</li> <li>Older people</li> <li>Disabled people</li> <li>BAME groups</li> </ul>	<ul style="list-style-type: none"> <li>High proportion of disabled people on the Estate.</li> <li>High proportion of people from a BAME background on the Estate.</li> </ul>	<p><b>Neutral</b></p> <ul style="list-style-type: none"> <li>No temporary resettlement required.</li> </ul>	<p><b>Neutral</b></p> <ul style="list-style-type: none"> <li>No temporary resettlement required.</li> </ul>	<p><b>Risks</b></p> <ul style="list-style-type: none"> <li>Challenge finding appropriate temporary housing for those with specific housing needs (e.g. disabled people, families with children)</li> </ul>	<p><b>Risks</b></p> <ul style="list-style-type: none"> <li>Challenge finding appropriate temporary housing for those with specific housing needs (e.g. disabled people, families with children)</li> </ul>	<p><b>Risks</b></p> <ul style="list-style-type: none"> <li>Challenge finding appropriate temporary housing for those with specific housing needs (e.g. disabled people, families with children)</li> </ul>	<ul style="list-style-type: none"> <li>10% of new build housing to be wheelchair accessible.</li> <li>Those with special housing needs to be prioritised through rehousing process.</li> <li>All new and refurbished social rented homes will be owned and managed by Southwark Council. They will all have Council rent levels.</li> <li>A mix of housing sizes will be available through the redevelopment process, to provide for different housing needs.</li> <li>All new homes will have access to a balcony, patio, or roof terrace.</li> <li>A variety of options will be developed to allow homeowners to stay on the estate including shared equity and rehousing as a Council tenant.</li> </ul>
<p><b>Health effects</b></p> <p>Health effects may arise as a result of the environmental effects of demolition and construction processes. Health effects may also result from social isolation due to housing relocation.</p>	<ul style="list-style-type: none"> <li>Children</li> <li>Older people</li> <li>Disabled people</li> <li>Pregnancy and maternity</li> </ul>	<ul style="list-style-type: none"> <li>High proportion of disabled people on the Estate.</li> </ul>	<p><b>Risks</b></p> <ul style="list-style-type: none"> <li>Noise pollution during refurbishment of homes.</li> <li>Internal changes to air quality during refurbishment.</li> </ul>	<p><b>Risks</b></p> <ul style="list-style-type: none"> <li>Noise pollution from the construction of infill homes.</li> <li>Poorer air quality from the construction of infill homes.</li> </ul>	<p><b>Risks</b></p> <ul style="list-style-type: none"> <li>Noise pollution from demolition and construction.</li> <li>Poorer air quality from demolition and construction.</li> <li>Health effects associated with relocation (stress, isolation).</li> </ul>	<p><b>Risks</b></p> <ul style="list-style-type: none"> <li>Noise pollution from demolition and construction.</li> <li>Poorer air quality from demolition and construction.</li> <li>Health effects associated with relocation (stress, isolation).</li> </ul>	<p><b>Risks</b></p> <ul style="list-style-type: none"> <li>Noise pollution from demolition and construction.</li> <li>Poorer air quality from demolition and construction.</li> <li>Health effects associated with relocation (stress, isolation).</li> </ul>	<ul style="list-style-type: none"> <li>Potential health impacts related to stress due to relocation would be mitigated through rehousing support outlined above.</li> <li>Environmental effects to be mitigated through considerate construction practices and environmental management planning.</li> </ul>
<p><b>Safety and security</b></p> <p>In the lead up to the renewal process and during the decanting and demolition of properties in the area, properties will be vacated. If these are not maintained properly there is a risk that they could fall into disrepair. This could attract unwanted activity including anti-social behaviour and crime, which can affect those who are more likely to be a victim or witness of crime or those who are more fearful of crime.</p>	<ul style="list-style-type: none"> <li>Children</li> <li>Young people</li> <li>Older people</li> <li>Disabled people</li> <li>BAME groups</li> <li>LGBT</li> <li>Men</li> <li>Women</li> </ul>	<ul style="list-style-type: none"> <li>High proportion of disabled people on the Estate.</li> <li>High proportion of people from a BAME background on the Estate.</li> </ul>	<p><b>Neutral</b></p> <ul style="list-style-type: none"> <li>No decanting or demolition required.</li> </ul>	<p><b>Neutral</b></p> <ul style="list-style-type: none"> <li>No decanting or demolition required.</li> </ul>	<p><b>Risks</b></p> <ul style="list-style-type: none"> <li>Potential for anti-social behaviour and vandalism during decanting and demolition period.</li> </ul>	<p><b>Risks</b></p> <ul style="list-style-type: none"> <li>Potential for anti-social behaviour and vandalism during decanting and demolition period.</li> </ul>	<p><b>Risks</b></p> <ul style="list-style-type: none"> <li>Potential for anti-social behaviour and vandalism during decanting and demolition period.</li> </ul>	<ul style="list-style-type: none"> <li>Properties to be secured through appropriate measures, including phasing of redevelopment so the Estate is not left vacant.</li> </ul>

**Accessibility and mobility in the surrounding area**

Evidence suggests that during construction the accessibility and mobility of the local area can be affected. In particular, construction can cause difficulties in relation to increased traffic in the local area, reducing parking (construction vehicles and subcontractors in parking), the construction activities blocking access to homes, shops, bus stops and pavements and safe routes, as well as effects on wayfinding.

- Older people
- Disabled people

- High proportion of disabled people on the Estate.

**Risks**

- The presence of tradesmen's vehicles during refurbishment may temporarily reduce access and parking.

**Risks**

- The presence of tradesmen's vehicles and construction vehicles during refurbishment may temporarily reduce access and parking.
- The presence of more vehicles in the area may increase local traffic.
- Potential for construction activities might block some access routes and could impact on wayfinding.

**Risks**

- The presence of tradesmen's vehicles and construction vehicles during refurbishment may temporarily reduce access and parking.
- The presence of more vehicles in the area may increase local traffic.
- Potential for construction activities might block some access routes and could impact on wayfinding.

**Risks**

- The presence of tradesmen's vehicles and construction vehicles during refurbishment may temporarily reduce access and parking.
- The presence of more vehicles in the area may increase local traffic.
- Potential for construction activities might block some access routes and could impact on wayfinding.

**Risks**

- The presence of tradesmen's vehicles and construction vehicles during refurbishment may temporarily reduce access and parking.
- The presence of more vehicles in the area may increase local traffic.
- Potential for construction activities might block some access routes and could impact on wayfinding.

- Southwark Council will work with residents and master planners on an integrated parking strategy that looks at current levels of parking, parking needs, the impact of phasing on parking and parking levels as well as environmental considerations in any redevelopment. Blue badge permits to remain. Wheelchair homes will have associated parking arrangements.
- Accessibility of Estate to be considered through construction planning (e.g. ensuring hoarding does not sever the Estate).

**Information and communication**

Complex material and information on the regeneration may present a challenge to those who have different information and communication needs.

- Older people
- Disabled people
- BAME groups

- High proportion of disabled people on the Estate
- High proportion of people from a BAME background on the Estate

**Risks**

- Residents will need to spend time understanding the options available to them in order to make an informed decision.

**Risks**

- Residents will need to spend time understanding the options available to them in order to make an informed decision.

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- Residents will need to spend time understanding the options available to them in order to make an informed decision.

- Southwark Council will fund independent resident advice which will include training and support in design and construction stages to ensure that residents can meaningfully engage in decision making.
- A dedicated Tustin team of housing officers will be established to liaise with residents throughout the development.
- Information is published online as it is made available for all to access.
- Language interpretation and face to face engagement available.

Source: Mott MacDonald

## 5.2 Impact on businesses during renewal

The following table describes the potential impacts of the different options on protected characteristic groups, with a focus on the businesses on Tustin Estate during the renewal process. These impacts have been identified through a review of published literature and through engagement with residents. Potential disproportionate effects on particular groups based on the demographic analysis of the Estate are also identified. Finally, existing measures Southwark Council has in place to mitigate or enhance impacts are set out.

**Table 5.2: Impact on businesses during renewal**

Potential equality and health risks	Affected groups	Potential disproportionate effects due to demographics	Impact of Option 1	Impact of Option 2	Impact of Option 3	Impact of Option 4	Impact of Option 5	Existing Southwark Council Mitigations or enhancements
<p><b>Barriers to reemployment</b></p> <p>The renewal process may result in the closure and relocation of businesses. These changes may create redundancies or result in current staff being unable to access future employment at a different location. This can affect groups who are more likely to face barriers to employment.</p>	<ul style="list-style-type: none"> <li>Older people</li> <li>Disabled people</li> <li>BAME groups</li> <li>Young people</li> <li>Women</li> </ul>	<ul style="list-style-type: none"> <li>Estate demographic information does not apply to businesses.</li> </ul>	<p><b>Neutral</b></p> <ul style="list-style-type: none"> <li>No changes to employment for businesses.</li> </ul>	<p><b>Neutral</b></p> <ul style="list-style-type: none"> <li>No changes to employment for businesses.</li> </ul>	<p><b>Neutral</b></p> <ul style="list-style-type: none"> <li>No changes to employment for businesses.</li> </ul>	<p><b>Risk</b></p> <ul style="list-style-type: none"> <li>Relocation options for businesses on an interim or permanent basis may result in current staff not being able to access work.</li> </ul>	<p><b>Risk</b></p> <ul style="list-style-type: none"> <li>Relocation options for businesses on an interim or permanent basis may result in current staff not being able to access work.</li> </ul>	<ul style="list-style-type: none"> <li>Relocation options on Tustin Estate or Old Kent Road on an interim or permanent basis in new build option.</li> <li>Support for businesses to be made available if normal operation is affected through refurbishment.</li> <li>Signposting to employment through Southwark Works. Dedicated business support available.</li> </ul>
<p><b>Impact of redundancy on health and well-being</b></p> <p>Involuntary job loss due to redevelopment and renewal can have disproportionate health and well-being effects for families with children and older people.</p>	<ul style="list-style-type: none"> <li>Children</li> <li>Older people</li> </ul>	<ul style="list-style-type: none"> <li>Estate demographic information does not apply to businesses.</li> </ul>	<p><b>Neutral</b></p> <ul style="list-style-type: none"> <li>No relocation of businesses.</li> </ul>	<p><b>Neutral</b></p> <ul style="list-style-type: none"> <li>No relocation of businesses.</li> </ul>	<p><b>Neutral</b></p> <ul style="list-style-type: none"> <li>No relocation of businesses.</li> </ul>	<p><b>Risk</b></p> <ul style="list-style-type: none"> <li>Relocation may cause businesses to close and staff to be made redundant.</li> </ul>	<p><b>Risk</b></p> <ul style="list-style-type: none"> <li>Relocation may cause businesses to close and staff to be made redundant.</li> </ul>	<ul style="list-style-type: none"> <li>Relocation options on Tustin Estate or Old Kent Road on an interim or permanent basis in new build option.</li> <li>Support for businesses to be made available if normal operation is affected through refurbishment.</li> <li>Signposting to employment through Southwark Works. Dedicated business support available.</li> </ul>
<p><b>Access to commercial finance</b></p> <p>For businesses, redevelopment and renewal may result in effects on trade, relocation or closure. This may result in a need to access finance, which can be more difficult for particular groups.</p>	<ul style="list-style-type: none"> <li>BAME groups</li> </ul>	<ul style="list-style-type: none"> <li>Estate demographic information does not apply to businesses.</li> </ul>	<p><b>Risk</b></p> <ul style="list-style-type: none"> <li>Potential costs from disruption to trading.</li> </ul>	<p><b>Risk</b></p> <ul style="list-style-type: none"> <li>Potential costs from disruption to trading.</li> </ul>	<p><b>Risk</b></p> <ul style="list-style-type: none"> <li>Potential costs from disruption to trading.</li> </ul>	<p><b>Risk</b></p> <ul style="list-style-type: none"> <li>Potential costs from disruption to business trading.</li> <li>Cost of relocation and securing new premises, either on a temporary or permanent basis.</li> </ul>	<p><b>Risk</b></p> <ul style="list-style-type: none"> <li>Potential costs from disruption to business trading.</li> <li>Cost of relocation and securing new premises, either on a temporary or permanent basis.</li> </ul>	<ul style="list-style-type: none"> <li>Relocation options on Tustin Estate or Old Kent Road on an interim or permanent basis in new build option.</li> <li>Support for businesses to be made available if normal operation is affected through refurbishment.</li> <li>Signposting to employment through Southwark Works.</li> <li>Dedicated business support available. Relocation fund to be made available.</li> </ul>

Source: Mott MacDonald

### 5.3 Impact on community following renewal process

The following table describes the potential impacts of the different options on protected characteristic groups, with a focus on the Estate and wider community following the renewal process. These impacts have been identified through a review of published literature and through engagement with residents. Potential disproportionate effects on particular groups based on the demographic analysis of the Estate are also identified. Finally, existing measures Southwark Council has in place to mitigate or enhance impacts are set out.

**Table 5.3: Impact on community following renewal process**

Potential equality and health opportunities	Affected groups	Potential disproportionate effects due to demographics	Impact of Option 1	Impact of Option 2	Impact of Option 3	Impact of Option 4	Impact of Option 5
<p><b>Tackling crime and disorder</b></p> <p>Levels of crime can be in part been attributed to the urban environment. It has been argued that the opportunity for some forms of crime can be reduced through thought-out approaches to planning and design of neighbourhoods and towns. Reducing potential for crime can affect those more likely to fear crime or be a victim or witness of crime.</p>	<ul style="list-style-type: none"> <li>Children</li> <li>Young people</li> <li>Older people</li> <li>Disabled people</li> <li>BAME groups</li> <li>LGBT</li> <li>Men</li> <li>Women</li> </ul>	<ul style="list-style-type: none"> <li>High proportion of disabled people on the Estate.</li> <li>High proportion of people from a BAME background on the Estate.</li> </ul>	<p><b>Opportunity</b></p> <ul style="list-style-type: none"> <li>Repair to outdoor lighting, e.g. replacing light bulbs.</li> </ul>	<p><b>Opportunity</b></p> <ul style="list-style-type: none"> <li>Better external lighting for safety and visibility.</li> </ul>	<p><b>Opportunity</b></p> <ul style="list-style-type: none"> <li>Better external lighting for safety and visibility.</li> <li>Clearer routes for people passing through the estate.</li> <li>Improve natural surveillance</li> <li>Designed to Secured by Design Standards.</li> </ul>	<p><b>Opportunity</b></p> <ul style="list-style-type: none"> <li>Better external lighting for safety and visibility.</li> <li>Clearer routes for people passing through the estate.</li> <li>Estate to promote safety and security through new design.</li> <li>Designed to Secured by Design Standards.</li> </ul>	<p><b>Opportunity</b></p> <ul style="list-style-type: none"> <li>Better external lighting for safety and visibility.</li> <li>Clearer routes for people passing through the estate.</li> <li>Estate to promote safety and security through new design.</li> <li>Designed to Secured by Design Standards.</li> </ul>
<p><b>Improved access, mobility and navigation</b></p> <p>Renewal processes open up opportunities to create spaces and places that can be accessed and effectively used by all, regardless of age or disability, using principles of inclusive design. There are a number of equality groups who can experience difficulties with access, mobility and navigation who could benefit from improvements in this area.</p>	<ul style="list-style-type: none"> <li>Children</li> <li>Older people</li> <li>Disabled people</li> </ul>	<ul style="list-style-type: none"> <li>High proportion of disabled people on the Estate.</li> </ul>	<p><b>Opportunity</b></p> <ul style="list-style-type: none"> <li>Repair to outdoor lighting, e.g. replacing light bulbs.</li> <li>Pavement repairs.</li> </ul>	<p><b>Opportunity</b></p> <ul style="list-style-type: none"> <li>Better external lighting for safety and visibility.</li> <li>New connection by bus stop into green space.</li> <li>Improved signage for wayfinding.</li> <li>New benches.</li> </ul>	<p><b>Opportunity</b></p> <ul style="list-style-type: none"> <li>Better external lighting for safety and visibility.</li> <li>New connection by bus stop into green space.</li> <li>Clearer routes for people passing through the estate.</li> <li>Improved signage for wayfinding.</li> <li>Secure and controlled parking.</li> <li>New benches.</li> </ul>	<p><b>Opportunity</b></p> <ul style="list-style-type: none"> <li>Better external lighting for safety and visibility.</li> <li>New connection by bus stop into green space.</li> <li>Clearer routes for people passing through the estate.</li> <li>Improved signage for wayfinding</li> <li>Secure and controlled parking.</li> <li>New benches.</li> </ul>	<p><b>Opportunity</b></p> <ul style="list-style-type: none"> <li>Better external lighting for safety and visibility.</li> <li>New connection by bus stop into green space.</li> <li>Clearer routes for people passing through the estate.</li> <li>Improved signage for wayfinding</li> <li>Secure and controlled parking.</li> <li>New benches.</li> </ul>
<p><b>Improved public realm and green space</b></p> <p>Renewal offers an opportunity to improve the public realm. The ability to access and use the public realm is vitally important to ensuring people feel that they are active members of their community. This includes basic activities such as using local shops or meeting up with people in a shared space outside close to home. In addition, the opening up of green space has been shown to impact positively on both physical and mental health.</p>	<ul style="list-style-type: none"> <li>Children</li> <li>Older people</li> <li>Disabled people</li> <li>BAME groups</li> </ul>	<ul style="list-style-type: none"> <li>High proportion of disabled people on the Estate.</li> <li>High proportion of people from a BAME background on the Estate.</li> </ul>	<p><b>Neutral</b></p> <ul style="list-style-type: none"> <li>No change to public realm.</li> </ul>	<p><b>Opportunity</b></p> <ul style="list-style-type: none"> <li>Improved green spaces, including new planting.</li> <li>New benches.</li> <li>Enhanced bicycle provision.</li> </ul>	<p><b>Opportunity</b></p> <ul style="list-style-type: none"> <li>New green space at heart of estate, including new planting.</li> <li>New play facilities adjacent to school.</li> <li>Enhanced bicycle provision</li> <li>Car club.</li> <li>Electric charging points for vehicles.</li> </ul>	<p><b>Opportunity</b></p> <ul style="list-style-type: none"> <li>New green space at heart of estate, including new planting.</li> <li>New play facilities adjacent to school.</li> <li>Enhanced bicycle provision</li> <li>Car club.</li> <li>Electric charging points for vehicles.</li> </ul>	<p><b>Opportunity</b></p> <ul style="list-style-type: none"> <li>New green space at heart of estate, including new planting.</li> <li>New play facilities adjacent to school.</li> <li>Enhanced bicycle provision</li> <li>Car club.</li> <li>Electric charging points for vehicles.</li> </ul>

<p><b>Provision of community resources and improved social cohesion</b></p> <p>Community resources provide important places of social connection and promote wellbeing for many groups. For example, community hubs can provide an accessible centre point for local activities, services and facilities. They allow for a cross section of the community to be brought together in a safe place, allowing for better social cohesion and helping to address social isolation.</p>	<ul style="list-style-type: none"> <li>• Children</li> <li>• Older people</li> <li>• Disabled people</li> <li>• BAME groups</li> <li>• Pregnancy and maternity</li> <li>• LGBT</li> </ul>	<ul style="list-style-type: none"> <li>• High proportion of disabled people on the Estate.</li> <li>• High proportion of people from a BAME background on the Estate.</li> </ul>	<p><b>Neutral</b></p> <ul style="list-style-type: none"> <li>• No changes to community resources.</li> </ul>	<p><b>Opportunity</b></p> <ul style="list-style-type: none"> <li>• Increased access to community resources such as community allotments.</li> <li>• Possibility of tenants managing community spaces.</li> </ul> <p><b>Risk</b></p> <ul style="list-style-type: none"> <li>• New community moving on to Estate and effects on social cohesion</li> </ul>	<p><b>Opportunity</b></p> <ul style="list-style-type: none"> <li>• A mix of shared communal spaces in new blocks.</li> <li>• Increased access to community resources- community garden.</li> <li>• Possibility of tenants managing community spaces.</li> <li>• New school building.</li> </ul> <p><b>Risk</b></p> <ul style="list-style-type: none"> <li>• New community moving on to Estate and effects on social cohesion</li> </ul>	<p><b>Opportunity</b></p> <ul style="list-style-type: none"> <li>• A mix of shared communal spaces in new blocks.</li> <li>• Potential new space for community use.</li> <li>• Increased access to community resources- community garden.</li> <li>• Possibility of tenants managing community spaces.</li> <li>• New school building.</li> <li>• New church premises on Estate.</li> </ul> <p><b>Risk</b></p> <ul style="list-style-type: none"> <li>• New community moving on to Estate and effects on social cohesion</li> </ul>	<p><b>Opportunity</b></p> <ul style="list-style-type: none"> <li>• A mix of shared communal spaces in new blocks.</li> <li>• Potential new space for community use.</li> <li>• Increased access to community resources- community garden.</li> <li>• Possibility of tenants managing community spaces.</li> <li>• New school building.</li> <li>• New church premises on Estate.</li> </ul> <p><b>Risk</b></p> <ul style="list-style-type: none"> <li>• New community moving on to Estate and effects on social cohesion</li> </ul>
<p><b>New employment opportunities</b></p> <p>Renewal can act as a means of promoting economic growth and supporting job creation. For example, property development can contribute to urban economic regeneration by enabling local stores to grow and expand, and through attracting investment to the area and revitalising neighbourhoods. It can also facilitate improved connectivity between communities and places of employment and education. Improved opportunities to access employment and education can serve to help address issues of inequality and improve social mobility.</p>	<ul style="list-style-type: none"> <li>• Young people</li> <li>• Older people</li> <li>• Disabled people</li> <li>• BAME groups</li> <li>• Women</li> </ul>	<ul style="list-style-type: none"> <li>• High proportion of disabled people on the Estate.</li> <li>• High proportion of people from a BAME background on the Estate.</li> </ul>	<p><b>Neutral</b></p> <ul style="list-style-type: none"> <li>• No changes to local employment.</li> </ul>	<p><b>Opportunity</b></p> <ul style="list-style-type: none"> <li>• Construction employment on site (varying by the amount of construction required for the job).</li> </ul>	<p><b>Opportunity</b></p> <ul style="list-style-type: none"> <li>• Construction employment on site (varying by the amount of construction required for the job).</li> </ul>	<p><b>Opportunity</b></p> <ul style="list-style-type: none"> <li>• Improved commercial spaces for existing businesses.</li> <li>• Construction employment onsite (varying by the amount of construction required for the job).</li> </ul>	<p><b>Opportunity</b></p> <ul style="list-style-type: none"> <li>• Improved commercial spaces for existing businesses.</li> <li>• Construction employment onsite (varying by the amount of construction required for the job).</li> </ul>
<p><b>Improved housing provision</b></p> <p>Renewal can lead to improvements in housing provision within the regeneration area therefore improving appropriateness, accessibility and affordability, as well as its quality and efficiency in energy consumption.</p>	<ul style="list-style-type: none"> <li>• Children</li> <li>• Older people</li> <li>• Disabled people</li> <li>• BAME groups</li> </ul>	<ul style="list-style-type: none"> <li>• High proportion of disabled people on the Estate.</li> <li>• High proportion of people from a BAME background on the Estate.</li> </ul>	<p><b>Opportunity</b></p> <ul style="list-style-type: none"> <li>• Every council home refurbished to meet decent homes standard.</li> <li>• New kitchen and bathrooms when due for replacement.</li> <li>• Energy efficiency improvements.</li> </ul> <p><b>Neutral</b></p> <ul style="list-style-type: none"> <li>• No change in tenancy agreements for existing council tenants.</li> <li>• No change to leaseholder terms.</li> <li>• No new homes.</li> </ul>	<p><b>Opportunity</b></p> <ul style="list-style-type: none"> <li>• Every council home refurbished to meet decent homes standard.</li> <li>• New kitchen and bathrooms when due for replacement.</li> <li>• Energy efficiency improvements.</li> <li>• Improvements to communal entrances.</li> <li>• Improvements to bin stores.</li> <li>• All new homes built to new building, space and accessibility standards.</li> <li>• Slight uplift in new homes.</li> </ul> <p><b>Neutral</b></p> <ul style="list-style-type: none"> <li>• No change in tenancy agreements for existing council tenants.</li> <li>• No change to leaseholder terms.</li> </ul>	<p><b>Opportunity</b></p> <ul style="list-style-type: none"> <li>• Every council home refurbished to meet decent homes standard.</li> <li>• New kitchen and bathrooms when due for replacement.</li> <li>• Energy efficiency improvements.</li> <li>• Improvements to communal entrances.</li> <li>• Improvements to bin stores.</li> <li>• All new homes built to new building, space and accessibility standards.</li> <li>• Moderate uplift in new homes.</li> <li>• Secure housing for TA tenants</li> </ul> <p><b>Neutral</b></p> <ul style="list-style-type: none"> <li>• Where relevant, new tenancy agreements.</li> <li>• Where relevant, leaseholder</li> </ul>	<p><b>Opportunity</b></p> <ul style="list-style-type: none"> <li>• All new homes built to new building, space and accessibility standards.</li> <li>• Private external space for every home (garden, patio or balcony).</li> <li>• Energy efficiency improvements.</li> <li>• Mixture of shared and private external space in blocks .</li> <li>• Housing to suit different needs.</li> <li>• Large uplift in new homes.</li> <li>• Secure housing for TA tenants</li> </ul> <p><b>Neutral</b></p> <ul style="list-style-type: none"> <li>• Where relevant, new tenancy agreements.</li> <li>• Where relevant, leaseholder deeds will change in line</li> </ul>	<p><b>Opportunity</b></p> <ul style="list-style-type: none"> <li>• All new homes built to new building, space and accessibility standards.</li> <li>• Private external space for every home (garden, patio or balcony).</li> <li>• Energy efficiency improvements.</li> <li>• Mixture of shared and private external space in blocks .</li> <li>• Housing to suit different needs.</li> <li>• Large uplift in new homes.</li> <li>• Secure housing for TA tenants</li> </ul> <p><b>Neutral</b></p> <ul style="list-style-type: none"> <li>• Where relevant, new tenancy agreements.</li> <li>• Where relevant, leaseholder deeds will change in line</li> </ul>

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deeds will change in line with changing ownership arrangements.

with changing ownership arrangements.

with changing ownership arrangements.

**Risk**

- Freeholders will no longer have freehold in Option 4

- Freeholders retain freehold in Option 4A
-

## 6 Overall equality risks and opportunities of options

This section identifies the overall impact of each option, before mitigation (see left side) and following mitigation (see right side).

### 6.1 Overview: assessing equality risks and opportunities

The scale below has been used to identify the extent of both risks and opportunities. Where there is more than one impact, the rating summarises the overall impact. Please note that the rating following mitigation captures where there may be possible further mitigation measures that could be put in place by the Council to further reduce the effect, or the impact has been reduced for identified protected characteristic groups to a level that is no worse than that experienced by the rest of the population.

Major risk	XXX
Moderate risk	XX
Minor risk	X
Neutral	0
Minor opportunity	✓
Moderate opportunity	✓✓
Major opportunity	✓✓✓

### 6.2 Risks and opportunities during renewal

This table identifies the extent of the impacts on residents, community resources and businesses located within the low-rise blocks on the Estate during the renewal process, for the period between a successful ballot up to completed delivery. The rating of the impact is shown without mitigation (left) and with mitigation Southwark currently has in place.

Table 6.1: Impact on Estate during renewal (from ballot to delivery)

	Impact on residents and community resources during renewal (from the ballot up to delivery)										
	Without mitigation						With mitigation				
	Option 1	Option 2	Option 3	Option 4	Option 5		Option 1	Option 2	Option 3	Option 4	Option 5
Loss of social cohesion and access to community resources (increased distance to places of social connection due to temporary relocation)	0	0	XX	XXX	XXX	<ul style="list-style-type: none"> <li>• If demolition takes place, residents will have the option to return to new homes built on the Estate and continue to access their social networks and community resources.</li> <li>• Community led gardening project developed prior to renewal process and continued throughout, promoting social cohesion.</li> <li>• Phasing plan to be developed to limit number of temporary moves.</li> <li>• Housing solutions to enable residents to remain on Estate if they need to move temporarily, where possible</li> <li>• Dedicated resident support available</li> </ul>	0	0	X	XX	XX

**Table 6.1: Impact on Estate during renewal (from ballot to delivery)**

Difficulty accessing finance (e.g. costs associated with moving home, securing new housing)	X	X	XX	XXX	XX	<ul style="list-style-type: none"> <li>• If the preferred option involves demolition, homeowners will be offered the market value of their home.</li> <li>• If the preferred option involves demolition, a Home Loss Payment (sum in recognition of home loss) and a Disturbance Payment would be made to Council tenants and homeowners. Disturbance payment includes reimbursement of funds for removals, disconnection and reconnection of cooker/washing machine, redirection of mail, BT Telephone Installation, cable TV/TV installation and reasonable adjustments to carpets and curtains.</li> <li>• Council rents remain the same under refurbishment, new build rents in line with bedroom numbers.</li> <li>• Shared equity option to be made available where new homes built</li> </ul>	X	X	XX	XX	X
Appropriate, accessible and affordable housing (with respect to housing need around size, tenure, accessibility)	O	O	XX	XXX	XXX	<ul style="list-style-type: none"> <li>• 10% of new build housing to be wheelchair accessible.</li> <li>• Those with special housing needs to be prioritised through rehousing process.</li> <li>• All new and refurbished social rented homes will be owned and managed by Southwark Council. They will all have Council rent levels.</li> <li>• A mix of housing sizes will be available through the redevelopment process, to provide for different housing needs.</li> <li>• All new homes will have access to a balcony, patio, or roof terrace.</li> <li>• A variety of options will be developed to allow homeowners to stay on the estate including shared equity and rehousing as a Council tenant where new homes built.</li> <li>• Secure Council housing for current Temporary Accommodation tenants</li> </ul>	O	O	X	XX	XX
Health effects (e.g. noise, air quality, stress during construction)	XX	X	XX	XX	XX	<ul style="list-style-type: none"> <li>• Potential health impacts related to stress due to relocation would be mitigated through rehousing support outlined above.</li> <li>• Environmental effects to be mitigated through considerate construction practices and environmental management planning.</li> </ul>	X	X	X	X	X
Safety and security (e.g. ASB, crime)	O	O	X	X	X	<ul style="list-style-type: none"> <li>• Properties to be secured through appropriate measures, including phasing of redevelopment so the Estate is not left vacant.</li> </ul>	O	O	O	O	O
Accessibility and mobility in the area (e.g. moving around the Estate for those with mobility difficulties)	X	XX	XX	XXX	XXX	<ul style="list-style-type: none"> <li>• Southwark Council will work with residents and master planners on an integrated parking strategy that looks at current levels of parking, parking needs, the impact of phasing on parking and parking levels as well as environmental considerations in any redevelopment. Blue badge permits to remain. Wheelchair homes will have associated parking arrangements.</li> <li>• Accessibility of Estate to be considered through construction planning (e.g. ensuring hoarding does not sever the Estate).</li> </ul>	X	X	X	XX	XX
Information and communication (complex material and information on the regeneration can be difficult for those with different communication needs)	X	X	X	X	X	<ul style="list-style-type: none"> <li>• Southwark Council will fund independent resident advice which will include training and support in design and construction stages to ensure that residents can meaningfully engage in decision making.</li> <li>• A dedicated Tustin team of housing officers will be established to liaise with residents throughout the development.</li> <li>• Information is published online as it is made available for all to access.</li> <li>• Language interpretation and face to face engagement available.</li> </ul>	O	O	O	O	O

**Table 6.1: Impact on Estate during renewal (from ballot to delivery)**

Impact on businesses during renewal (from the ballot up to delivery)											
	Without mitigation						With mitigation				
	Option 1	Option 2	Option 3	Option 4	Option 5		Option 1	Option 2	Option 3	Option 4	Option 5
Barriers to reemployment (closure or relocation of existing businesses could lead to loss of employment)	O	O	O	XX	XX	<ul style="list-style-type: none"> <li>Relocation options on Tustin Estate or Old Kent Road on an interim or permanent basis in new build option.</li> <li>Support for businesses to be made available if normal operation is affected through refurbishment.</li> <li>Signposting to employment through Southwark Works.</li> <li>Dedicated business support available.</li> </ul>	O	O	O	X	X
Impact of redundancy on health and well-being	O	O	O	XX	XX	<ul style="list-style-type: none"> <li>Relocation options on Tustin Estate or Old Kent Road on an interim or permanent basis in new build option.</li> <li>Support for businesses to be made available if normal operation is affected through refurbishment.</li> <li>Signposting to employment through Southwark Works.</li> <li>Dedicated business support available.</li> </ul>	O	O	O	X	X
Difficulty accessing commercial finance (financial effects resulting from loss of trade, relocation or closure)	X	X	X	XX	XX	<ul style="list-style-type: none"> <li>Relocation options on Tustin Estate or Old Kent Road on an interim or permanent basis in new build option.</li> <li>Support for businesses to be made available if normal operation is affected through refurbishment.</li> <li>Signposting to employment through Southwark Works.</li> <li>Dedicated business support available.</li> <li>Relocation fund to be made available.</li> </ul>	O	O	O	X	X

### 6.3 Risks and opportunities following renewal

The following table identifies the extent of the impacts on the future Tustin Estate community (residents, community resources and businesses) following the renewal process, following completed delivery.

	Option 1	Option 2	Option 3	Option 4	Option 5
Tackling crime and disorder	✓	✓	✓✓	✓✓✓	✓✓✓
Improved access, mobility and navigation	✓	✓✓	✓✓✓	✓✓✓	✓✓✓
Improved public realm and green space (improved shared spaces, green space and effects on health and wellbeing)	○	✓✓	✓✓✓	✓✓✓	✓✓✓
Provision of community resources and improved social cohesion (places of social connection improving social cohesion and reducing isolation)	○	✓	✓✓	✓✓✓	✓✓✓
New employment opportunities (job creation through construction and apprenticeship programs and other opportunities)	○	✓	✓✓	✓✓✓	✓✓✓
Improved housing provision (increased availability of accessible, appropriate and affordable housing of improved quality and energy efficiency)	✓	✓	✓✓	✓✓	✓✓✓

## 7 Next Steps

This chapter provides an overview of the upcoming tasks to prepare for the Preferred Option EHIA following the process of narrowing down the options to one single option through a resident ballot. These include an update to the evidence base, further stakeholder engagement and action planning.

### 7.1 Preferred Option EHIA

The next steps outlined in this chapter will follow the Residents Ballot. This ballot will put the options outlined in section 2.2 to a residents vote to whittle them down to a preferred option. A Preferred Option EHIA will then be produced.

### 7.2 Tasks to undertake

#### 7.2.1 Updates to project information and evidence base

This will include a review of any new documentation associated with the project, updates to desk-based research to identify potential effects and risk associated with the improvement activities proposed in the preferred option and updates to socio-demographic analysis for the Estate to provide contextual evidence on the local population.

#### 7.2.2 Engagement and analysis

Attendance at RPG meetings will continue as required; there will be further opportunity for resident feedback and engagement at a public drop in session on the preferred option. This information will be incorporated into the assessment where relevant.

#### 7.2.3 Impact assessment

Based on any new information through the evidence gathering above, further detail will be added to the impact analysis of a preferred option. An update to the EHIA report will be produced, appropriately structured to capture the impacts of the project.

#### 7.2.4 Action planning

Recommendations will be made within the EHIA report on a preferred option for any mitigation of adverse effects and any opportunities to enhance benefits. Actions will be proposed for the Council to implement should the preferred option be taken forward.

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## A. Area profile and proportionality

This appendix is split into three sections. Section A.1 provides an overview of the socio-demographic profile of the Estate (the study area outlined in Chapter 2). An overview of community resources is provided in Section A.2. Section A.3 provides the results of socio-demographic monitoring for the area which has been collated through a review of the Starting the Conversation questionnaire administered by Southwark Council.

### A.1 Socio-demographic profile of the area

The area profile below provides a wider contextual demographic characterisation of the area in which the Estate falls. The data includes the current social and economic context of the area and relevant comparators, namely the London Borough of Southwark, the Greater London region, and England. In comparing these regions, where the Estate deviates by more than 3%, the difference is considered to be significant and is reported as such.

The demographic data<sup>6</sup> has been sourced from publicly available data and only applies to the resident population.

#### A.1.1 Age

The tables and figures below show the population for key age groups within the Estate and the above comparator areas. The figures show both the proportion and density of each age group within the different areas.

##### A.1.1.1 Children (under 16 years)

The table below indicates that the proportion of people under the age of 16 on the Estate is broadly in line with Southwark, Greater London, and England (19% compared with 19%, 21% and 19% respectively).

**Table A.1: Children (under 16 years)**

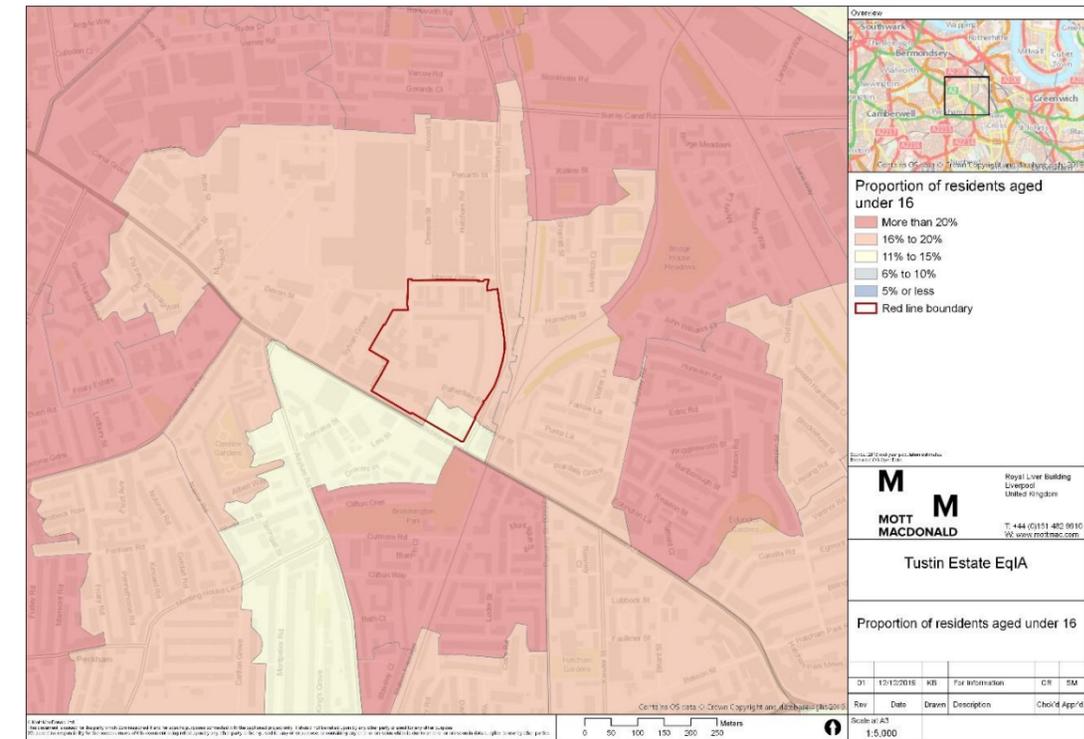
Location	Total population, 2018	Children (under 16 years)	%
Estate	1,174	218	19%
Southwark	317,256	59,472	19%
Greater London	8,908,081	1,834,795	21%
England	55,977,178	10,748,458	19%

Source: Office for National Statistics (2018) mid- year population estimates

The following figure, Map A.1, illustrates that the proportion of children within the Estate ranges between 11% to 20% of the population; lower than most surrounding areas but higher than the area south of the Estate

<sup>6</sup> In order to calculate statistics for the Estate, codepoint data was used, which includes a point representing each postcode area. Lower Super Output (LSOA) data is shared between the codepoints that fall within each LSOA, and is summed up for where the codepoints fall within the Estate.

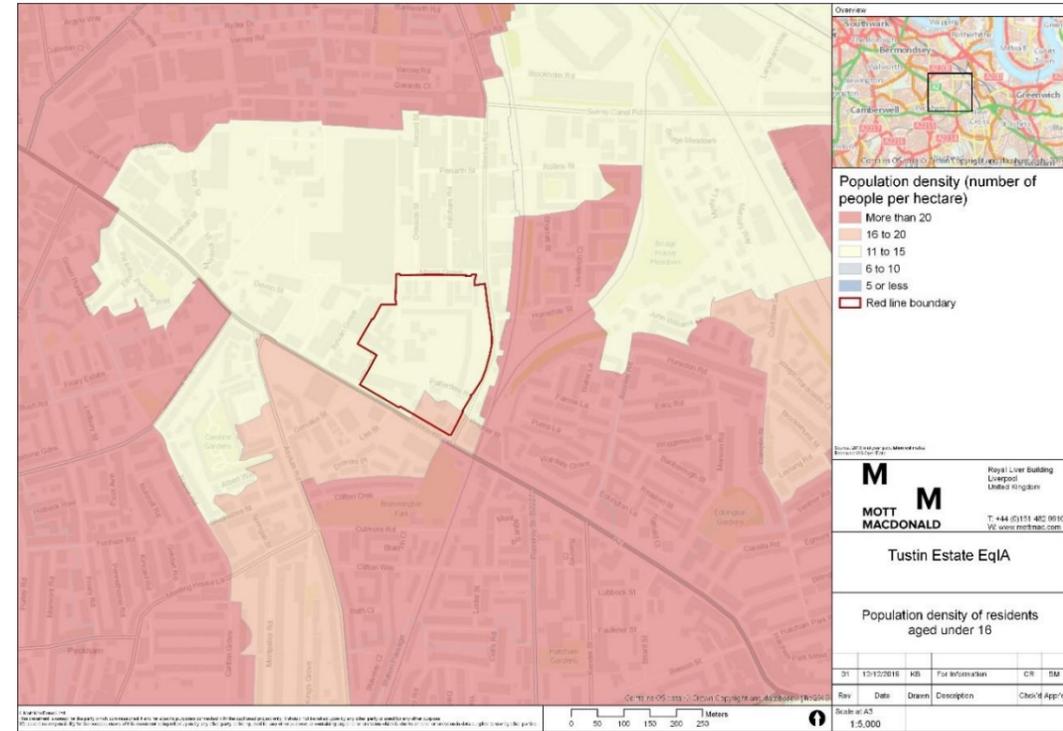
**Map A.1: Proportion of children under 16 within the Estate**



Source: Mott MacDonald

Map A.2, below, illustrates that the density of children within the Estate is lower than most of the surrounding areas, with a density of 11 to 15 children per hectare through most of the Estate.

**Map A.2: Population density of children under 16 within the Estate**



Source: Mott MacDonald

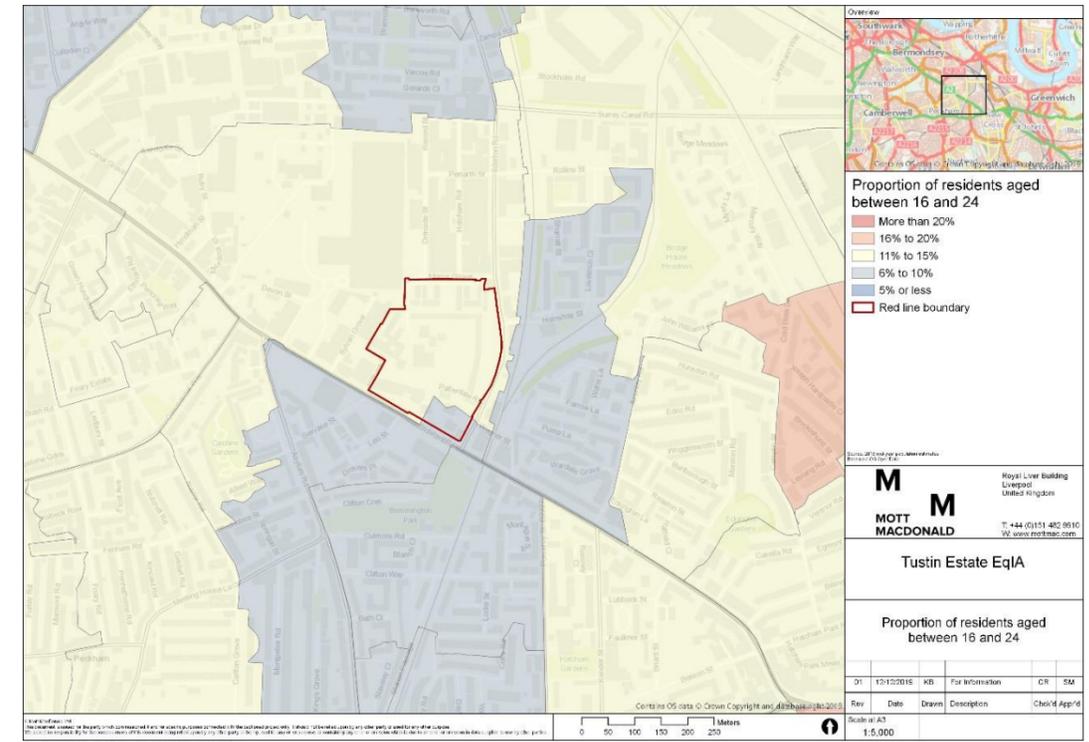
**Table A.2: Young people (16-24 years)**

Location	Total population, 2018	Young people (16-24 years)	%
Estate	1,174	120	10%
Southwark	317,256	35,123	11%
Greater London	8,908,081	933,076	10%
England	55,977,178	6,005,483	11%

Source: Office of National Statistics (2018) Mid- year population estimates

Map A.3, below, demonstrates that proportions of young people aged 16-24 within the Estate are less than 15% across the Estate. This is broadly in line with most of the surrounding areas, with slightly lower proportions to the north and south.

**Map A.3: Proportion of young people aged 16-24 within the Estate**

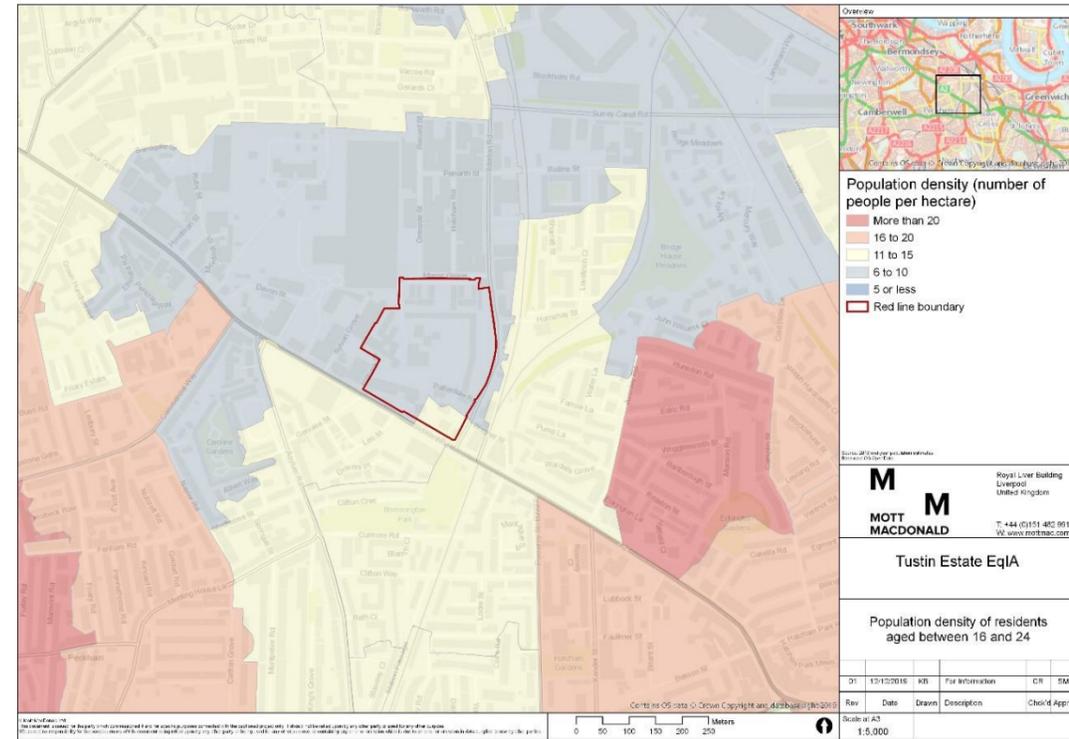


**A.1.1.2 Young people (16-24 years)**

Table A.2 shows that the proportion of young people aged 16-24 within the Estate (10%) is broadly in line with Southwark, Greater London and England (11%, 10% and 11% respectively).

Map A.4 illustrates that there are lower population densities of young people aged 16-24 across the Estate when compared to surrounding areas, with approximately zero to 10 young people per hectare.

**Map A.4: Population density of young people aged 16-24 within the Estate**



Source: Mott MacDonald

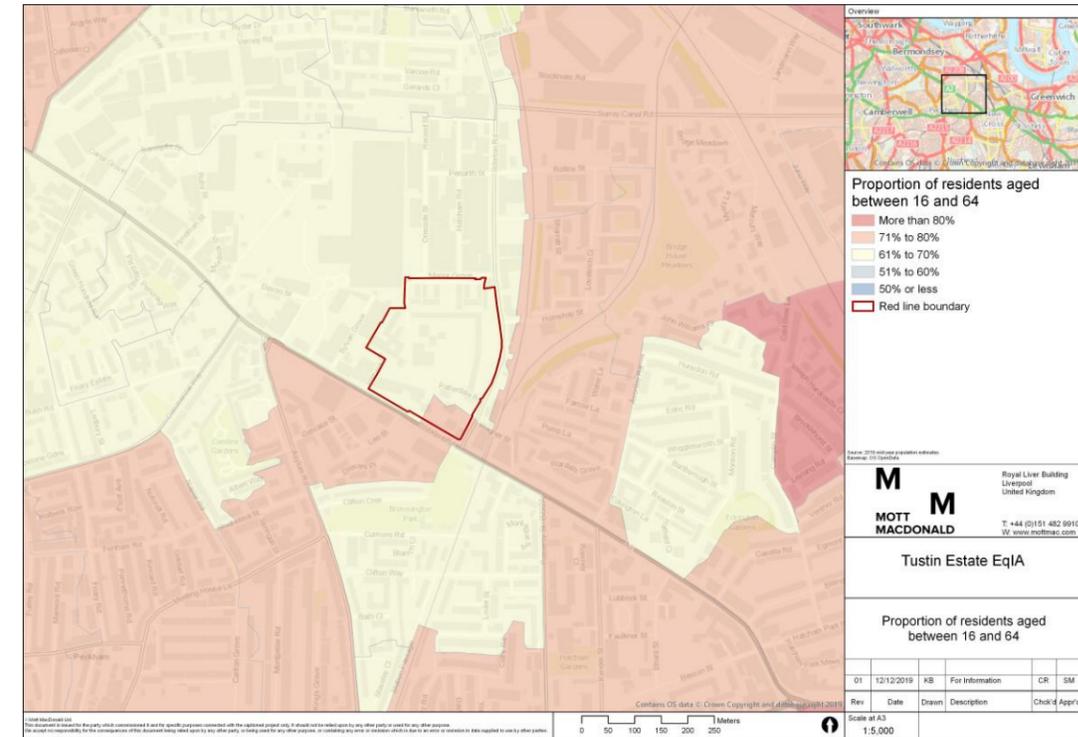
**Table A.3: Working age population**

Location	Total population, 2018	Working age population	%
Estate		827	70%
Southwark	231,417		73%
Greater London	6,014,073		68%
England	35,049,467		63%

Source: ONS 2018 mid-year population estimates

Map A.5, below, demonstrates that the proportion of working age residents on the Estate is mostly between 61% to 70%, in line with most surrounding areas. In a small area to the south east of the Estate, this is between 71% to 80% of the population.

**Map A.5: Proportion of residents aged between 16 and 64.**



Source: Mott MacDonald

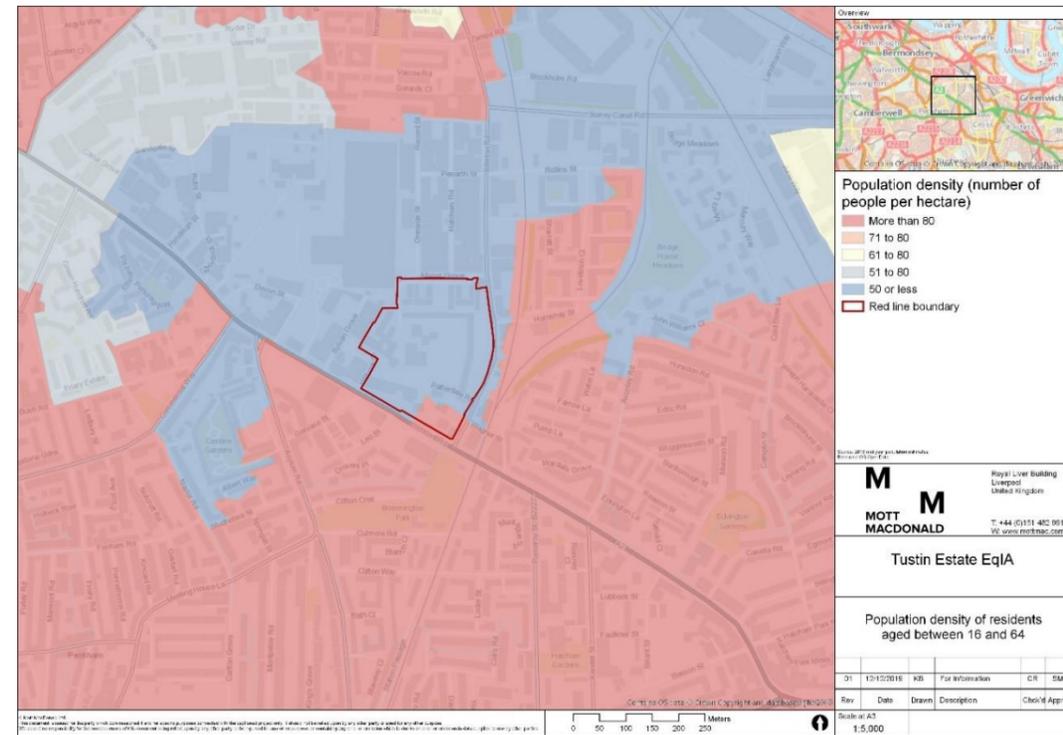
**A.1.1.3 Working age people (16- 64)**

The percentage of working age people (aged between 16 and 64) is higher than England (63%), but broadly in line with Southwark and London (73% and 68%, respectively).

Map A.6, on the next page, demonstrates that there is a lower density of working age people on

the Estate when compared to surrounding areas. Most of the Estate has a density of less than 50 working age people per hectare. However, in a small area in the south east this density rises to more than 80 working age people per hectare.

**Map A.6: Population density of working age people**



Source: Mott MacDonald

**A.1.1.4 Older people (over 65 years)**

The percentage of older people over 65 years within the Estate (11%) is broadly in line with Southwark, Greater London and England (8%, 12% and 12%, respectively).

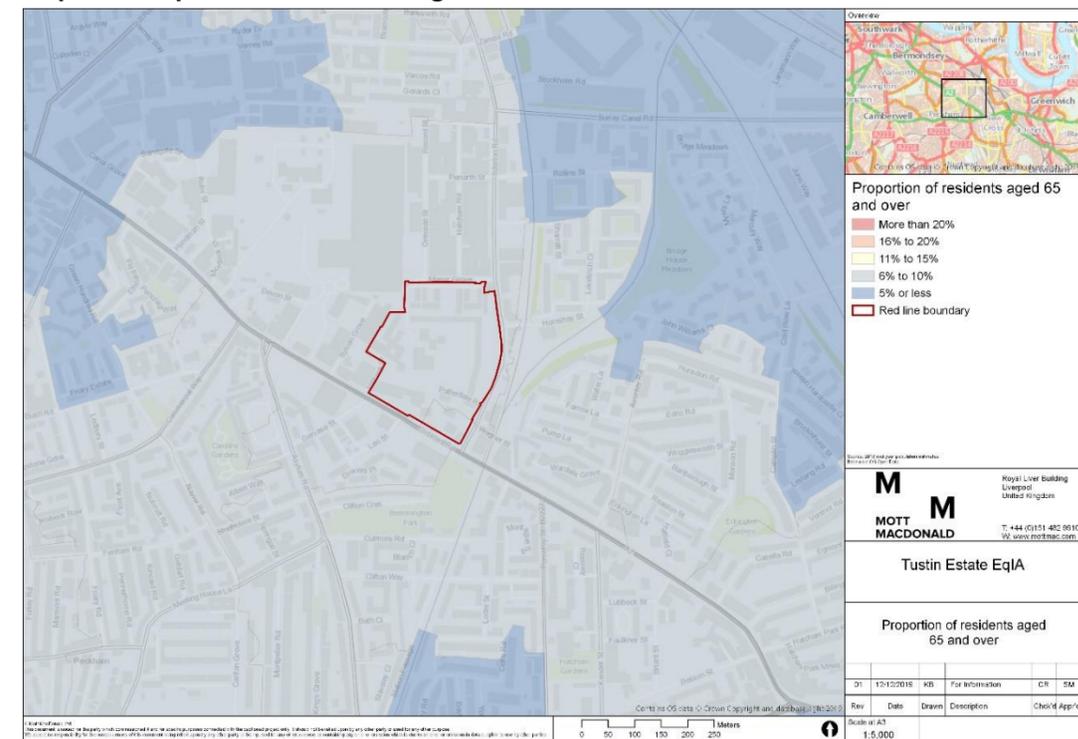
**Table A.4: Older people (65+ years)**

Location	Total population, 2018	Older people (65+ years)	%
Estate	1,174	130	11%
Southwark	317,256	26,367	8%
Greater London	8,908,081	1,059,213	12%
England	55,977,178	10,179,253	12%

Source: Office for National Statistics (2018) Mid- year population estimate

Map A.7, below, demonstrates that that proportions of older people over 65 years within the Estate, ranging between 6% and 10%, is in line with the proportion of older people living in the areas immediately surrounding the Estate.

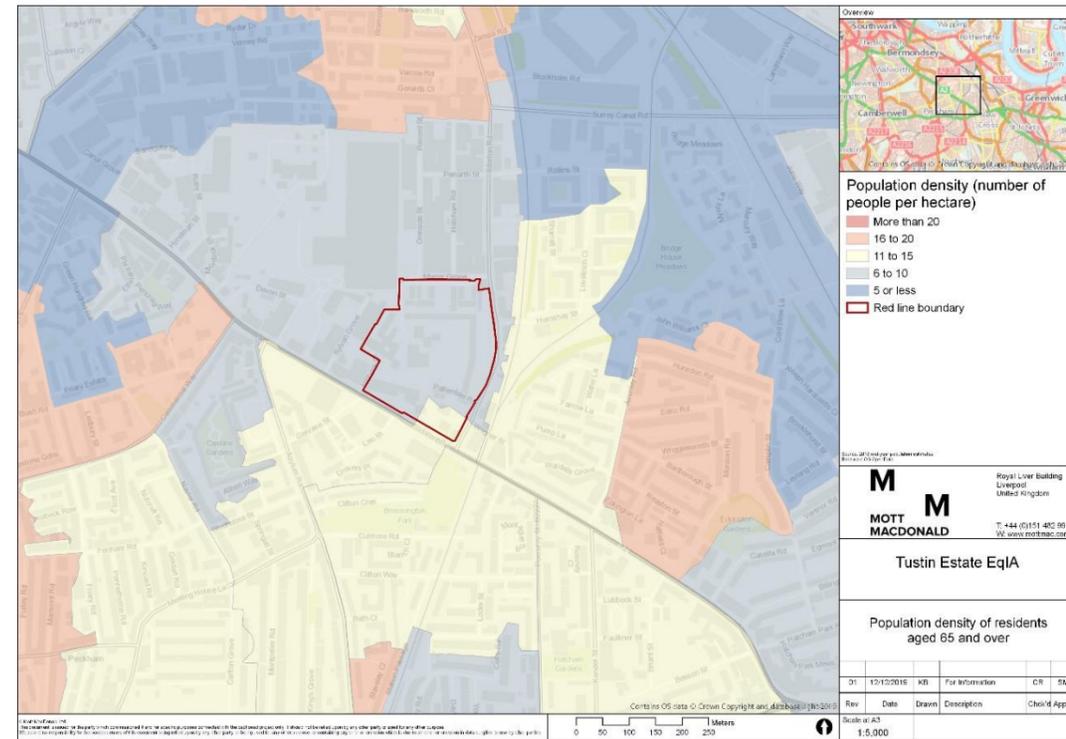
**Map A.7: Proportion of residents aged 65 and over**



Source: Mott MacDonald

Map A.8, below, indicates that the density of older people within the Estate, which ranges from six to 10 people per hectare for most of the Estate, is higher than some surrounding areas but lower than others. This are higher densities of older people to the north and south of the Estate, ranging between 11 to 20 people per hectare, but lower densities of older people to the east and west of the Estate (five or less).

**Map A.8: Population density of people aged over 65 years**



Source: Mott MacDonald

**A.1.2 Disabled people**

The table below shows the proportion of the population who have a long-term health problem or disability that limits their day to day activities living in the Estate, Southwark, Greater London, and England.

There are higher proportions of disabled people (those whose day-to-day activities are limited a little or a lot) within the Estate (17%) when compared with Southwark and Greater London (both 14%), however this figure is in line with the proportion of disabled people in England (17%). People in existing poor health with long-term conditions that limit their day-to-day activities may be more sensitive to changes such as increased air pollutants from construction.

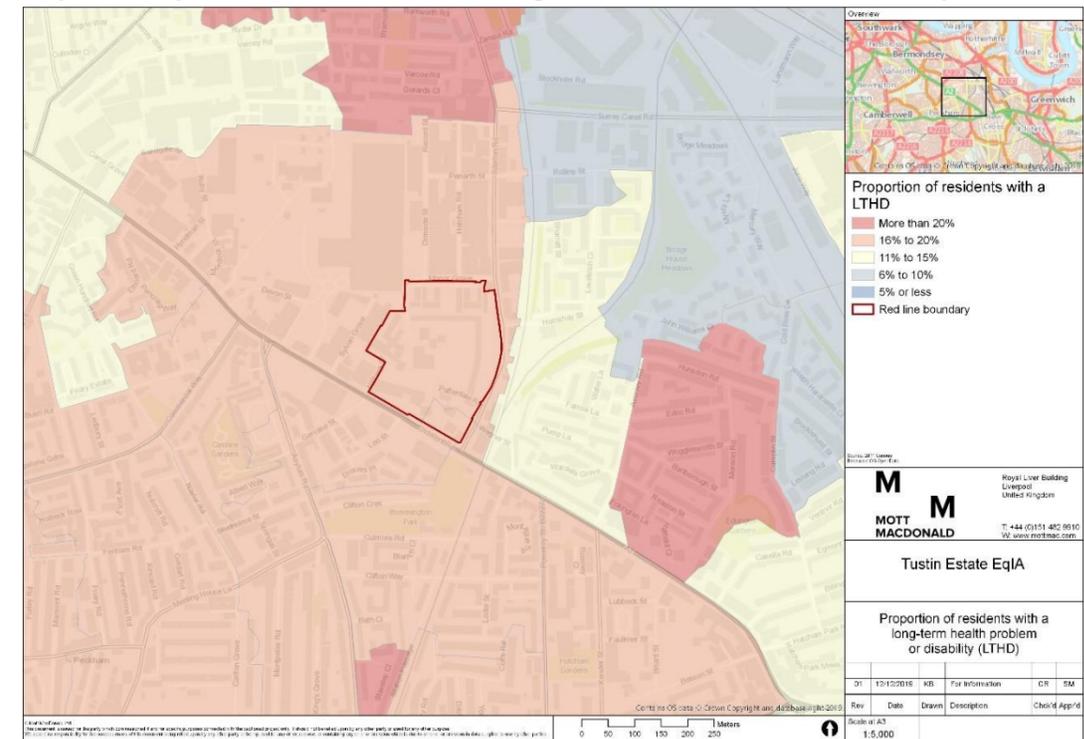
**Table A.5: Population with a long-term health problem or disability limiting day-to-day activities**

Disability	Estate	Southwark	Greater London	England
Limited a lot	8%	7%	7%	8%
Limited a little	9%	7%	7%	9%
Not limited	84%	86%	86%	82%

Source: Office of National Statistics (2018) Mid-year data

Map A.9, below, shows that the proportion of people in the Estate living with a long-term health condition or disability ranges from 16% to 20%, broadly in line with most surrounding areas.

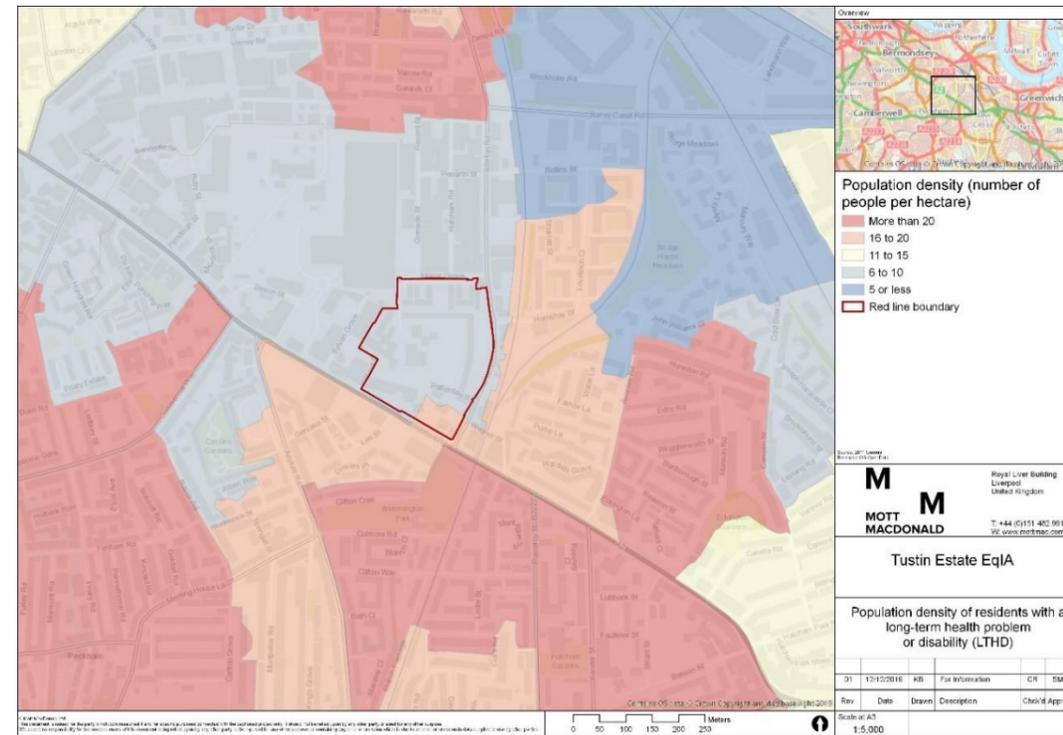
**Map A.9: Proportion of residents with a long-term health condition or disability**



Source: Mott MacDonald

Map A.11, below, illustrates that across the majority of the Estate, the density of people with a long-term health problem or disability is between 6 and 10 people per hectare. This is lower than areas surrounding the Estate.

**Map A.10: Population density of people within the Estate with a long-term health problem or disability**



Source: Mott MacDonald

### A.1.3 Gender reassignment

There are no Census or other data for the number of gender variant people with the Estate, Southwark, Greater London, or England. Data on gender identity is currently limited as there are still a number of methodological challenges obtaining this data such as privacy and acceptability; complexity; accuracy; terminology; small sample universe, and the scope of information required.<sup>7</sup> The ONS, though, has estimated that the size of the Trans community in the UK could range from 65,000 to 300,000.<sup>8</sup>

### A.1.4 Marriage and civil partnership

The total proportion of those who are married or in a civil partnership that live within the Estate (30%) is lower than Southwark, Greater London, and England (34%, 43%, and 50% respectively).

The table below shows that there is a lower percentage of married people within the Estate (25%), compared to Southwark (29%). However, both the Estate and Southwark's percentage of married people are considerably lower than both Greater London, and England (40% and 47% respectively). The proportion of people in a civil partnership in the Estate (0.4%) is broadly in line with that in Southwark, Greater London and England (0.9%, 0.4% and 0.2% respectively). The proportion of people on the Estate who are separated, but still legally married, (5%) is broadly in line with figures in Southwark, Greater London and England (4%, 3% and 3% respectively).

**Table A.6: Population married or in a civil partnership**

Location	All usual residents aged 16+, 2011	Married	%	In a civil partnership	%	Separated (still legally married or in a civil partnership)	%
Estate	1,174	270	25%	4	0.4%	54	5%
Southwark	317,256	66,997	29%	2,159	0.9%	10,080	4%
Greater London	8,908,081	2,608,345	40%	27,425	0.4%	211,500	3%
England	55,977,178	20,029,369	47%	100,288	0.2%	1,141,196	3%

Source: Office for National Statistics 2011 Census

<sup>7</sup> Office for National Statistics (date unknown): 'Gender identity update'

<sup>8</sup> Office for National Statistics (2009): 'Trans Data Position Paper'.

### A.1.5 Pregnancy and maternity

Table A.7, below, shows that live births in Southwark, as a proportion of the total population (1.3%), are broadly in line with Greater London and England figures (1.3% and 1.1% respectively). Estate level data is not available for pregnancy and maternity.

**Table A.7: Live births by mothers' usual area of residence**

Births	Southwark	Greater London	England
Female population aged between 16 and 44	80,541	1,958,455	10,273,411
Total population	317,256	8,908,081	55,977,178
Live births by mothers' usual area of residence	4,181	120,673	625,651
Live births by mothers' usual area of residence (%)	1.3%	1.3%	1.1%

Source: Office of National Statistics 2018 mid-year population estimates.

Table A.8 below shows that the General Fertility Rate (all live births per 1000 women aged 16 to 44) in Southwark (51) is lower than that of the general fertility rate in Greater London (60.2) and England (59.2). The Total Fertility Rate in Southwark (1.37) is lower than the total fertility rate in Greater London (1.63) and England (1.7).

**Table A.8: General and total fertility rates**

Fertility Rate	Southwark	Greater London	England
General fertility rate (all live births per 1000 women aged 16 to 44)	51.0	60.2	59.2
Total fertility rate (average number of children born per woman)	1.37	1.63	1.70

Source: Office of National Statistics 2018 mid-year population estimates

### A.1.6 Race and ethnicity

The table below provides a breakdown of the race and ethnicities of residents on the Estate compared with Southwark, Greater London, and England. The proportion of those from a Black and Minority Ethnic (BAME) background (76%) is considerably higher than Southwark (60%), Greater London (55%) and England (20%). The largest ethnic minority group on the Estate are those from a Black African background (28%). This is higher than the proportion in Southwark (16%), Greater London (7%), and England (2%).

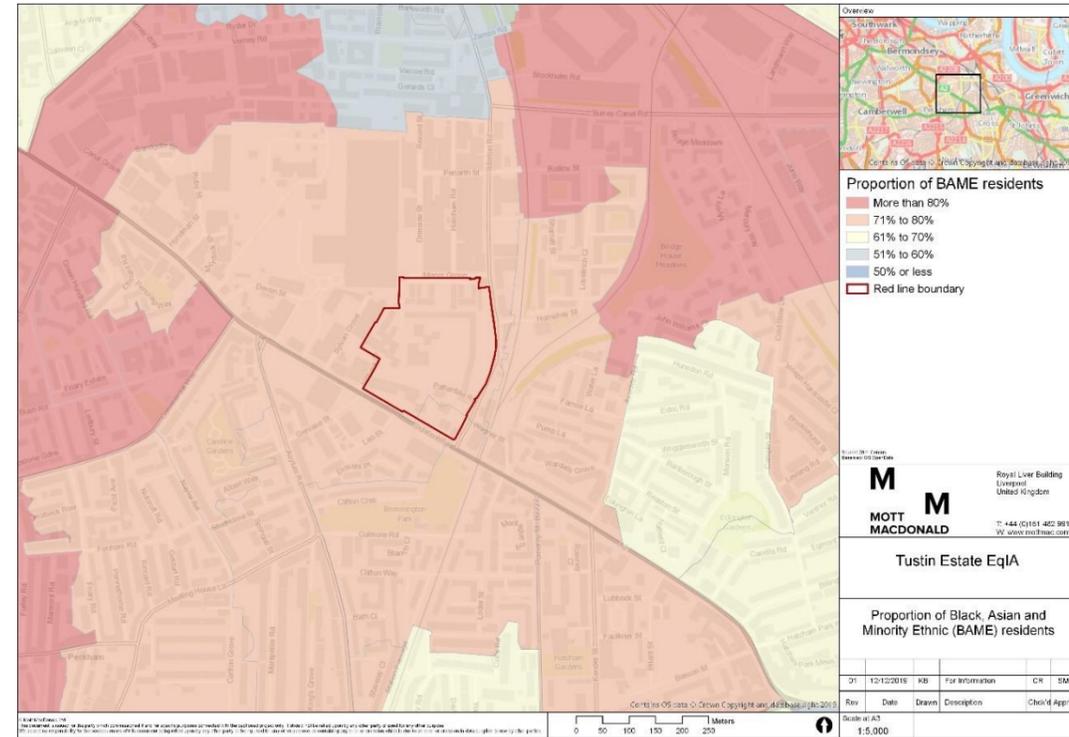
**Table A.9: Population by race and ethnicity**

Race and ethnicity	Estate	Southwark	Greater London	England
<b>White British</b>	<b>24%</b>	<b>40%</b>	<b>45%</b>	<b>80%</b>
<b>BAME (Black, Asian and Minority Ethnic)</b>	<b>76%</b>	<b>60%</b>	<b>55%</b>	<b>20%</b>
Irish	2%	2%	2%	2%
Gypsy or Irish Traveller	0.1%	0.1%	0.1%	0.1%
Other White	12%	12%	12%	12%
White and Black Caribbean	3%	2%	1%	0.8%
White and Black African	2%	1%	0.8%	0.3%
White and Asian	0.5%	1%	1%	0.6%
Other mixed	2%	2%	1%	0.5%
Indian	1%	2%	7%	3%
Pakistani	0.3%	0.6%	3%	2%
Bangladeshi	0.6%	1%	3%	0.8%
Chinese	2%	3%	2%	0.7%
Other Asian	3%	3%	5%	2%
Black African	28%	16%	7%	2%
Black Caribbean	8%	6%	4%	1%
Other Black	6%	4%	2%	0.5%
Arab	1%	0.8%	1%	0.4%
Any other ethnic group	4.5%	2%	2%	0.6%

Source: Office for National Statistics 2011 Census

Map A.11 below illustrates that people from a BAME background represent three quarters of the population within the Estate and in surrounding areas. There are similar proportions of people from a BAME background within the Estate compared to surrounding area, with all areas containing proportions between 71% and 80%.

**Map A.11: Proportion of people from a BAME background within the Estate**

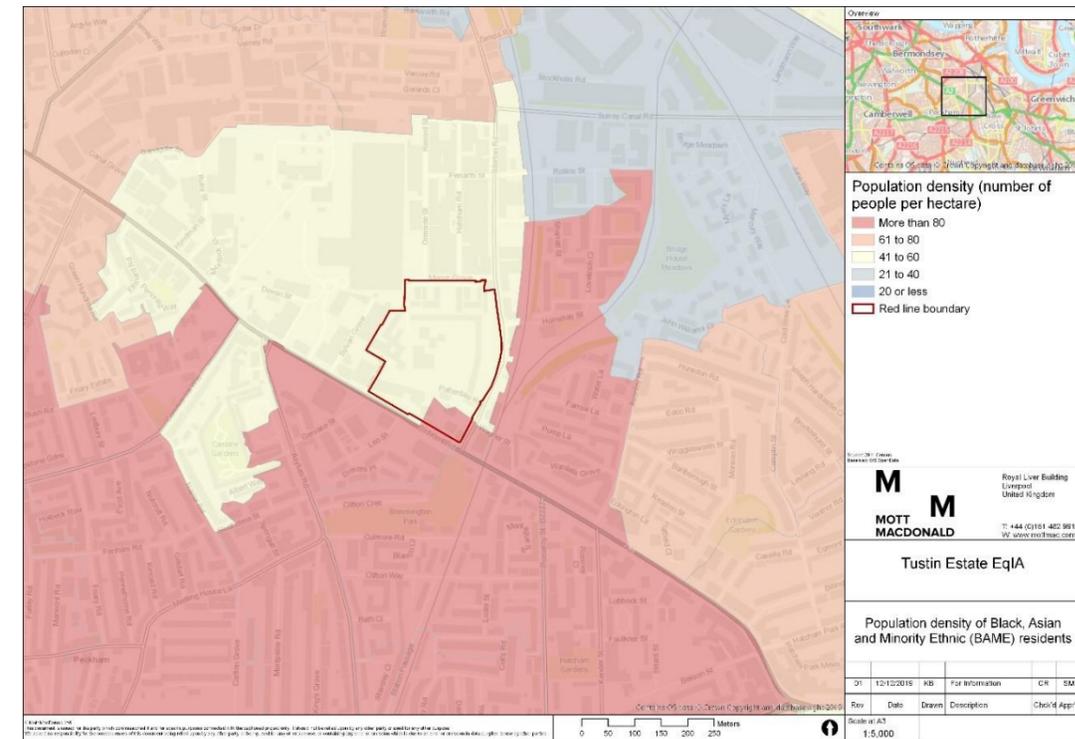


Source: Mott MacDonald

Map A.12, below, indicates that there is a lower density of people from a BAME background within the Estate when compared to surrounding areas. Most of the Estate has a density of between 41 to 60 people from a BAME background per hectare. A small area of the Estate in the south has a higher density of people per hectare (80 people per hectare).

To the north and west of the Estate the density is similar to the Estate. To the south and east of the Estate there is a higher density of people per hectare

**Map A.12: Population density of people from a BAME background within the Estate**



Source: Mott MacDonald

### A.1.7 Religion and belief

The table below provides a religious profile of the Estate, compared with Southwark, Greater London, and England. The Estate has a higher Christian population (59%) compared to Southwark (53%) and Greater London (48%) but is in line with that of England (59%). Proportions of people from minority faith groups are broadly in line with those for Southwark, Greater London and England.

**Table A.10: Population by religion or belief**

Religion and belief	Estate	Southwark	Greater London	England
<b>Christian</b>	59%	53%	48%	59%
<b>Minority Faith*</b>				
Buddhist	1%	1%	1%	0.5%
Hindu	0.4%	1%	5%	2%
Jewish	0.1%	0.3%	2%	0.5%
Muslim	11%	9%	12%	5%
Sikh	0.4%	0.2%	2%	0.8%
Other Religion	0.7%	0.5%	0.6%	0.4%
No Religion	17%	27%	21%	25%
Religion Not Stated	9%	9%	8%	7%

Source: Office of National Statistics 2011 Census

### A.1.8 Sex

The following table shows the proportion of the population who are male and female on the Estate, compared to Southwark, Greater London and England. Proportions of males (52%) and females (48%) that live within the Estate are broadly in line with other areas.

**Table A.11: Population by Sex**

Sex	Estate	Southwark	Greater London	England
Male	48%	50%	50%	51%
Female	52%	50%	50%	49%

Source: Office for National Statistics 2018 mid- year population estimates

### A.1.9 Sexual orientation

There is no data available on this protected characteristic for the study area. However, emerging experimental statistics relating to sexual identity are available nationally and at a regional level.

In 2017, estimates from the Annual Population Survey (APS)<sup>9</sup> showed that 93% of the UK population identified as heterosexual or straight and 2% of the population identified themselves as lesbian, gay or bisexual (LGB). This comprised of:

- 1.3% identifying as gay or lesbian
- 0.7% identifying as bisexual
- A further 0.6% of the population identified themselves as “other”, which means that they did not consider themselves to fit into the heterosexual or straight, bisexual, gay or lesbian categories.
- A further 4.1% refused or did not know how to identify themselves.

<sup>9</sup> Source: Office for National Statistics (2017): See: <https://www.ons.gov.uk/peoplepopulationandcommunity/culturalidentity/sexuality/bulletins/sexualidentityuk/2016>

## A.2 Community resources

There are a number of community facilities and resources located both within, and in close proximity to, Tustin Estate. Within the estate, these include a primary school, two faith groups a daycare/learning centre and a community centre. Table A.13 lists the community facilities located within the Estate boundary.

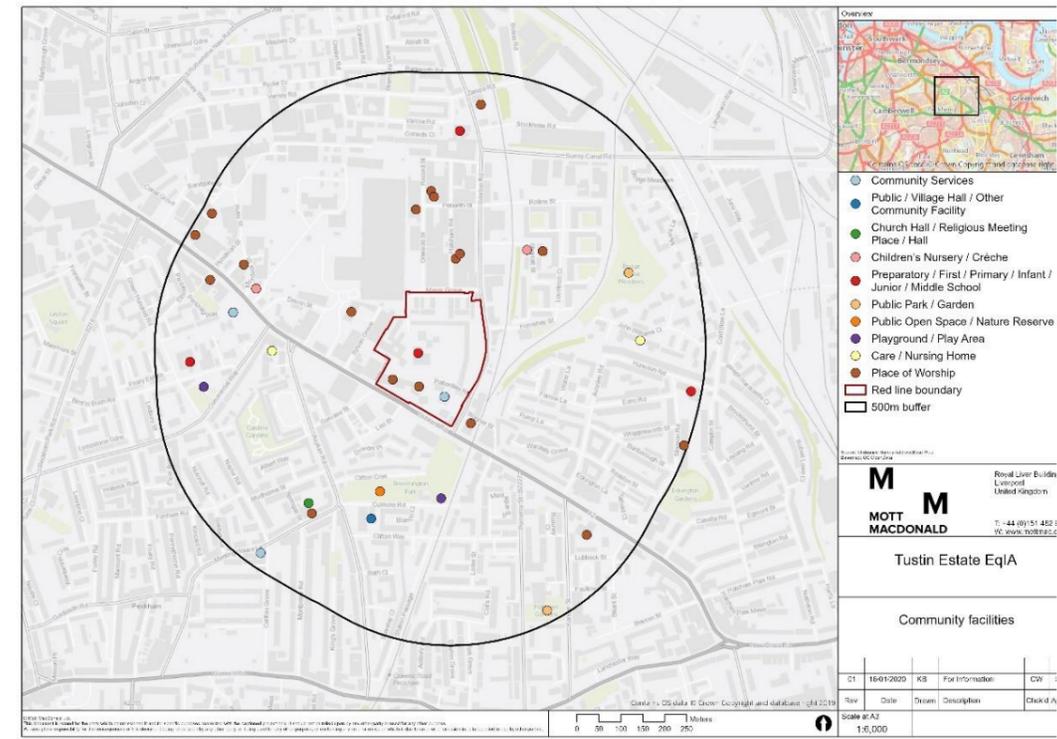
**Table A.12: : List of community facilities within the Estate**

Name	Category	Address
Divine Prophetic Interdenominational Ministries	Church	801 Old Kent Road
Redeemed Assemblies	Church	821 Old Kent Road
Day care / learning centre	Education	803 Old Kent Road
Pilgrims Way Primary School	Infant School	Manor Grove
Tustin Community Centre	Community Services	Windermere Point

Source: AddressBase

Map A.14 below maps the location of community resources and facilities within and surrounding the estate, which are likely to be accessed by protected characteristic groups, or if they were to be lost, would potentially adversely affect protected characteristic groups. Within the Estate boundary, there are two Christian churches which will predominately be used by members of that faith. Children are likely to be impacted by the relocation of the Pilgrims Way Primary School and the day care/learning centre. There is also the Tustin Estate Community Centre, which is available for use by all residents of the current estate.

**Map A.13: Community resources within and around the Estate**

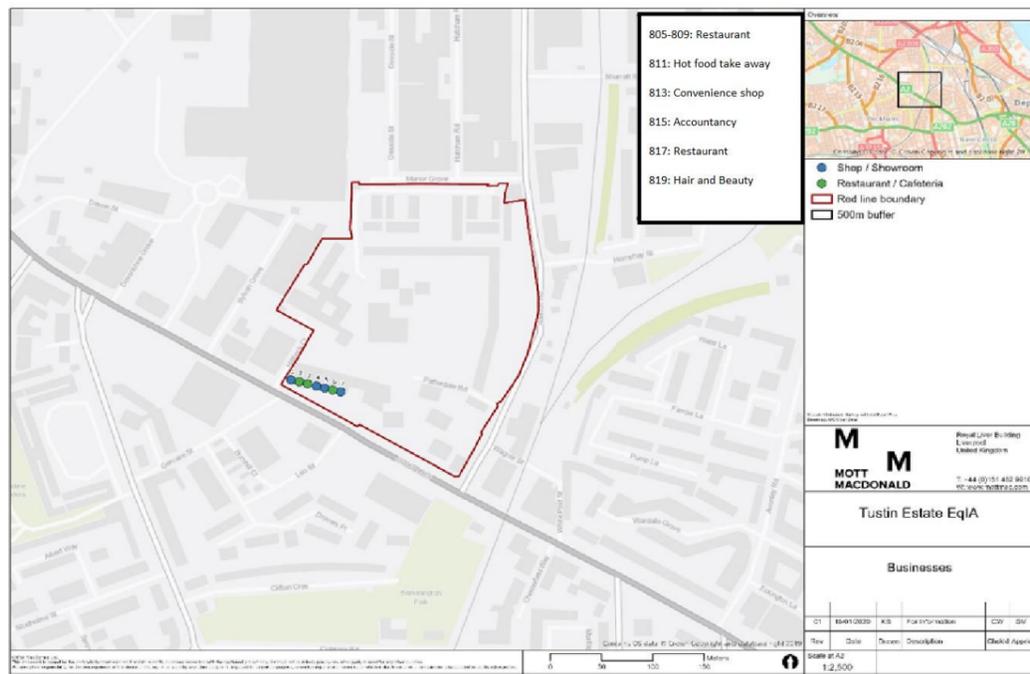


Source: AddressBase

### A.3 Businesses

There are a number of commercial units located on the Estate facing Old Kent Road in Bowness House. The businesses occupying these units are mapped and labelled in Map A.15 below. The businesses include two restaurants, a convenience store, one hair and beauty salon, one take away and an accountancy. These may be affected by any demolition and rebuild option on the Estate, which could have equality impacts on owners and employees, and potentially local residents.

Map A.14: Businesses within the Estate



Source: Southwark Council business information

### A.4 Health profile

The following presents a human health overview for the Estate. Where Estate-level information is not available, data is shown for the wider Borough.

#### A.4.1 Local economy

Good quality employment and local economic conditions are important determinants of health. The following table highlights employment, unemployment and proportion of those claiming Jobseeker's Allowance (JSA) and those claiming Universal Credit (UC). The claimant count combines all those claiming benefit principally for the reason of being unemployed.

Table A.14: Employment and unemployment

Location	Claimants as a % of working age population	Unemployment rate (%)	Employment rate (%)
Southwark	4%	5%	78%
Greater London	3%	5%	74%
England	2%	4%	75%

Source: Nomis Labour Market Profile (2018-2020) \*data for the Estate is not available.

Unemployment in the local area is in line with Greater London and England, as is the proportion of people claiming Job Seekers Allowance (JSA) or Universal Credit. The employment rate in Southwark (78%) is higher than England (75%).

Table A.25: Median annual pay

Location	Full-time workers (£)	Part-time workers (£)
Southwark	39,183	10,585
Greater London	36,797	10,699
England	30,661	10,521

Source: Nomis Labour Market Profile (2019) \*data for the Estate is not available.

Median income for full-time workers in Southwark is higher than both London and England, at £39,183 per annum, compared to £36,797 and £30,661, respectively. For part-time workers, income is broadly in line with that of London and England, at £10,585 per annum, compared to £10,699 in London and £10,521 in England.

#### A.4.2 Deprivation

The index of Multiple Deprivation (IMD) brings together data covering seven different aspects or 'domains' of deprivation into a weighted overall index for each Lower-layer Super Output Area (LSOA) in England.<sup>1011</sup> The scores are then used to rank the LSOAs nationally and to calculate an IMD score for each local authority area. These are then divided into deciles or quintiles, with

<sup>10</sup> The domains used in calculating the index are: Income; Employment; Education, Skills and Training; Health Deprivation and Disability; Crime; Barriers to Housing and Services; and Living Environment.

<sup>11</sup> LSOAs are a geographical unit which has an average of 1,500 residents and 650 households. They were developed following the 2001 census, through the aggregation of smaller census output areas, to create areas with a reasonably compact shape and which were socially similar (assessed through housing type). (<https://data.gov.uk/dataset/c481f2d3-91fc-4767-ae10-2efdf6d58996/lower-layer-super-output-areas-lsoas>)

1 being the most deprived 20% of LSOAs, and 5 the least deprived 20% of LSOAs (in the case of quintiles).

The following table shows the proportion of the population of the Site who live in each deprivation quintile. The Site falls within an area of higher deprivation, where the entire population lives within the most or second most deprived quintile. The Site has a higher proportion of those living in the most deprived quintile (26%), compared with Southwark, Greater London, and England (21%, 16%, and 20% respectively). A considerably higher number of people (74%) live in the second most deprived quintile, compared with Southwark (47%), Greater London (32%) and England (21%).

There is evidence to suggest that people living in the most deprived areas in England spend more time in ill health compared the rest of the population.

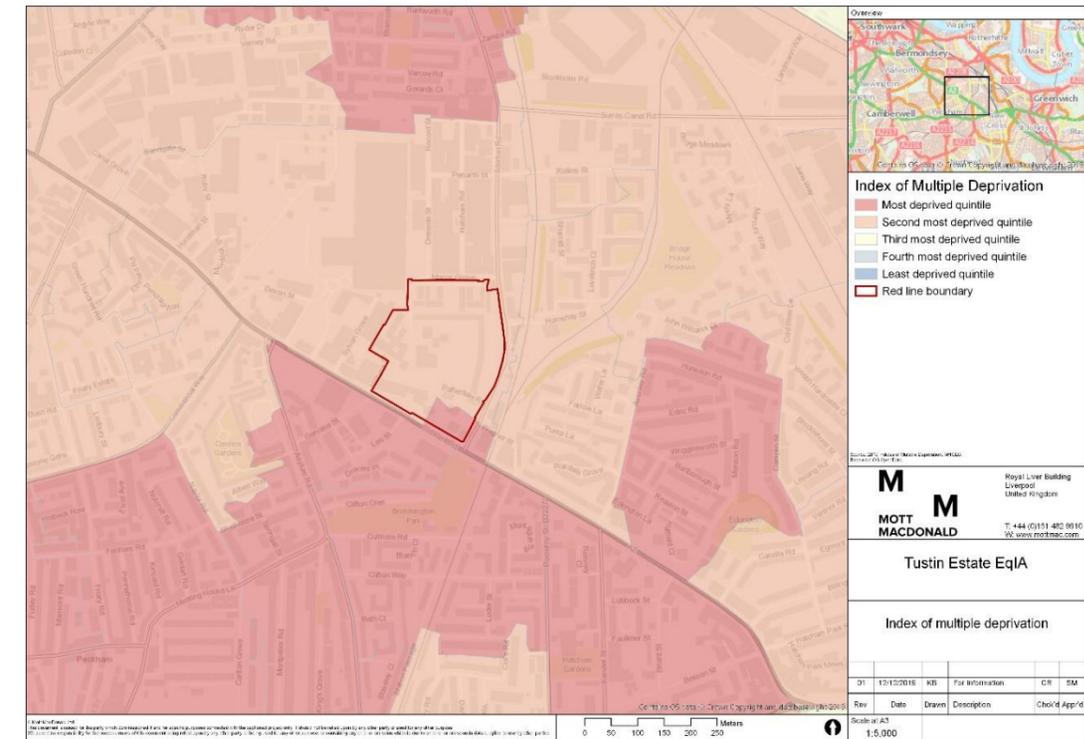
**Table A.15: Population by deprivation**

Location	Most deprived quintile (%)	Second most deprived quintile (%)	Third most deprived quintile (%)	Fourth most deprived quintile (%)	Least deprived quintile (%)
Site	26%	74%	0%	0%	0%
Southwark	21%	47%	21%	9%	3%
Greater London	16%	32%	23%	17%	12%
England	20%	21%	20%	20%	19%

Source: ONS 2018 mid- year population estimates and 2019 Indices of Multiple Deprivation.

Map A.16, below, shows that most of the Site is in the second most deprived quintile.

**Map A.15: Index of Multiple Deprivation**



Source: Mott MacDonald

### 1.1.1 Human health

The table below provides an overview of the health of the population in Southwark. Figures for the Estate are unavailable. Consideration has been given to conditions and impairments that may be exacerbated by the improvement programme construction and design, including potential impacts such as relocation and associated social cohesion impacts, an increase in air pollution or noise, or loss/gain of public open space and recreation facilities.

**Table A.16: Human health indicators**

Category	Indicator	Southwark	Southwark %	England	England %
Physical activity	Percentage of physically active adults (PHE 2018 estimates)	-	74%	-	66%
	Obese children (Year 6) (PHE 2018)	-	26%	-	20%
Cardiovascular and respiratory health	Emergency hospital admissions for Chronic Obstructive Pulmonary Disease	647	-	414	-

Category	Indicator	Southwark	Southwark %	England	England %
	(COPD) per 100,000				
	Under 75 mortality rates from cardiovascular diseases (PHE 2018) per 100,000	77	-	72	-
	Under 75 mortality rates from all respiratory diseases (PHE 2018) per 100,000	40	-	35	-
Mental health	Social isolation: % of adult social care users who have as much social contact as they would like (18+ years) (PHE 2019)	-	34%	-	46%
	% report healthy depression or anxiety (PHE (male) 6317)63	14%	Healthy		
Life expectancy	Male life expectancy at birth	79	-	80	-
	Female life expectancy at birth	85	-	83	-

Source: Public Health England (2017-2019)

Southwark has better rates of healthy behaviours in terms of levels of physical activity with a larger proportion of physically active adults (74%) compared to England (66%). However, Southwark has poorer rates of health behaviour in terms of childhood obesity, with high child obesity (26%) compared to the figure for England (20%).

There is likely a higher prevalence of those with respiratory and cardiovascular conditions in Southwark when compared to England, as mortality and hospital admissions from these diseases are higher.

Adults who are social care users in Southwark reportedly feel lonelier than those in England – only 34% of respondents reported having as much social contact as they would like compared to 46% in England. However, those reporting depression or anxiety in Southwark is in line with England.

Male healthy life expectancy is broadly in line with the national average. Female healthy life expectancy is (number of years a person can expect to live in good health) higher than the national average. Healthy life expectancy at birth is an overall measure of how social, economic and environmental conditions in an area are affecting a population.

## A.5 Socio-demographic monitoring

### A.5.1 Equality Survey

In Autumn 2019, Southwark Council arranged to visit each of the 289 occupied low-rise homes on Tustin Estate to administer the ‘Starting the Conversation’ paper questionnaire. The intention of this survey was to attain an understanding of household needs across the Estate.

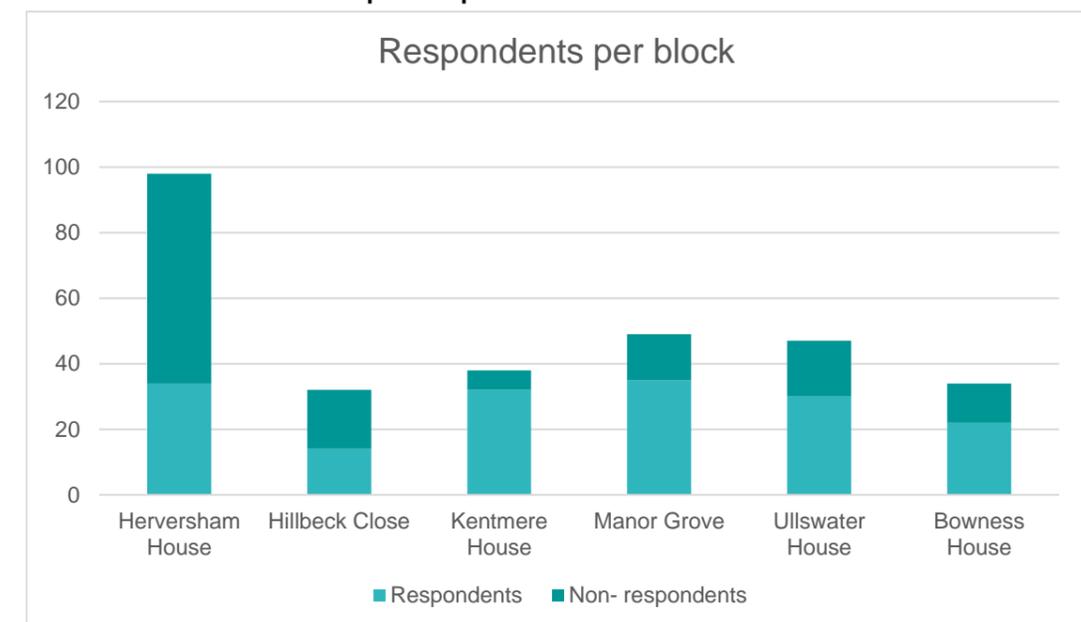
The visits were made on an appointment basis and lasted around 60 minutes each. In instances where it was difficult to make contact with the resident, homes were visited at least three times to arrange an appointment.

202 of the 289 homes were visited (70%), including 166 of the 219 tenanted homes (76%). 10 households refused to take part in the survey.

The survey only asked about the characteristics of the person responding to the survey, and to report on household needs with respect to those living in the household.

### A.5.2 Analysis

Chart A.1: Residents and responses per block



Source: Southwark

Those who completed the equality survey were asked to outline their demographic details. The results have been outlined below.

#### A.5.2.1 Age

Residents that live in the properties that took part in the survey are from a range of ages. The majority of residents who took part in the survey were aged between 35-44 (39 residents) followed by those aged 45- 54 (35 residents) and those aged between 55-64 (31 residents).

Most of the blocks had a similar age trend, with a range of ages with the majority of respondents of working age. Of the older people who completed the survey (31 respondents in total), the majority live in either Manor Grove (12 respondents) or Kentmere House (11 respondents). 34% of the respondents in both Manor Grove and Kentmere House were older people.

Children and young people were also identified through the survey. One respondent identified themselves as being under 16 and four identified themselves as being 16-24, three of whom live in Ullswater house.

#### A.5.2.2 Disability

Of the residents who participated in the survey, just under a quarter of people (39 respondents) reported that their day to day activities were limited to some extent because of a health problem or disability. Nearly half of these respondents (18) reported that this limited their day to day activity 'a lot'.

Of the respondents who described the nature of their disability (40), the majority (30 respondents) reported that this was or included a physical or mobility impairment. 10 respondents reported either a hearing or vision impairment, or long-term mental illness, eight reported having memory problems and four reported having learning difficulties.

Of the respondents who described the nature of their disability (40), nearly half (19) were older people.

#### A.5.2.3 Gender reassignment

Of the residents who took part in the survey, nobody identified themselves as being transgender. Three chose not to answer the question.

#### A.5.2.4 Marriage and Civil Partnerships

The survey did not ask respondents about their marital status.

#### A.5.2.5 Pregnancy and Maternity

The survey did not ask respondents if where they were pregnant or had been pregnant in that last year.

#### A.5.2.6 Race and ethnicity

Of Tustin Estate residents who took part in the survey, two-thirds identified as being from a BAME background. Half (83) of the residents who took part in the survey identified as black. Of those who identified as black, 48 identify as being from a black British or Nigerian background.

One third of residents who took part in the survey (59) identify themselves as white, and just under one tenth (15) identify themselves as being from an Asian background.

Of the residents who took part in the survey, the distribution of race and ethnicity reported across different blocks is mostly even.

#### A.5.2.7 Religion and belief

Of the residents who took part in the survey, over half (96 respondents) identify as being Christian, followed by those with no religion (34) and those who identify as Muslim (30) . Residents of a minority faith were also identified through the survey – two respondents reported that they are Buddhist, one reported they are Jewish, one reported they are a Jehovah's Witness, and one identified as Orthodox.

#### A.5.2.8 Sex

The majority of residents who responded to the survey were female (109). 59 respondents were male and two residents chose not to answer the question. Of those who responded, the majority of women (25) live in Heversham House, and the majority of men (14) live in Kentmere House.

#### A.5.2.9 Sexual Orientation

Of the residents who took part in the survey, nearly all (162) reported as identifying as heterosexual or straight. One resident identified themselves as being gay, one resident identified themselves as being bisexual, and nine residents chose not to answer the question.

