

LEWISHAM HIGH STREET AREA

EQUALITIES ANALYSIS ASSESSMENT

LONDON BOROUGH OF LEWISHAM





EQUALITIES ANALYSIS ASSESSMENT

LONDON BOROUGH OF LEWISHAM

QA RECORD:

DOCUMENT REF	10608TR01	Rev	2.0
DRAFTED BY	Linda Kulahcigil, Konstantina Zagkliverinou	Date	22 August 2024 (updated October 2024)
CHECKED BY	Alex Stebbings	Date	22 August 2024 (updated October 2024)
APPROVED BY	Alex Stebbings	Date	22 August 2024 (updated October 2024)
ELECTRONIC LOCATION	B:		

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1 INTRODUCTION

1.1 Approach

- 1.1.1 The purpose of an Equality Impact Assessment (EqIA) / Equality Analysis Assessment (EAA) is to ensure that everyone involved in a decision or activity thinks carefully about the likely impact of their work and that appropriate action is taken in response to this analysis.
- 1.1.2 The EAA provides a way to systematically assess and record the likely equality impact of an activity, policy, strategy, or any other decision.
- 1.1.3 The assessment helps us to focus on the impact on people who share one of the nine different protected characteristics as defined by the Equality Act 2010 as well as on people who are disadvantaged due to socio-economic factors. The assessment involves anticipating the consequences of the activity or decision on different groups of people and making sure that:
- unlawful discrimination is eliminated
 - opportunities for advancing equal opportunities are maximised
 - opportunities for fostering good relations are maximised.
- 1.1.4 The results of the EAA should be used to inform the proposal/ recommended decision and changes should be made to the proposal/ recommended decision as a result of the assessment, where required. Any ongoing/ future mitigating actions required should be set out in the action plan at the end of the assessment.

1.2 Why undertake an EAA?

- 1.2.1 As a public body, Lewisham Council is required by Law to demonstrate 'due regard' in making decisions with respect to:
- Tackling discrimination
 - Advancing opportunities for those who share a protected characteristic and those who do not
 - Fostering good relations between those who share a protected characteristic and those who do not
- 1.2.2 Completing an EAA allows officers to better understand and weight the likely equality impacts and risks of decisions that they are making, and consideration of this may lead the Council to take an alternative and more equitable course of action.
- 1.2.3 An EAA helps to promote public confidence, as it provides evidence that the Council has carefully considered the impact of its decisions, and in some cases it may evidence the positive impact of initiatives.

1.3 Equality Objectives

- 1.3.1 The Equality Act 2010 (Specific Duties 2011) requires public bodies to set and monitor progress towards the achievements of equality objectives on a four year cycle. For 2020-24, the Council's equality objectives, which are set out in the Single Equality Framework, are as follows:



- To ensure equal opportunities for marginalised and seldom heard communities.
- To reduce the number of vulnerable people in the borough by tackling socio-economic inequality.
- To improve the quality of life of residents by tackling preventable illnesses and diseases.
- To ensure that services are designed and delivered to meet the needs of Lewisham's diverse population.
- To increase the number of people we support to become active citizens.

1.4 Equality Prisms

1.4.1 The equality prisms are a series of additional questions that are intended to help the Council to better assess equality impacts and determine whether there is a specific dimension of inequality that it needs to focus on. The six equality prisms as defined in the Single Equality Framework 2020-24 are set out below:

- **Has consideration been given to the 'due regard' duty?**

The Public Sector Equality Duty of the Equality Act 2010, sets out that in the discharge of their duties, public bodies must have due regard to the need to eliminate unlawful discrimination, foster good relations and promote opportunities for advancement for and between protected characteristics

- **Is disproportionality a factor?**

Consideration should be given to the extent to which the combination of characteristics represented by an individual increases their vulnerability or exposure to risk and whether or not this is reflected in the way in which assessments are made and decisions are reached.

- **In unconscious bias a factor?**

Consideration should be given to whether assessments made and decisions reached are based largely on assumptions about particular groups or communities of interest.

- **Is the risk of unfairness a factor?**

Consideration should be given to whether assessments made or decisions reached are not sufficiently informed by an understanding of all those in need – in particular those whose circumstances make them most vulnerable.

- **Is marginalisation a factor?**

Consideration should be given to whether the needs, wants and aspirations of particular individuals or groups may have been treated as insignificant or peripheral. This could be due to a lack of awareness or a failure to actively engage.

1.5 Fairer Lewisham Duty

1.5.1 This EAA will ensure that the proposal considers the real work challenges and lived experiences of Lewisham residents, particularly those facing the greatest disadvantage. The Fairer Lewisham Duty Guidance has been considered in the context of this EAA.

2 SUMMARY OF PROPOSAL

2.1 Introduction

2.1.1 This Equality Analysis Assessment (EAA) report is specifically in relation to the proposals being delivered by the Council in the Lewisham High Street area, which includes:

- The High Street
- The Market
- Burton's Yard (not included as no public access)
- Plough Bridge pocket park
- Limes Grove pocket park
- Station Road mobility hub
- Clarendon Rise mobility hub

2.2 Background

2.2.1 Lewisham Council has been successful in securing funding from the Government's Levelling Up Fund in order to revitalise Lewisham Town Centre.

2.2.2 The funding is being used to revitalise the street market, create a new Cultural and Business Hub in Lewisham Library and improve the pedestrian and cycle connectivity throughout the high street.

2.2.3 Lewisham Council sees this as an opportunity to develop the local area and invest in infrastructure projects to stimulate regeneration, provide greater access to services and address inequalities

2.3 The High Street

2.3.1 The key objective here is to create an enhanced public realm that supports positive experiences when visiting the town centre and increases the safety of residents, visitors and businesses. The planned interventions are:

- Improvement of access routes to and from High Street (wayfinding and signage, redesign of junctions and pedestrian crossings, pavement improvements)
- Development of mobility hubs to encourage people to use cycling, walking and electric cars
- Improvements to cycling infrastructure and new cycling lanes (subject to TfL approval)
- Public realm enhancements and greenery
- Safety features such as improved lighting and CCTV.¹

2.3.2 The high street will get a facelift with new trees and green pocket spaces.

2.3.3 There will be improved cycle infrastructure and access routes for pedestrians – helping Lewisham to achieve their overarching mission to make Lewisham a net-zero borough by 2030.

¹ [Corporate Report Template \(lewisham.gov.uk\)](https://www.lewisham.gov.uk/corporate-report-template)



- 2.3.4 CCTV, new lighting and improved decluttering.
- 2.3.5 Figure 2.1 shows the proposed design for the Lewisham High Street junction with Molesworth Street outside the library.
- 2.3.6 The current uncontrolled 2 stage crossing will be converted to a zebra crossing in 2 stages with associated tactile paving. Adjacent to this will be a parallel crossing for cyclists (subject to TfL Approval) which will connect the existing north-south cycle routes. These segregated cycle lanes will be separated by a low level cycle demarcation block kerb.
- 2.3.7 Additional cycle parking (Sheffield stands) Will be installed opposite the library on the northern side of the High Street. Four new semi mature trees will be planted adjacent to the segregated cycle lane on Limes Grove.
- 2.3.8 A 'way-finding entrance totum' is proposed to be sited on Lewisham High Street on the corner of the footway nearest the kerb, adjacent to the junction with Limes Grove.



Figure 2.2: Lewisham High Street (new zebra crossing proposed here)

2.4 The Market

- 2.4.1 This key area will be revitalised. Lewisham’s historic market will be transformed to support local traders, encourage visitors and create a welcoming space for the community to enjoy.
- 2.4.2 Traders and shoppers will benefit from a new market layout with improved stalls and a permanent canopy over the market, providing space for more traders and creating opportunities for events, pop-up stalls and an evening market.
- 2.4.3 Funding will also be used to improve the area around the market with new lighting, better pavements, more trees and planting and a refurbishment of the iconic Grade II listed Clock Tower.
- 2.4.4 The street market plays a vital role to the Lewisham’s local economy, providing jobs and supporting a loyal customer base, with the market being particularly well-used by lower income residents and older people. Despite the market’s current success, it is in need of investment. A number of issues threaten its long-term future such as an out-dated appearance, food waste around market stalls and a lack of night time economy.²
- 2.4.5 The levelling up fund will support the rejuvenation of the market with improved stalls, better waste management infrastructure, improvements to the pavement and railings, new lighting and electricity, and installation of a canopy along the high street.

² [Corporate Report Template \(lewisham.gov.uk\)](https://www.lewisham.gov.uk/corporate-report-template)

- 2.4.6 The investment in infrastructure will be paired with initiatives that complement the market's offer and expand the diversity of groups who use the market, without losing or alienating existing customers, including an evening market, “pop up” trading opportunities and space to support food and drink, cultural and seasonal events.
- 2.4.7 These changes will attract more visitors to the market and town centre, extend hours of economic activity in the town centre into the evening and night time, enhance local pride, improve the environmental impact of the market and improve safety.



Figure 2.3: Clock Tower



Figure 2.4: Market

2.5 Plough Bridge pocket Park

- 2.5.1 The current location at Plough Bridge is an empty, paved space. The proposed design for this area includes the introduction of three planting beds, with a bespoke sculpture at the centre. New benches will be installed on the edges of the planting beds with 3 additional free standing cube shaped seats.
- 2.5.2 The location of this proposed pocket park is close to Lewisham station, at the beginning of the High Street and opposite the Lewisham Gateway Development which is under construction.

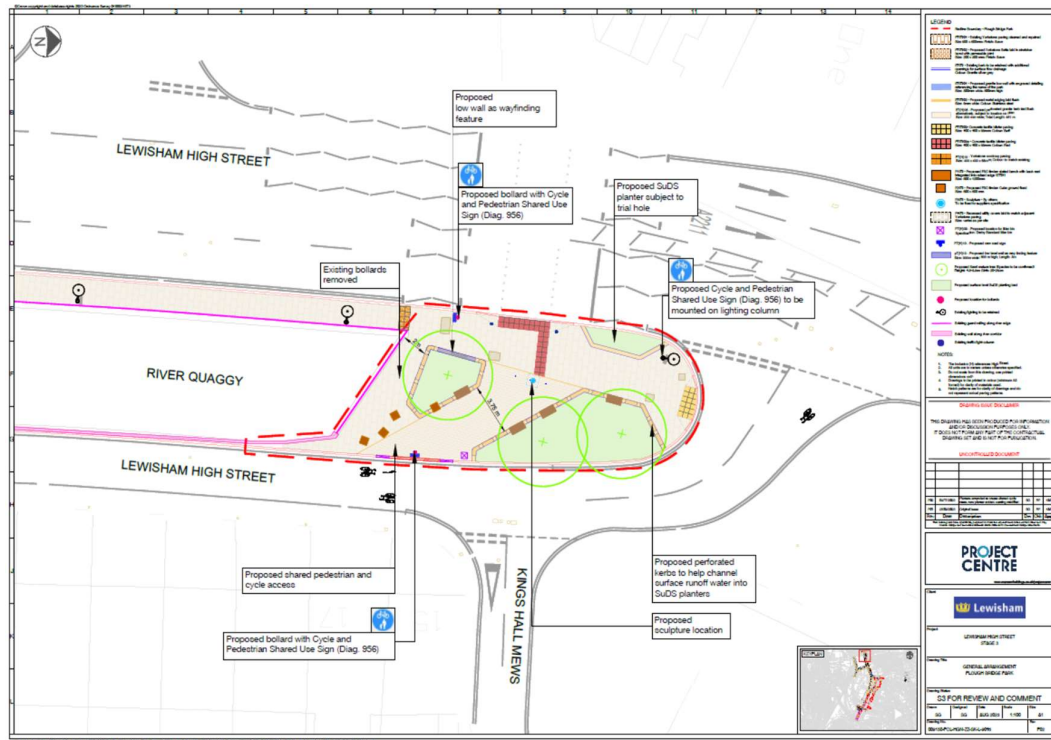


Figure 2.5: Plough Bridge Pocket Park design



Figure 2.6: Plough Bridge current (left, looking east), (right, looking west)



Figure 2.7: Plough Bridge current (aerial view, source @googlemaps)



Figure 2.8: Plough Bridge proposal (source: Engagement report, July 2024)

2.6 Limes Grove pocket park

- 2.6.1 There is no design currently for this pocket park. It will be located adjacent to library in Limes Grove by the junction with Lewisham High Street.



Figure 2.9: Limes Grove, location of proposed pocket park - left, Limes Grove proposal – right (source: Engagement report, July 2024)

2.7 Station Road mobility hub

- 2.7.1 There is currently no design available for this mobility hub. It is understood that each of the mobility hubs will have space constraints which will limit what can be put in, essentially they will be a mix of cycle racks, parcel lockers, dockless cycle space, lockable cycle space, electric vehicle charging points, seating , trees and /or planters all on a flat level hard landscaping surface.

2.8 Clarendon Rise mobility hub

- 2.8.1 There is currently no design available for this mobility hub. It is understood that each of the mobility hubs will have space constraints which will limit what can be put in, essentially they will be a mix of cycle racks, parcel lockers, dockless cycle space, lockable cycle space, electric vehicle charging points, seating , trees and /or planters all on a flat level hard landscaping surface.



3 CONSULTATION AND ENGAGEMENT

3.1 Previous engagement

- 3.1.1 Lewisham Council engaged the local community on plans to revitalise Lewisham Market in 2021. Extensive engagement was undertaken in the local communities to inform the proposal and the engagement will continue. Its design has inclusive principles at heart, specifically targeting and considering the opinions of individuals with protected characteristics. For example, the Council specifically engaged with young people, the Pensioner's Forum and organised an intergenerational consultation. The feedback collected during this process was used in order to develop designs for the market.
- 3.1.2 An Initial Equalities Analysis Assessment was prepared as part of the Levelling Up Fund bid submission in 2022.

3.2 Further engagement

- 3.2.1 Following the successful Levelling Up bid in 2023, Lewisham has now carried out further borough wide consultation and engagement on their proposals.
- 3.2.2 Lewisham identified the following groups to be targeted and included within this consultation process:



External

- Department for Levelling Up, Housing and Communities
- x3 Lewisham MPs
- Greater London Authority
 - Economic Development and Programmes
- Transport for London
- Emergency services (local representatives)
 - Metropolitan Police Service (MPS)
 - London Fire Brigade (LFB)
 - London Ambulance Service (LAS)
- Landsec
- South East London Chamber of Commerce (SELCC)
- Federation of Small Businesses (FSB)
- Residents and resident associations
- Businesses and trader groups
- Lewisham Local
- Young Lewisham Project
- Nearby schools and nurseries
- Transport
 - Lewisham Cyclists
 - Lewisham Living Streets
 - Logistics UK
 - Taxi and private hire
- Voluntary and community sector groups (VCS)
- Community
- Faith
- Arts and culture
- Environmental
- Disability
- Age-related (youth and older people)
- Active travel / transport
- Recreation
- Minoritised ethnicities
- Residents in Lewisham Central (local catchment area)
- Wider Lewisham borough



- Visitors from out of borough
- Library users
- Lewisham Strategic Partnership members
- Town Centre Partnership

Internal

Mayor/ Cabinet leads/ members/ Ward councillors

3.2.3 The six week programme of engagement featured a survey (online and in print) as well as targeted engagement for multiple stakeholders including community and advocacy groups.

3.2.4 An engagement report was produced in July 2024 which provides a summary of all engagement activities for the Lewisham town centre improvements programme and how they have informed the development of the designs across the three projects: revitalising the market, transforming Lewisham Library into a culture and business hub and improving the High Street.

3.3 Engagement Summary

3.3.1 The six week public consultation ran from 11th March 2024 to 22nd April 2024. 1,500 people shared feedback. 450 people shared feedback in person, with 990 people responding via the survey. There were 8,500 visits to the website. More than 6,500 homes were leafleted in the town centre.

3.3.2 The key recurring themes from this engagement were as follows:

- Continued support for market traders
- Making spaces fully accessible
- Maintenance of market and high street
- Designing – in inclusivity
- Toilet provision to support events
- Personal safety
- Road safety
- Activating the night time economy

3.3.3 Six 'safe space' focus group events were held in person or online with two site walks taking place for participants with protected characteristics to capture thoughts on accessibility, pocket parks, personal safety and ideas for the night time economy. Participating groups were as follows:

- Minoritised ethnicities – Black VCS Network
- Disabilities – Lewisham Disabled People's Commission
- Young People – Lewisham Youth Theatre and Young Mayor's Team
- Older people – Positive Ageing Council (POSAC)
- Community groups – Lewisham Pedestrians

3.3.4 Two site walks took place on 18th April to capture feedback on personal safety (with local girls and women) and accessibility/ inclusive design (with Mencap). Lewisham Mencap were quoted as saying, "Our members felt valued and listened to, so thank you" and "It was a pleasure to be part of the site walk, but most importantly, we were pleased to listen to our members; views, as they live in the area and use the high street regularly".



- 3.3.5 Of the changes to the high street, the engagement report stated that people were most positive about improved lighting (78%), better pavements (77%) and more trees and planting (75%). When asked about the offering for mobility hubs – cycle storage (28%) and covered seating (26%) were people’s top choices.
- 3.3.6 84% of female respondents to the survey said that they felt very positive, or positive about the plans to improve lighting in the area around the high street and market.
- 3.3.7 Participants at the Lewisham Disabled People’s Commission focus group said that good lighting is essential for deterring anti-social behaviour at the new pocket parks.
- 3.3.8 82% of disabled respondents said that they felt positive or very positive about plans to improve the paving on the high street and market.
- 3.3.9 The following are quotes taken from survey responses, “We need more accessible space for disabled people.” “Remove unused street furniture”. “More easily accessible public toilets”.



4 EQUALITIES SCREENING

4.1 When should you undertake an EAA?

- 4.1.1 An equalities screening has been undertaken in advance of the full EAA.
- 4.1.2 For each of the nine protected characteristics, we have identified whether the proposal has a high, medium, low or neutral impact on service users and whether this is a positive or negative impact.
- 4.1.3 We have also identified whether the proposal has a high, medium, low or neutral impact on socio-economic inequality (e.g. low income, fuel poverty, food insecurity, digital inclusion etc.) and whether this is a positive or negative impact.
- 4.1.4 The LUF bid stated the following predicted equalities implications:

“The proposed Levelling Up Fund bid would aim to have an overall positive equalities impact. Economic growth will enable the creation of more jobs within the town centre which could help address some of the existing inequalities in the local labour market. Changes to the street market could allow opportunities for new traders which can be targeted at groups who are currently under-represented in the profile of existing traders (e.g. Black residents, women, young people). The proposed cultural and business hub would increase access to cultural activities and business opportunities for local residents, and again could be targeted to promote or attract people with a variety of protected equalities characteristics.”
- 4.1.5 We have used the ‘Initial Equalities Analysis Assessment’ prepared for the levelling up bid in order to carry out the equalities screening in Table 4.1.



Table 4.1: Equalities screening

Impacts and Outcomes				
What is the likely impact of the proposed changes?				
Service Users				
Include evidence to support anticipated impacts, both positive and negative				
Staff				
Include evidence to support anticipated impacts, both positive and negative				
Other Council services				
Include evidence to support anticipated impacts, both positive and negative				
Partners				
Include evidence to support anticipated impacts, both positive and negative				
Are there any specific equalities implications? <u>Please provide a response for each protected characteristic/ equalities consideration, even if the impact is neutral.</u>				
Protected characteristics and other equalities considerations	High (positive/negative)	Medium (positive/negative)	Low (positive/negative)	Neutral



<p>Age</p>	<p>Positive: There will be opportunities for young people to trade on the market.</p> <p>Positive: The new spaces in the Market and High Street are designed to reduce social isolation, particularly for older residents, through giving places to meet and participate in shared activities.</p> <p>Additional seating in Plough Bridge pocket park should be a positive impact particularly for those who need more rest spaces such as older people, and those with young children</p> <p>(positive as this improves on the current situation)</p>			
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Disability	<p>Positive: In the market and High Street, improvements in public realm and infrastructure that will make public spaces more accessible to people with disabilities and limited mobility. The placing of street furniture and upgraded crossing will be designed to aid natural orientation for those with sight loss and a consideration for navigation and spacing for those with mobility problems. Additional seating in Plough Bridge pocket park should be a positive impact particularly for those who need more rest spaces such as older people, and those with young children</p>			
Race	<p>Positive: Black residents are currently under-represented amongst the market traders. The provision of additional stalls will allow this to be addressed.</p>			
Sex		<p>Potential for actual and perceived safety to be improved for users of the town centre. This may particularly affect women.</p>		<p>Equal benefit for both genders</p>



Gender reassignment				No specific impacts identified at this stage
Marriage and civil partnerships				No specific impacts identified at this stage
Pregnancy and maternity		The council will work with local businesses and traders to ensure that spaces are breastfeeding 'friendly'.		
Religion and belief				No specific impacts identified at this stage
Sexual orientation				No specific impacts identified at this stage
Socio-economic inequality		Positive: will ensure that the regeneration of markets does not lead to the exclusion of low income customers and that the new offer includes a sustained commitment to essential retailing and affordable goods.		



5 EQUALITIES ANALYSIS ASSESSMENT

5.1 Introduction

- 5.1.1 Following the equalities screening process, set out in Table 4.1, a full equalities analysis assessment (EAA, also known as EqIA) has been carried out. This has now been updated following the engagement carried out.
- 5.1.2 The EAA process is a continuous one, analysis of impact has to be done throughout the life of the decision, to ensure that groups are not inadvertently impacted by circumstances that were not foreseen at the beginning.
- 5.1.3 A lack of data should not be a barrier to an consideration of equalities, where there isn't the best evidence available, it is still essential that the process is followed and the decision-makers are made aware of any limitations.
- 5.1.4 The EAA is iterative and it should be updated further into the consultation process.
- 5.1.5 Feedback from the initial EAA has been received by Jamie Hale, Chair of the former Lewisham Disabled People's Commission. These thoughts and suggestions have now been incorporated into this updated version of the EAA report.

Author	NRP for Kevin Stears	Directorate	Housing, Regeneration and Public Realm
Date	January 2024	Service	

1. The activity or decision that this assessment is being undertaken for:

This EAA is being carried out on the proposals for the High Street and the Market areas of Lewisham as outlined in section 2 of this report.

2. The protected characteristics or other equalities factors potentially impacted by the decision (underlined):

<u>Age</u>	<u>Ethnicity/ Race</u>	<u>Religion or belief</u>	<u>Language spoken</u>	Other, please state:
<u>Gender/ Sex</u>	Gender identity	<u>Disability</u>	Household type	



<u>Income</u>	Carer status	Sexual orientation	<u>Socio Economic status</u>
Marriage & Civil Partnership	Pregnancy & Maternity	Refugee/Migrant/Asylum seeker	Health & Social Care
Nationality	Employment	Armed forces	

All of the above characteristics have been selected as a large group of people will likely be impacted by the proposals. It is believed that there could be a particular impact on:

- Age
- Disability
- Ethnicity/ Race
- Gender/ Sex
- Religion or belief
- Language
- Income / socioeconomic status

These choices of protected groups impacted are based on experience of carrying out Equality Impact Assessments for similar schemes. These groups can and should be amended following feedback obtained through the consultation and engagement process which is yet to begin. It is possible that impacts will be identified later which have not been foreseen at this stage.

3. The evidence with supporting analysis

Evidence Base

The evidence to support this analysis is predominantly taken from the 2021 Census. The information has been gathered regarding groups with protected characteristics across Census Output Areas (COAs) within the Lewisham Central and Blackheath wards. We have created a 'study area' comprised from COAs, this has been drawn and can be seen in Figure 5.1.

For each protected characteristic, data has been collected and analysed, with comparisons made at borough, regional and national level where relevant. The Census 2021 data comprises the main data source, though other data sources have been used and referenced throughout.



Figure 5.1: Lewisham Census 'study area'

5.2 Age

Evidence Base

The ONS states that 'The age composition of the UK population is determined by the patterns of births, deaths and migration that have taken place in previous years.' The Census 2021 revealed that 11% of people in the study area are aged 15 years and under, 84% are 16 to 64 years old and 4% are aged 65 years and over. This has been compared to the borough as a whole and is shown in Figure 5.2 below.

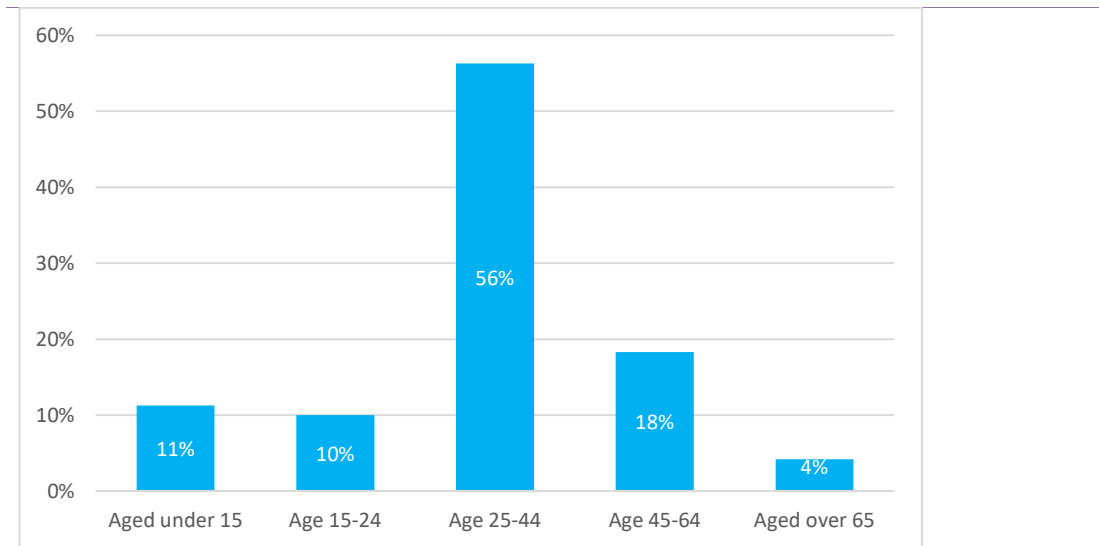


Figure 5.2: Age distribution within the study area. (Source: Census 2021)

Table 5.1 presents the age distribution based on Census 2021 data for the study area and for the Borough average. According to this, the study area has relatively lower proportions of younger residents (aged under 25 years), as well as the percentages of people aged over 65 are significantly lower compared to the borough of Lewisham average.

Table 5.1: Age distribution for study area and borough average (Census 2021)

Age distribution	Study area (%) in 2021	Borough of Lewisham (%) Census 2021
0-4	5.8	6.4
5-14	5.5	14.2
15-24	10	12.3
25-34	36.1	13.4
35-44	20.2	14.7
45-54	10.3	13.8
55-64	8	11.6
65-74	2.4	7.3
75+	1.8	6.4

Travel habits by age

Method of travel to work

Figure 5.3 below shows the method of travel to work by percentages in Lewisham. The vast majority of those who answered this question work mainly at or from home (57%) compared to those travelling to work using the train (10%) or underground, metro, light rail (9%). The percentage of those driving a car or



van comes fifth with a percentage of 7% which means that more people use public transport to travel to work. It is worth noting that this data was collected during the period where the restrictions relating to the Covid-19 pandemic affected travel and travel choices therefore there might be some limitations to this Census 2021 data.

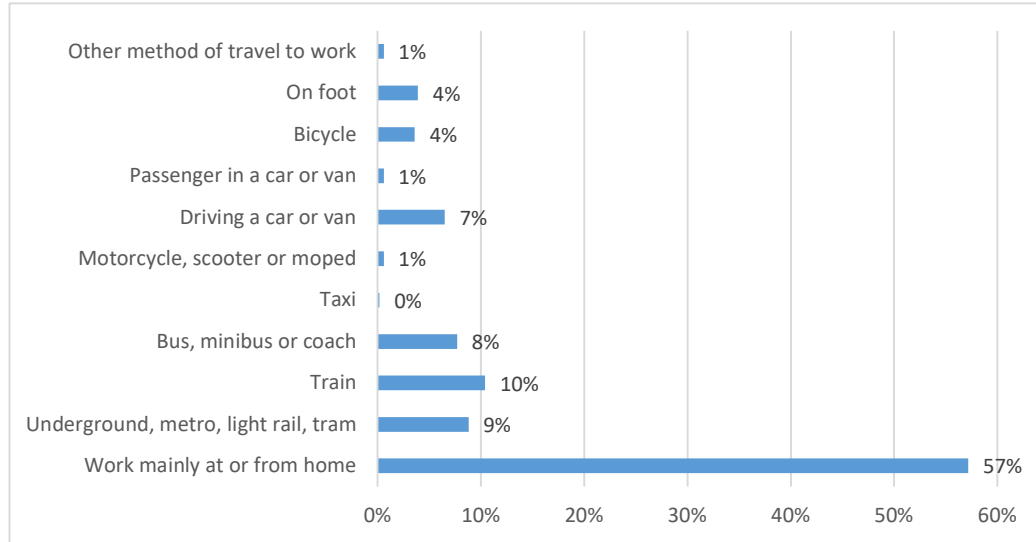


Figure 5.3: Method of travel to work in the study area

Source: Census 2021

Road safety by age

The proportion of those Killed or Seriously Injured (KSIs) in collisions by age is shown in Figure 5.4 below. The percentage of those KSIs are highest for those in the 25-59 age group (65%) but this is the most populous group. The figures for the borough as a whole are broadly in line with those for London.

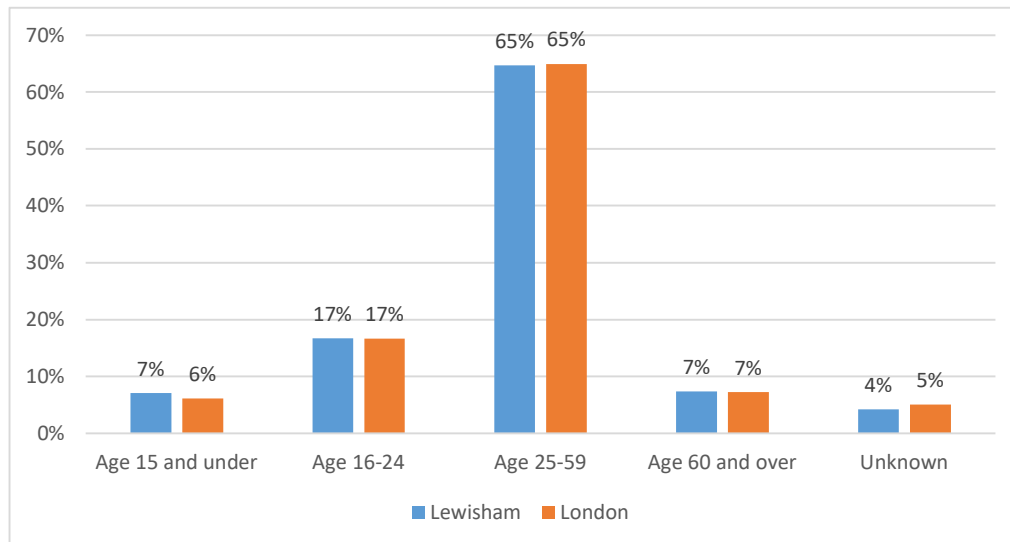


Figure 5.4: Percentage of those killed or seriously injured by age

Source: TfL, April 2022 to June 2023



5.3 Disability

Evidence Base

Analysis of the Census 2021 data shows that for the small study area 12% stated that they were disabled under the Equality Act. This is slightly lower than the 14% of those at a borough level who stated that they were disabled under the equality act and lower still than the average for the country (17%). This information is shown in figure 4.

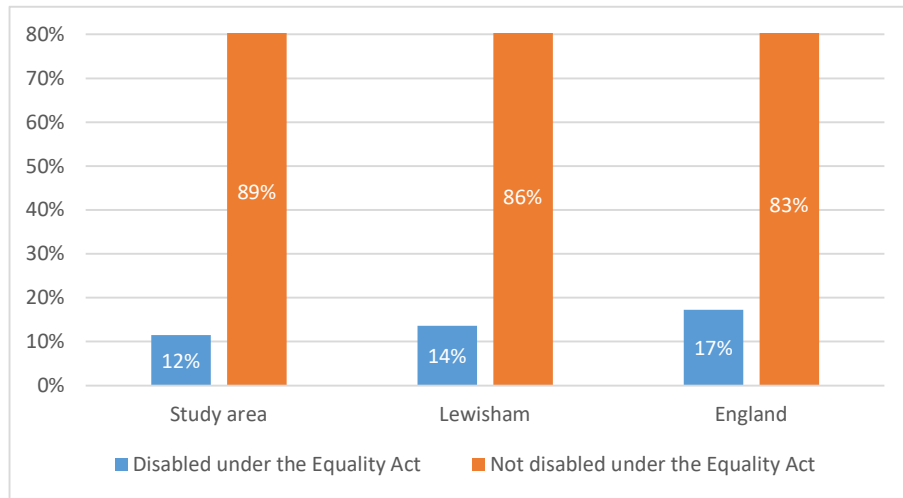


Figure 5.5: Those disabled under the Equality Act, study area compared to Lewisham and England

Source: Census 2021

Table 5.2: Residents with a disability within Lewisham Central ward

Source: Census 2021

Ward	All Usual residents	Disabled; activities limited a lot	Disabled; activities limited a little	Not disabled
Lewisham Central	8,367	315	638	7,414

According to data from Census 2021, Lewisham has 638 residents that feel that they have little or no limitations on their activities. Nearly half of them stated that their activities are limited a lot and 7,414 people are not disabled by a long-term health problem or disability.

The Lewisham Disabled People’s Commission was established in 2019. Their 2023 report, ‘If not now, then when?’ has one clear outcome: that ‘Lewisham must centre deaf and disabled people in decision making processes’. The research in this report found that 93% of deaf and disabled residents currently feel that they have no voice in the borough, and 69% said that they would like to be more involved in how decisions are made. The report recommends that there is a moratorium placed on shared space developments and that there is a commitment to ‘working with deaf and disabled people on the accessibility of future pavement architecture’ and ‘developing future cycle architecture in partnership with blind and partially sighted people’.



This research found that barriers faced by deaf and disabled people in relation to transport in Lewisham included: not enough places to park, especially for blue badge holders, poor quality and blocked pavements, not enough places to sit while out and about and inaccessible bus stops and rail stations. Central to the Lewisham Disabled People’s Commission is the Social Model of Disability – this is the understanding that those with a disability or impairment are disabled by society placing additional barriers in their way and access needs not being met, more so than by their impairment or difference. The report also called for co-production which is defined as involving people who use services being consulted, included and working together from the start to the end of any project that affects them.

It is therefore important that the Lewisham Disabled People’s Commission are consulted on the plans for the High Street and the Market areas. It is also important that consultation material is made available in accessible formats.

The Chair of the former Lewisham Disabled People’s Commission has provided feedback on this report which has now been incorporated into this document.

5.4 Race

Evidence Base

Figure 5.6 presents the population of the study area by ethnicity. Based on data from Census 2021, 57% of the study area’s residential population is ‘White’, making it the most common ethnicity in the area. It is higher than the average across the borough and London as a whole. The second most populous ethnicity is ‘Asian/Asian British or Asian Welsh’, of which 16% of the population identify. This is followed by ‘Black/African/Caribbean/Black British”, at 14% of the population, although this is significantly lower than that for the borough which is over a quarter at 27%.

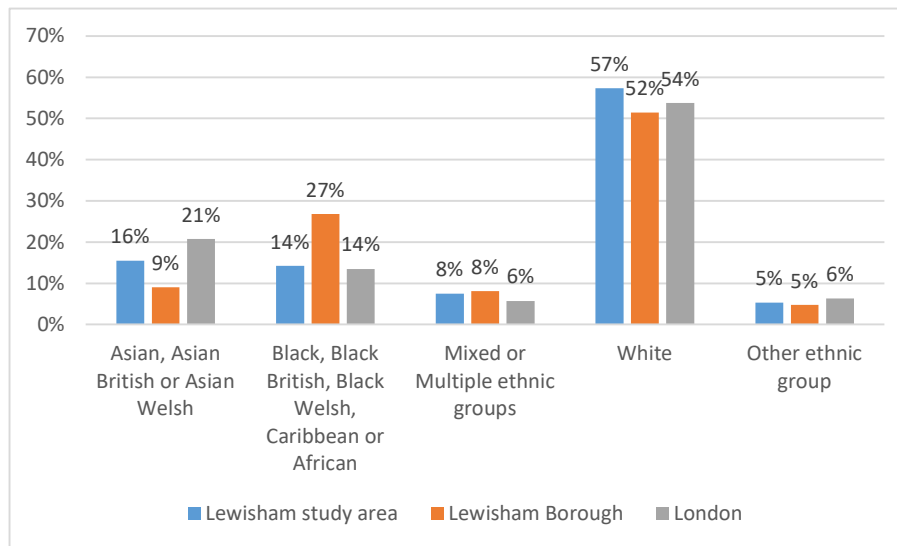


Figure 5.6: Population by ethnic group in the study area, Lewisham and London

Source: Census 2021

Table 5.3 shows the population of Lewisham central ward where the study area is included, based on Census 2021 data. According to the table below, the ‘White British’ ethnic group constitutes of 2,182 people of the total population, making it the most common ethnicity. The second most significant group is ‘White Other’ with 1,621 people respectively whilst ‘Black African’ comes third in the ward (909 residents).

Table 5.3: Population by ethnicity in Lewisham Central ward

Source: Census 2021

	Lewisham Central
White British	2,182
White Irish	142
White Gypsy/Irish Traveller	2
White Roma	58
White Other	1,621
Mixed White and Asian	104
Mixed White and Black African	103
Mixed White and Black Caribbean	206
Mixed Other	184
Asian Bangladeshi	64
Asian Chinese	587
Asian Indian	399
Asian Pakistani	37
Asian Other	409
Black African	909
Black Caribbean	642
Black Other	187
Other Arab	97
Other Any other	430

In 2022, the 'Birmingham and Lewisham African Caribbean Health Inequalities Review (BLACHIR)' was published. This report looked into why there are significant health inequalities affecting Black African and Caribbean communities. In the borough of Lewisham, Black Africans and those of Caribbean descent represent the largest population group amongst those of Black and Minority Ethnic heritage. The findings stated that structural racism and discrimination (and associated trauma) were a negative determinant faced by Black African and Black Caribbean communities and that in addition, poor housing, lack of green spaces, pollution, unemployment, food and fuel poverty, violence and crime and inadequate education all contributed to worse health and inequalities.

5.5 Religion

Evidence Base

Figure 5.7 shows Census 2021 data on religion and belief in Lewisham. Most of the people in the study area do not follow or state a religion (43%). Christianity is the second most common religion, with 37% of the population identifying as Christian. Then the data show that 8% of residents have not answered and then 5% of residents are Muslim, making it the fourth most common religion or belief. The study area is also home to smaller proportions of residents from other faiths including Buddhist (3%), Hindu (4%), Jewish (0.3%). The graph shows the breakdown of religions within the study area, the whole borough and England.

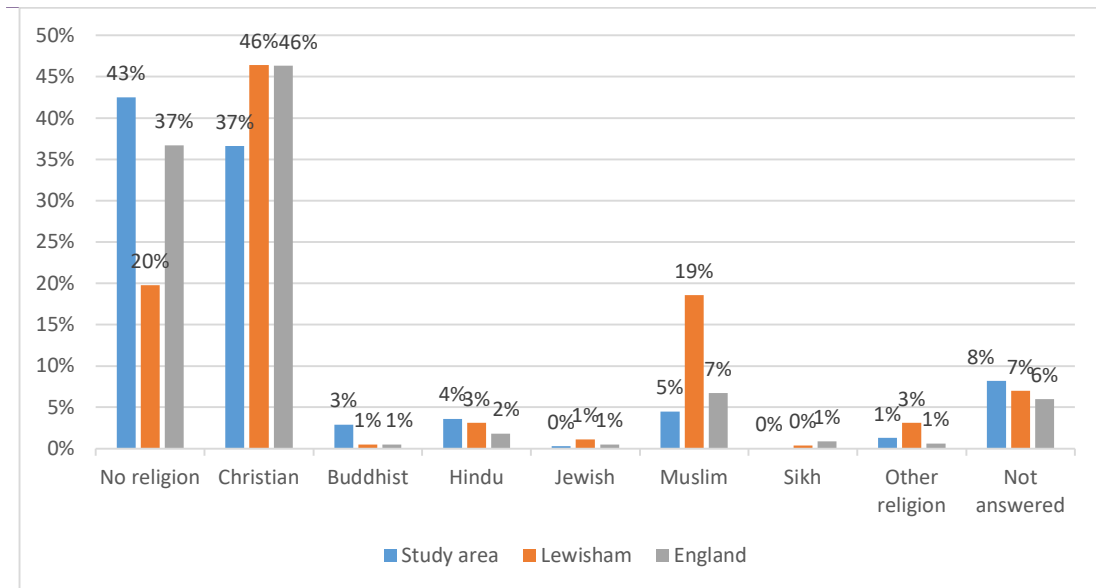


Figure 5.7: Religion / belief within the study area compared to the borough average

Source: Census 2021

On certain dates and at certain times of the day, religious services and observances can have an impact on travel patterns. Places of worship and faith-based schools are major destinations for large populations from different groups. There are several places of worship close by which have been identified and outlined below. Access to these places of worship will be fully maintained, but the route by motor vehicle may change due to the restrictions in place. The following places of worship are inside the scheme area (there may be others):

- Lewisham Church of Christ, Elmira St, London SE13 7BN
- Unique Salvation Ministries, 1B St Stephen's Grove, London SE13 5AJ
- VBCI New Life Sanctuary, 157 - 159 Lewisham High St, London SE13 6AA
- The Light of the World Church, Limes Hall, 7 Limes Grove, London SE13 6DD

5.6 Sex

Evidence Base

Across Lewisham, 51.8% of residents identify as male and 48.2% as female. This is the opposite to Lewisham borough as a whole, according to Census 2021 data. Females are slightly lower than the borough average while men are slightly higher than that.

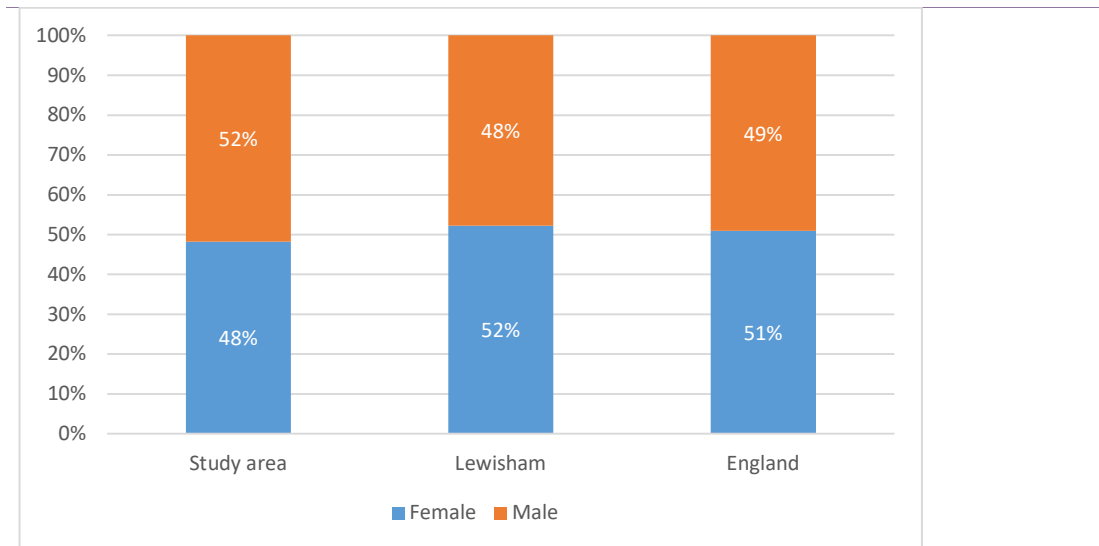


Figure 5.8: Sex composition based on data from Census 2021

Source: Census 2021

A recent report, ‘Safety in public space: Women, girls and gender diverse people, Good growth by design’ published by the GLA in 2022 acknowledges that ‘concerns around personal safety are a pervasive everyday experience of women, girls and gender diverse people in our city’. The same report outlines that gender-based violence and harassment is common in public spaces, with 71% of women in the UK having experienced some form of sexual harassment in a public space, this rises to 86% among women aged 18-24. There is therefore a risk that the new public realm area could attract anti-social behaviour that may create an intimidating environment that may disproportionately affect women.

5.7 Language

Evidence Base

Within the study area, the percentage of those with English spoken as the main language is 73% which is lower than the borough as a whole of 77%, and significantly lower than the country (91%).

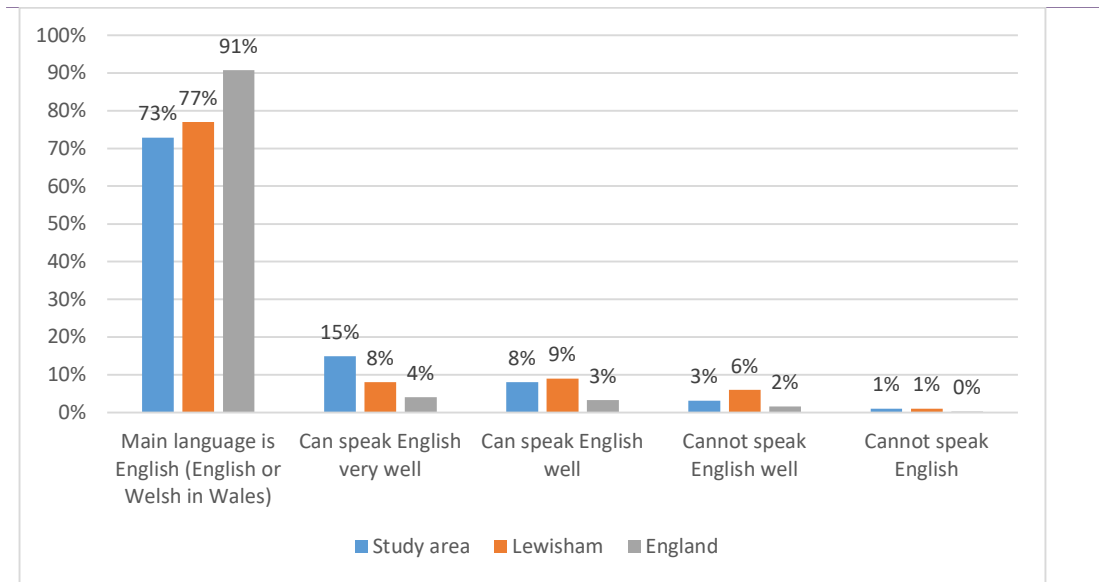


Figure 5.9: Proficiency in English

Source: Census 2021

5.8 Socio-economic deprivation

Evidence Base

The Indices of Deprivation 2019, published by the Ministry of Housing, Communities and Local Government (now the Department for Levelling Up, Housing and Communities) measure relative deprivation in neighbourhood areas. These are ranked and sorted into deciles of relative deprivation.

The map below illustrates levels of deprivation across Lewisham. The darker the shading, the higher the relative deprivation levels. Lewisham has a mixture of high and moderate deprivation levels in general and its highest percentage of deprivation (24.9%) sits among the most deprived. Lewisham Central ward has moderate to high levels of deprivation.

Table 5.4: Car ownership levels in the study area compared to the borough, London and England & Wales

Source: Census 2021

Car Ownership (Census 2021)	Study area (%)	Lewisham (%)	London (%)	England
No cars or vans in household	69.2	47.7	42	23.5
1 car or van in household	25.4	40.9	40	41.3
2+ cars or vans in household	5.3	11.4	18	35.2

Figure 5.11 shows the percentage of those who economically active. The levels of economic activity are higher in Lewisham Central ward (73.4%) than the borough and country as a whole.

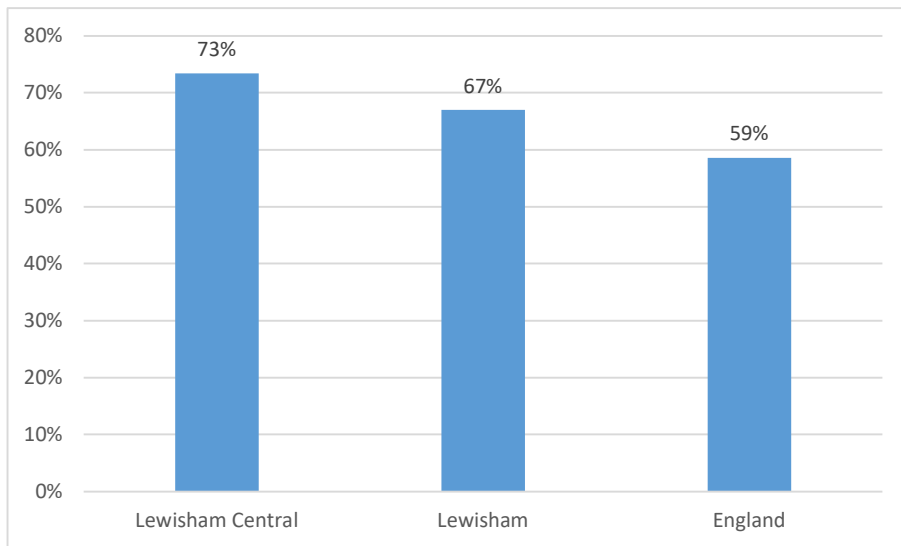


Figure 5.11: Economically Active

Source: Census 2021



4. Impact summary

State the impact on each protected characteristic (positive, negative, mixed or neutral). Consideration should also be given to the cumulative impact of your proposal where there is any related service change that is taking place in other areas of the Council’s work which might compound any negative impacts.

In addition, you should indicate whether there be an impact (positive, negative, mixed or neutral) or any or all of the Council’s five equality objectives

Similar to the initial Equalities screening, the following table suggests impacts which might be expected from the designs proposed here.

Protected characteristics and other equalities considerations	Positive	Negative	Neutral
Age	<p>Positive: There will be opportunities for young people to trade on the market.</p> <p>Positive: The new spaces in the Market and High Street are designed to reduce social isolation, particularly for older residents, through giving places to meet and participate in shared activities.</p> <p>Additional seating in Plough Bridge pocket park should be a positive impact particularly for those who need more rest spaces such as older people, and those with young children</p> <p>(positive as this improves on the current situation)</p>		<p>Feedback from the engagement process found that lots of places in the town centre are not currently very welcoming for young people so it would be nice to make it clear that pocket parks are young person friendly zones.</p>
Disability	<p>Positive: In the market and High Street, improvements in public realm and infrastructure that will make public spaces more accessible to people with disabilities and limited mobility. The placing of street furniture and upgraded crossing will be designed to aid natural</p>	<p>Feedback from the engagement reiterated that removing obstructions, particularly on the high street is a key consideration – such as phone boxes and uneven paving.</p>	<p>The engagement carried out captured the need for better wayfinding and consideration of the use of bright colours for those with</p>



	<p>orientation for those with sight loss and a consideration for navigation and spacing for those with mobility problems.</p> <p>Additional seating in Plough Bridge pocket park should be a positive impact particularly for those who need more rest spaces such as older people, and those with young children</p> <p>Feedback from the engagement included a positive reaction to the proposed seating on the high street and in pocket parks, but requested consideration of different seat heights to aid accessibility.</p> <p>The engagement carried out recorded the need to ensure there is enough space for wheelchair and mobility scooter users to easily manoeuvre around pocket parks</p>	<p>Those with different disabilities such as those who are deaf or hard of hearing, those with mental health conditions and neuro divergent people may experience a particular impact of construction noise which may make communication difficult or cause stress.</p>	<p>learning disabilities.</p>
Race	<p>Positive: Black residents are currently under-represented amongst the market traders. The provision of additional stalls will allow this to be addressed.</p>		
Sex	<p>Potential for actual and perceived safety to be improved for users of the town centre. This may particularly affect women.</p>		<p>Equal benefit for both genders</p>
Gender reassignment			<p>No specific impacts identified at this stage</p>



Marriage and civil partnerships		No specific impacts identified at this stage
Pregnancy and maternity	The council will work with local businesses and traders to ensure that spaces are breastfeeding 'friendly'.	
Religion and belief		No specific impacts identified at this stage
Sexual orientation		No specific impacts identified at this stage
Socio-economic inequality	Positive: will ensure that the regeneration of markets does not lead to the exclusion of low income customers and that the new offer includes a sustained commitment to essential retailing and affordable goods.	

5. Mitigation and Service user journey that this decision or project impacts

Indicate the potential contact points a service user will have, including where they might complain, where they might be displaced to or how they might try to access further information.

Articulate what/how the policy change will affect the lives in a typical service user household or a household with individuals belonging to a particular group.

You might also want to consider contacting other organisations which support service users. This will help to better understand the needs of service users and the barriers and obstacles that they may encounter.

This section should also inform the assessment of the cumulative impact of Council savings proposals.

Impact on users:

A range of users may be impacted by these proposals, and if they were to progress there are likely to be impacts during the construction phase. The impacts of the scheme include:

- Users who live and/or work, or visit the scheme area
- Users who own/run local business, services or amenities
- Residents and visitors travelling to, from and through the scheme area (by all modes – walking, cycling, driving, bus, rail)
- Increased congestion during construction for all road users travelling to, from and through the scheme area, is likely to be expected. This would include pedestrians, cyclists, bus passengers, taxis/PHVs and private vehicles, goods/servicing vehicles as well as possibly some diverted routes to facilitate construction works. Careful planning and early discussions on the anticipated Traffic Management plans and programme should be undertaken to minimise the impact.
- Cyclists – this scheme will provide improvements for cyclists, including segregated facilities, cycle parking, signalised crossings.
- Pedestrians – the scheme provide a mixture of new and improved pedestrian crossings and some localised footways widening. The scheme also proposes places to dwell, sit and rest. Improved public realm, improved lighting and CCTV are also being proposed to improve natural surveillance and sense of safety and security respectively.
- All motor traffic – there may be some impact during the construction phase.
- Bus passengers – there would be an impact if there are changes to bus stop arrangements during the construction phase.
- Local businesses and those who require a delivery – there may be an impact during the construction phase if any changes to the loading arrangements across the town centre are required.
- Rail users – No changes to the layout and access arrangement outside of the station (Lewisham).
- Visitors – improved facilities for walking, cycling and public realm to encourage visitors to the area and also to increase dwell time of those visiting the market town centre, both regularly and as occasional visitors.

The following table provides a summary of the issues identified and potential mitigation to address these.

Design feature	Protected characteristic	Issue identified	Action/ mitigation suggested	Date and staff member responsible
General	All	Unidentified issues	Monitor and review feedback from the public during the public engagement and professional stakeholders during the consultation process	Complete following engagement work.
Bespoke street furniture i.e. informal seating.	Disability Age	Seating locations and type may be unsuitable for disabled people with various needs	<p>Ensure that new seating is located in accordance with the Department for Transport's Inclusive Mobility guidance</p> <p>Seating locations need to be cited in appropriate locations so that those with particular disabilities can navigate safely around the space.</p> <p>A variety of heights and widths of seating with and without armrests could be installed with wheelchair spaces left.</p>	
New way finding signage	Disability Age	Placement of signage may block or partially block the footway for wheelchair users and blind or visually impaired people.	<p>Ensure new street furniture and signage does not impede movement for pedestrians, particularly those with mobility or visual impairments.</p> <p>Ensure that signage is located in accordance with the Department for Transport's Inclusive Mobility guidance.</p> <p>Consideration of the use of bright colours for those with learning difficulties</p>	
New way finding signage	Disability	Signage may not be legible to blind and visually impaired people	<p>Use compliant font, size and colour contrast to enhance readability from a distance and consistent colour coding for destinations and routes to enhance usability where text cannot be read.</p> <p>Clearly communicate signage changes through consultation with appropriate community groups.</p>	

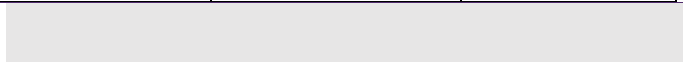


Mobility hub design	Disability Age	These designs are not available yet but consideration should be given to the location of these in relation to the kerb and desire lines, whether cycle parking and EV charging points are accessible to all.	<p>Ensure that the location of these does not impede upon those with mobility and visual impairments.</p> <p>Ensure that cycle parking has provision to park wider bikes which might be used by those with mobility impairments and parents with children using cycle trailers or similar.</p> <p>Consideration for step free access to EV charging points, with sufficient space around the vehicle for wheelchair users</p>	
Pocket parks design and placement	Disability Age	Outside seating may be encouraged in highly polluted areas impacting on people with respiratory conditions	In addition to tree planting, utilise plants that will reduce pollution and improve air quality.	

The following is a summary of potential issues relating to the construction phase:

Design feature	Protected characteristic	Issue identified	Action/ mitigation suggested	Date and staff member responsible
General – construction work affecting navigation	Disability	Disabled people may be unaware of temporary diversions or temporary access barriers or incorrect signage may be in place.	Communicate changes to navigation and transport and ensure clear, correct signage is put in place	
Construction works on pedestrian routes	Age Disability	Works may block or impede footway or increase walking distance	<p>Ensure works are clearly marked and appropriate anti slip boards in place, safe for wheelchair users. Ensure anti slip kerb ramps are put in place.</p> <p>Clear signposting</p>	
Construction works affecting public transport	Age Disability	Bus stops may be moved or closed on a temporary basis	Create temporary stops to minimise walking distances with clear signage	

Signature of Director





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