

RAVENSBURY

jam

Merton Estates Regeneration

EQUALITIES IMPACT ASSESSMENT (EqIA)

RAVENSBURY ESTATE

Compulsory Purchase Order (CPO)

on behalf of
Clarion Housing Group and the London Borough of Merton
March 2022



Jam Consult Ltd

23 Harelaw Avenue
Glasgow
G44 3HZ

0141 562 1004

07812 129 810

jane@jamconsult.com

www.jamconsult.com



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EXECUTIVE SUMMARY

- ES.1** This document has been prepared by **Jam Consult Ltd** on behalf of **Clarion Housing Group**. Clarion Housing Group (Clarion) is part of the wider Circle Housing Group – one of the largest housing associations in the UK.
- ES.2** This report provides an Equalities Impact Assessment (EqIA) for the Ravensbury Estate. The overall regeneration programme includes the Eastfields, High Path and Ravensbury Estates.
- ES.3** The EqIA report considers the equalities impacts for the Ravensbury Estate proposals to support the Compulsory Purchase Order (CPO), in accordance with the Equalities Regulations.

REGULATIONS

- ES.4** The Equality Act 2010 (the Act) provides the framework to protect the rights of individuals against unlawful discrimination to advance equality opportunities for all. The Act replaced previous anti-discrimination laws with a single Act, making the law easier to understand and strengthening protection by setting out the different ways in which it is unlawful to treat someone.
- ES.5** At the decision making stage local authorities are required to assess how changes to policies and service delivery will affect different people. In 2010, the Act extended protection against discrimination to nine 'Protected Characteristics', which includes the following:
- Age
 - Disability
 - Gender Reassignment
 - Marriage and Civil Partnership
 - Pregnancy and Maternity
 - Ethnicity
 - Religion or belief
 - Sex/Gender
 - Sexual Orientation.
- ES.6** Section 149 of the Equality Act 2010 also introduced the Public Sector Equality Duty (PSED), which requires local authorities to have due regard to the need to:
- Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act
 - Advance equality of opportunity between people who share a protected characteristic and those who do not
 - Foster good relations between people who share a protected characteristic and those who do not.

EXECUTIVE SUMMARY

- ES.7 The above requirements are sometimes referred to as the three aims or arms of the PSED. The Act explains that having due regard for advancing equality involves:
- ❑ Removing or minimising disadvantages suffered by people due to their protected characteristics
 - ❑ Taking steps to meet the needs of people from protected groups where these are different from the needs of other people
 - ❑ Encouraging people from protected groups to participate in public life or in other activities where their participation is disproportionately low.
- ES.8 In addition the Act sets out that:
- ❑ Meeting different needs involves taking steps to take account of disabled people's disabilities.
 - ❑ Fostering good relations includes tackling prejudice and promoting understanding between people from different groups
 - ❑ Compliance with the duty may involve treating some people more favourably than others.

- ES.9 In addition to the above requirements, the EqIA also references additional factors, which may be having an impact on the area such as Brexit and the Coronavirus, where data is available, as well as the potential cumulative impacts of the regeneration programme within Merton.

REGENERATION PROPOSALS

- ES.10 Clarion acquired the ownership and management of the Estates in 2010 as part of a Housing Stock Transfer Agreement (HSTA) containing all the Council housing stock within Merton, totalling circa 9,500 units. Clarion is the majority landowner of the estates, owning about 60% of the three estates.
- ES.11 Clarion will deliver any regeneration proposals as part of their requirement to achieve better housing standards on the three estates, known as Decent Homes
- ES.12 As a result of initial stock condition surveys and financial planning work, Clarion discovered that significant refurbishment and maintenance work, as well as financial investment, was required to achieve the necessary improvements in standards. This was as a consequence of a history of reactive repairs rather than proactive or comprehensive refurbishment.

- ES.13 Clarion therefore began a comprehensive review exercise across all their estates within the Borough to determine whether it might be more beneficial and sustainable to replace homes in the poorest condition with new properties. Consideration was given to the condition of the properties over a 50 year period, which was based on the length of Clarion's financial modelling.
- ES.14 The review clearly identified Eastfields, High Path and Ravensbury as the three estates within Clarion's ownership with the most viable regeneration potential offering the opportunity for Clarion to explore the potential for creating new, high quality and sustainable affordable housing for the people of Merton.

1 INTRODUCTION

1.1 INTRODUCTION

- 1.1.1 This document has been prepared by Jam Consult Ltd on behalf of Clarion Housing Group and provides an Equalities Impact Assessment (EqIA) of the Ravensbury Estate Regeneration programme.
- 1.1.2 The EqIA report considers proposals for the Ravensbury Estate to support the Compulsory Purchase Order (CPO), in accordance with the Equalities Regulations.
- 1.1.3 A separate overarching EqIA has been prepared for the Merton Estates Regeneration programme as a whole, which includes the Eastfields, High Path and Ravensbury Estates. This document should be read alongside this report.



Source: [HTA Design LLP](#)

2 REGULATIONS

2.1 EQUALITY ACT 2010

2.1.1 The Equality Act 2010 (the Act) is a major piece of UK legislation, which provides the framework to protect the rights of individuals against unlawful discrimination to advance equality opportunities for all. The Act replaced previous anti-discrimination laws with a single Act, making the law easier to understand and strengthening protection by setting out the different ways in which it is unlawful to treat someone.

2.1.2 At the decision making stage local authorities are required to assess how changes to policies and service delivery will affect different people. In 2010, the Act extended protection against discrimination to nine 'Protected Characteristics', which includes the following:

- ❑ Age
- ❑ Disability
- ❑ Gender Reassignment
- ❑ Marriage and Civil Partnership
- ❑ Pregnancy and Maternity
- ❑ Ethnicity
- ❑ Religion or belief
- ❑ Sex/Gender
- ❑ Sexual Orientation.

2.2 PUBLIC SECTOR EQUALITY DUTY

2.2.1 Section 149 of the Equality Act 2010 introduced the Public Sector Equality Duty (PSED), which requires local authorities to have due regard to the need to:

- ❑ Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act
- ❑ Advance equality of opportunity between people who share a protected characteristic and those who do not
- ❑ Foster good relations between people who share a protected characteristic and those who do not.

2.2.2 The above objectives are sometimes referred to as the three aims or arms of the PSED. The Act explains that having due regard for advancing equality involves:

- ❑ Removing or minimising disadvantages suffered by people due to their protected characteristics
- ❑ Taking steps to meet the needs of people from protected groups where these are different from the needs of other people

- ❑ Encouraging people from protected groups to participate in public life or in other activities where their participation is disproportionately low.

2.2.3 In addition the Act sets out that:

- ❑ Meeting different needs involves taking steps to take account of disabled people's disabilities.
- ❑ Fostering good relations includes tackling prejudice and promoting understanding between people from different groups
- ❑ Compliance with the duty may involve treating some people more favourably than others.

2.2.4 The Duty does not require the need to avoid all harmful effects but to recognise them, eliminate them wherever possible (and always with regard to unlawful discrimination or harassment) and mitigate any remaining consequences.

2 REGULATIONS

2.3 COMPULSORY PURCHASE ORDER (CPO) REQUIREMENTS

2.3.1 Compulsory Purchase powers are provided to enable acquiring authorities to compulsorily purchase land to carry out a function, which Parliament has decided is in the public interest. Anyone who has land acquired is generally entitled to compensation. Local authorities have CPO powers under the Acquisition of Land Act 1981, the Town and Country Planning Act 1990 and other specific Acts of Parliament in order to promote development regeneration.

2.3.2 The CPO process comprises a number of stages, including Resolution, Inquiry, Decision and Compensation stages. The acquiring authority does not have the powers to compulsorily acquire land until the appropriate Government Minister confirms the CPO. However, the authority can acquire by agreement at any time and should attempt to do so before acquiring by compulsion.

2.3.3 Section 237 of The Town and Country Planning Act 1990 also includes a process for the local authority and the developer to enter into a Section 237 scheme to override private rights, including the right to light, where the land to be acquired by the Authority is actually required for development which will promote or improve the economic, social or environmental well-being of the area or contributes to the purpose which it is necessary to achieve for the proper planning of the area.

Further information on other relevant regulations and planning policies is set out in the Overarching EqIA Report for the Merton Estates Regeneration Programme.

3 EQUALITIES IMPACT ASSESSMENT (EQIA)

3.1 EQIA OBJECTIVES

The specific objectives of the EQIA are to:

- 1. Identify any potential equality effects that might arise from the planned development**
- 2. Identify potential positive equality effects**
- 3. Assess whether any negative equality effects would give risk to unlawful discrimination for an identified group**
- 4. Identify further measures to reduce any negative equality effects that may arise.**

3.2 COMPULSORY PURCHASE ORDERS

3.2.1 The EqIA considers how the Compulsory Purchase Order (CPO) process would contribute to the realisation of equality effects associated with the planned development, and any specific equality effects of the CPO process itself.

3.2.2 Separate EqIA reports have been prepared for the properties affected by the CPO process, on the High Path and Eastfields Estates as well as an overarching EqIA for the regeneration programme as a whole.

See **SECTION 6** for details.

4 ESTATES REGENERATION



EASTFIELDS

HIGH PATH

RAVENSBURY

4 ESTATES REGENERATION

4.1 OVERVIEW OF REGENERATION PROGRAMME

4.1.1 Clarion Housing Group (Clarion) is part of the wider Circle Housing Group – one of the largest housing associations in the UK. Clarion acquired the ownership and management of the Estates in 2010 as part of a Housing Stock Transfer Agreement (HSTA) containing all the Council housing stock within Merton, totalling circa 9,500 units. Clarion is the majority landowner of the estates, owning about 60% of the three estates. Clarion will deliver any regeneration proposals as part of their requirement to achieve better housing standards on the three estates, known as Decent Homes.

4.1.2 As a result of initial stock condition surveys and financial planning work, Clarion discovered that significant refurbishment and maintenance work, as well as financial investment, was required to achieve the necessary improvements in standards. This was as a consequence of a history of reactive repairs rather than proactive or comprehensive refurbishment.

4.1.3 Clarion therefore began a comprehensive review exercise across all their estates within the Borough to determine whether it might be more beneficial and sustainable to replace homes in the poorest condition with new properties. Consideration was given to the condition of the properties over a 50 year period, which was based on the length of Clarion's financial modelling.

4.1.4 All the Clarion Estates in Merton were assessed to determine the impact of upgrading homes to the Decent Homes Merton Standard. This included consideration of:

- ❑ Capacity of existing stock to meet current and future housing needs e.g. overcrowding, older people, demand for adapted properties, etc.
- ❑ Condition of the existing stock and historic / projected maintenance issues and costs
- ❑ Community safety and reported crime
- ❑ Indices of deprivation, including super output area level identification of areas in decline.

4.1.5 The above work was augmented by further reviews based on the deliverability of potential regeneration programmes on each of the estates.

This review included:

- ❑ Scope for increasing the number of homes on site
- ❑ Access and site constraint issues
- ❑ Income generation potential and future sales values and demand
- ❑ Contribution to future housing supply
- ❑ Proximity to public transport and other infrastructure.

4.1.6 These two work streams were combined and clearly identified Eastfields, High Path and Ravensbury as the three estates within Clarion's ownership with the most viable regeneration potential. The regeneration of the estates offers the opportunity for Clarion to explore the potential for creating new, high quality and sustainable affordable housing for the people of Merton. As a result, the lives of the residents on the Estate could be significantly enhanced, by overcoming inequalities faced by those living within the existing poor quality housing. The delivery of wider regeneration benefits to the surrounding area could also be realised.

4 ESTATES REGENERATION

MERTON ESTATES LOCAL PLAN (ELP) 2017

4.1.7 The Merton Estates Local Plan was adopted in 2017 and contains site specific policies covering land use, townscape, street networks, movement and access, environmental protection, landscape and building heights for the regeneration of the Estates. A number of options were considered in the preparation of the ELP, with regard to the regeneration of the Estates.

The options considered included:

- » **Issues and Options Sept 2014** options for the redevelopment or refurbishment of the estates, including the type of housing and facilities that were required for each estate.
- » **The Case for Regeneration (CfR) Savills, Sept 2015 (updated October 2016)** set out the different issues and options considered for the estates
- » **Draft Estates Local Plan, Feb 2016** The proposed policies for the plan.

4.1.8 The options were subject to public consultation through the Issues and Options and Sustainability Appraisal (SA), the Draft Estates Local Plan and SA and further consultation carried out by Clarion.

4.1.9 The following Options were considered in the Case for Regeneration prepared by Savills, September 2015 (updated October 2016), which were then assessed in the Sustainability Appraisal (SA).

- ❑ **OPTION 1:**
Refurbishment to Decent Homes (Merton Standard)
Refurbish all existing properties owned and managed by Clarion to Decent Homes (Merton Standard) as defined within the terms of the Housing Stock Transfer Agreement. This would involve (predominantly internal) works, such as new kitchens, bathrooms, plumbing, electrics and insulation) to improve the quality of the existing accommodation.
- ❑ **OPTION 2:**
Refurbishment to an Enhanced Standard
Refurbish all existing properties owned and managed by Clarion to a standard above Decent Homes. This would involve a programme of works both internal improvements (such as new kitchens and bathrooms) and external works (such as new building cladding and roofs to improve thermal performance).
- ❑ **OPTION 3:**
Partial Redevelopment of Ravensbury Estate
Partial Redevelopment of the Ravensbury Estate including the refurbishment of existing properties owned and managed by Clarion within Ravensbury Court and Hengelo Gardens to an enhanced standard, as and redevelopment of the remainder of the Estate to deliver up to 230 new homes, alongside a new community space, open space, landscaping and car parking.

4.1.10 As a result of the consultation on the Plan and the SA the following options were rejected going forward:

- ❑ **DO NOTHING**
The option was not considered a realistic alternative as Clarion is legally bound to refurbish the condition of the stock under the provision of the Stock Transfer Agreement with the Council.
- ❑ **FULL REDEVELOPMENT OF RAVENSBURY ESTATE**
Full regeneration of the estate would not generate a significant uplift in residential floorspace, which would mean that the combination of high site assembly costs and high costs of full regeneration would not make the option viable or deliverable.

4.1.11 **OPTION 3** was selected as the preferred option for the following reasons:

“The partial redevelopment of the **RAVENSBURY ESTATE** enables the use of the land to be optimised to provide an increase in the quantity and quality of accommodation to be realised and meet the needs for the Borough in terms of current housing needs and projected changes in population growth. The redevelopment would make more efficient use of the land, as well as offering the replacement of the Orlit Homes, which are of a defective type of construction.

4 ESTATES REGENERATION

4.1.12 In 2017 Clarion submitted an outline planning application to the London Borough of Merton (LBM) for the redevelopment of:

- The Eastfields Estate, Mitcham
- High Path Estate, South Wimbledon
- Ravensbury Estate, Morden

Outline planning permission was granted in 2019 for Ravensbury (subject to reserved matters).

Under the first phase of works at Ravensbury, 21 new homes were handed over to existing residents in summer 2020, providing better quality homes and alleviating overcrowding. 179 Homes are proposed in Phases 2-4.

Details for each estate are provided below.

Planning Application Overview

ESTATE	TOTAL NO. OF PHASES	PLANNING APPLICATION / PHASE		
		Full Permission	Outline	Reserved Matters
Eastfields	4	-	Phases 1-4	Phase 1
High Path	7	Phase 1	Phase 2	Phase 2
Ravensbury	4	Phase 1	Phases 2-4	Phases 2-4

EASTFIELDS			
APPLICATION TYPE	LPA REFERENCE	DATE REGISTERED	DECISION
Outline Planning Permission	17/P1717	16/11/2017	Grant Permission 29/04/2019
Revised Outline PP	21/P4078	02/12/2021	PENDING
Reserved Matters	21/P4430	13/12/2021	PENDING

HIGH PATH			
APPLICATION TYPE	LPA REFERENCE	DATE REGISTERED	DECISION
Full Planning Permission	16/P3738	03/10/2016	Grant Permission 05/10/2017
Outline Planning Permission	17/P1721	16/11/2017	Grant Permission 29/04/2019
Full Planning Permission	18/P1921	04/07/2018	Grant Permission 17/01/2019
Reserved Matters	19/P1852	04/06/2019	Approve 03/10/2019
Variation of Conditions	21/P2806	22/08/2021	Grant Variation 21/01/2022

RAVENSBURY			
APPLICATION TYPE	LPA REFERENCE	DATE REGISTERED	DECISION
Full Planning Permission	16/P1968	27/05/2016	Grant Permission 09/05/2017
Outline Planning Permission	17/P1718	16/11/2017	Grant Permission 29/04/2019
Reserved Matters	19/P1845	04/06/2019	Grant Permission 09/12/2019

RAVENSBURY



Source: HTA Design LLP

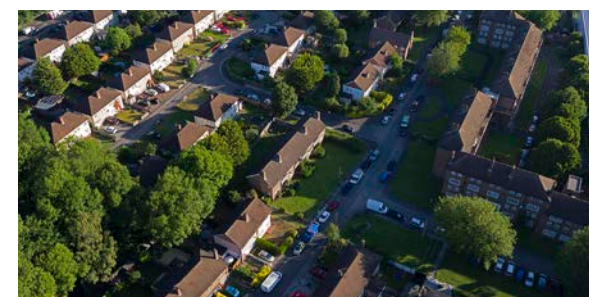
RAVENSBURY

4.2 RAVENSBURY ESTATE

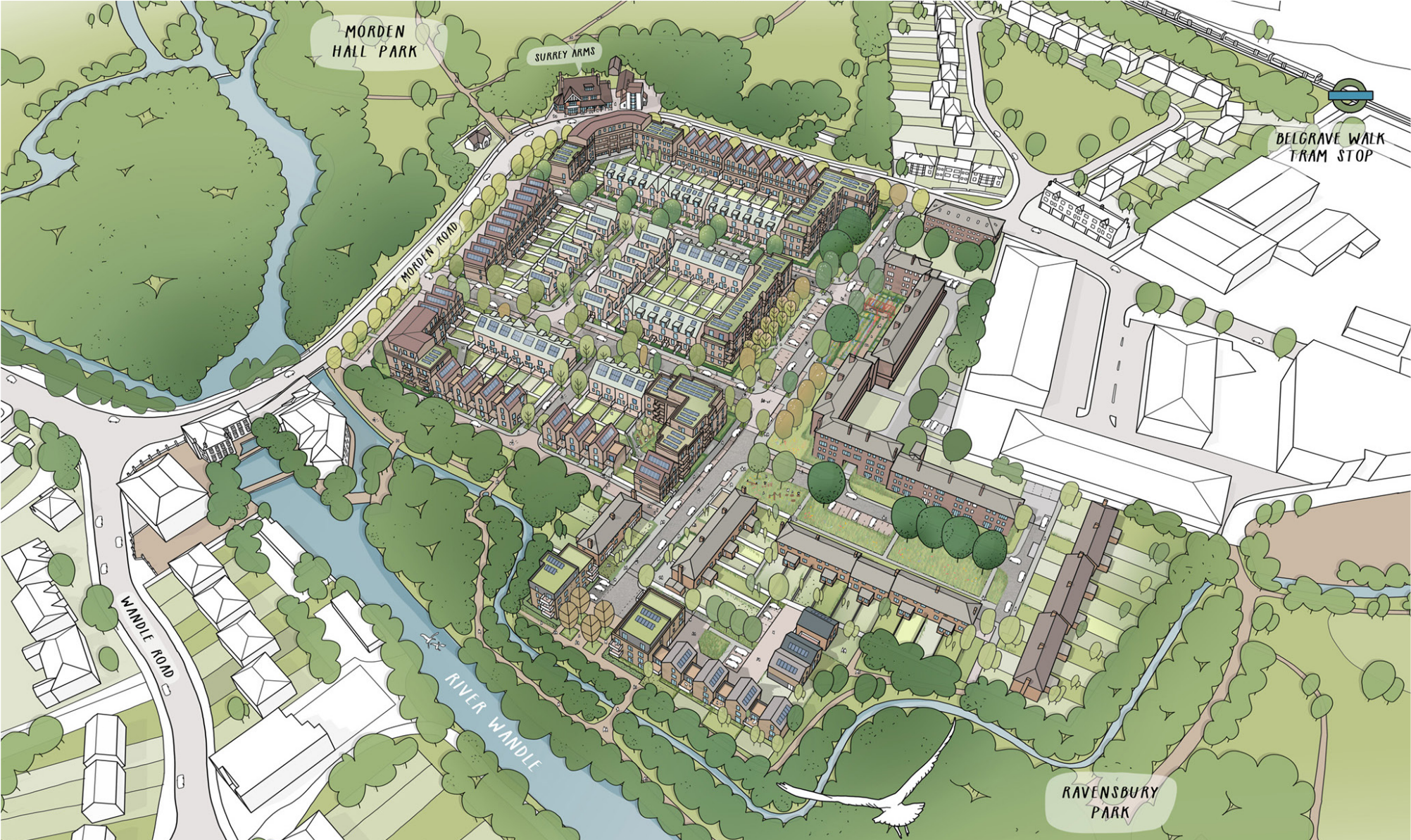
4.2.1 The Ravensbury Estate is located towards the south of the borough, within the Ravensbury ward, to the south-east of Morden town centre. The estate sits alongside the River Wandle, between Morden Hall Park and Ravensbury Park with Morden Road wrapping around its western and northern perimeters. The estate was originally constructed between the late 1940s and mid 1950s as part of the post-World War II housing boom.

4.2.2 The Estate area totals approximately 4.42 hectares. The Estate currently comprises 192 dwellings, including houses and flats across a mix of tenures including private ownership (as a result of right to buy) and social rent, including a mixture of semi-detached and terraced houses, flats and maisonettes.

4.2.3 Surrounding the residential properties are areas of amenity grassland, informal planting beds, scattered semi-mature trees and hard standing consisting of pavements, roads and car parking. There is also a small community facility of approximately 140 sqm. In addition, at the southern corner of the site there are a number of garages that are in disrepair and are not in use, these are currently under the ownership of LBM.



RAVENSBURY



Source: HTA Design LLP

RAVENSBURY

REGENERATION PROPOSALS

- 4.2.4 The Ravensbury regeneration will provide:
- ❑ Over 200 new homes
 - ❑ New tree planting, play areas and green spaces
 - ❑ A spacious new community centre.

An Outline Planning Application was submitted to Merton Council on 16 November 2017 for the comprehensive regeneration of the estate. Permission was granted on 29 April 2019 subject to S.106 Obligations.

- 4.2.5 Reserved matters have been made in relation to Appearance and Landscaping.

DEMOLITION

- 4.2.6 The outline planning application proposes the demolition of all buildings within the red line boundary, comprising 97 existing homes and the community room. Homes to be demolished as part of the outline proposals include 86 affordable and 11 private homes. It is anticipated that the community room will be demolished in Phase 4. An additional 4 homes will be demolished in part of phase 1 (101 homes demolished across all phases in total).

“Outline planning application (with layout, scale and access for approval) for the regeneration of the Ravensbury Estate (on land to the west of Ravensbury Grove) comprising:

- ❑ **the demolition of all existing buildings and structures**
- ❑ **erection of new buildings ranging from 2 to 4 storeys providing up to 180 residential units (C3 Use Class)**
- ❑ **provision of replacement community centre (up to 160 sqm of Use Class D1 floorspace)**
- ❑ **provision of new public realm, landscaping works and new lighting; cycle parking spaces (including new visitor cycle parking) and car parking spaces, together with associated highways and utilities works.**
- ❑ **Landscaping works are also proposed to the east of Ravensbury Grove and along Hengelo Gardens.”**

RETAINED HOUSING

- 4.2.7 91 existing homes (42 affordable and 49 private homes) are being retained on the Estate. These are not included within the application boundary.

NEW COMMUNITY ROOM

- 4.2.8 As part of the proposals, a community room will be constructed and will provide up to 160 sqm of D1 community floorspace. The community room will be located in the heart of the site and will be accessible to all residents. It is anticipated that this will be constructed in Phase 3 prior to the demolition of the existing community room.

RAVENSBURY

NEW HOUSING

- 4.2.9 The outline application seeks permission for up to 180 new homes in a mix of houses and flats.
- 4.2.10 All homes are to be designed so that they are capable of meeting the Mayor's minimum space standards and the National Technical Standards. The majority of homes are to be designed so that they meet the relevant Building Regulation standards as set out within the Minor Alterations to the London Plan, with 10% of the homes designed to be wheelchair accessible or adaptable. The proposed layout ensures that the new homes can be designed having regard to the Mayor's Housing SPG.
- 4.2.11 All new homes will be provided with private amenity space in the form of private gardens, terraces or balconies. Some of the flatted blocks will also be provided with communal garden spaces to the rear. In total, approximately 622 sqm of communal amenity space is proposed.
- 4.2.12 Lifts are to be provided for blocks with more than 15 units per core. Most flat blocks will therefore be provided with a lift. Where there is no lift provided, the upper floor flats will be served by an AD Part M compliant stair and would have sufficient space for a future lift to be installed if one is required.

Housing Mix Proposal

Dwelling Size	% of Private Tenure	Affordable Homes	
		% of Rent Tenure	Intermediate Tenure
Studio	0-10	0-10	No Intermediate Housing is proposed at Ravensbury.
1 bed	20-40	20-40	
2 bed	20-40	10-30	
3 bed +	30-50	40-60	

Illustrative Scheme

Tenure	1 bed	2 bed	3 bed	4 bed	Total Units	Total Hab Rooms	% Affordable and Private Homes on a Unit Basis	% Affordable and Private Homes on a Habitable Room Basis
Affordable (Rent)	25	16	35	13	89	355	51	54
Private	21	27	32	4	84	307	49	46
Total	46	43	67	17	173	662	-	-
% of Unit Size	27	25	39	10	-	-	-	-

Indicative Maximum Accommodation Mix

Tenure	1 bed	2 bed	3 bed	4 bed	Total Units	Total Hab Rooms	% Affordable and Private Homes on a Unit Basis	% Affordable and Private Homes on a Habitable Room Basis
Affordable (Rent)	34	10	35	13	92	355	51	54
Private	33	19	32	4	88	307	49	46
Total	67	29	67	17	180	662	-	-
% of Unit Size	37	16	37	9	-	-	-	-

RAVENSBURY

DESIGN + LANDSCAPE

4.2.13 The new landscape strategy includes proposals for:

- ❑ A carefully devised tree and planting strategy
- ❑ A co-ordinated materials palette
- ❑ Attractive tree lined streets
- ❑ Shared surfaces
- ❑ A central landscaped swale
- ❑ A community rose garden
- ❑ Multi-functional communal courtyards.



Source: HTA Design LLP



RAVENSBURY

ACCESS, PARKING + SERVICING

4.2.14 Pedestrian routes and informal cycle routes are to be improved across the site with high quality new and retained streets and shared surface areas. 176 car parking spaces are proposed in the outline planning application area, with approximately 50% of these on street and the remaining provided on the house plots. 20% of these spaces will be provided with electric vehicle charging points, and 20% will have passive provision so that charging points can be provided in the future. 10% of the parking spaces will be provided as disabled spaces. Cycle parking is to be provided in line with London Plan requirements.

SUSTAINABILITY + ENERGY

4.2.15 A number of initiatives are proposed to ensure that a sustainable development is delivered:

- ❑ The incorporation of passive design (fabric first approach) and energy efficiency measures, and the installation of photovoltaic panels. These measures will ensure that a minimum carbon dioxide emissions reduction of 35% can be achieved on site
- ❑ Low environmental impact materials
- ❑ Sustainable transport measures including provision of cycle parking, electric vehicle charging points and car club bays
- ❑ Water consumption reduced to below 105 litres per person per day
- ❑ Provision of adequate waste and recycling storage
- ❑ Provision of green roofs
- ❑ Ecological enhancements
- ❑ Comprehensive landscape strategy to enhance the biodiversity and ecology value of the site
- ❑ A Site Waste Management Plan will be implemented.



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RESERVED MATTERS

4.2.16 The reserved matters proposals involve the redevelopment of part of the estate to provide a residential scheme. The matters of Layout, Access and Scale (with parameters for height) were approved as part of the Outline Planning Permission. This application therefore seeks approval of Appearance and Landscaping only.

DEMOLITION

4.2.17 As approved, all buildings and structures within the red line boundary, comprising 97 existing homes and the community room will be demolished.

RETAINED HOMES

4.2.18 Ravensbury Court, homes along Hengelo Gardens, and 1-11 (odd) and 56-62 (even) Ravensbury Grove are to be retained (91 homes in total are being retained on the estate). Other than landscaping works to the front of these retained properties in public and semi-public areas and some additional lighting which has been proposed on Hengelo Gardens, no works are proposed to these existing homes.

NEW HOUSING

4.2.19 The reserved matters proposal will deliver 179 new homes, in a mixture of houses and flats.

4.2.20 The regeneration of the Ravensbury Estate (including Phase 1) will deliver an uplift in affordable housing so there will be no net loss of affordable housing. All homes have been designed to meet the Mayor's minimum space standards and the National Technical Standards.

4.2.21 The majority of homes (124 units) have been designed to meet Building Regulation Part M4(2) standards as set out within the Minor Alternations to the London Plan, with 10% of homes (18 units) designed to be wheelchair accessible or adaptable (Part M4(3)), with 18 accessible parking spaces provided for these homes. The new homes have been designed having regard to the Mayors Housing SPG.

4.2.22 A lift has been provided in block F. Where there is no lift provided, the upper floor flats will be served by an AD Part M compliant stair and would have sufficient space for a future stair lift to be installed if one were required.

NEW COMMUNITY CENTRE

4.2.23 A new community centre (D1 Use Class) measuring 159 sqm is proposed at the heart of the site, on a prominent corner (at ground floor level within block M) visible from the junction of Ravensbury Grove and Morden Road. The community centre will be accessible to all residents. The design and operation of the community space has been developed with reference to resident feedback and liaison with Clarion Futures. The community centre will be constructed in Phase 3 prior to the demolition of the existing community room, ensuring that community facilities are available throughout the construction period.

Housing Mix Proposal

Unit Type	1 bed	2 bed	3 bed	4 bed	Total Units	% by Tenure	Total Habitable Rooms	% by Tenure
Affordable / Social Rent	25	25	37	13	100	56%	379	58%
Private	22	25	18	14	79	44%	275	42%
Total	47	50	55	27	179	-	654	-

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LANDSCAPE

4.2.24 The provision of a coherent landscape across the site will include the following elements:

- ❑ A carefully designed tree and planting strategy
- ❑ A co-ordinated materials palette
- ❑ An inspiring and playable landscape throughout the neighbourhood
- ❑ Attractive tree lined streets
- ❑ Shared surfaces
- ❑ A central landscaped swale, and the incorporation of other sustainable urban drainage features such as permeable paving and rain gardens
- ❑ A community rose garden
- ❑ Multi-functional communal courtyards
- ❑ New lighting
- ❑ A landscape-led approach to boundary treatments
- ❑ Indicative proposals for the interface with the River Wandle.

AMENITY SPACE + PLAY SPACE

4.2.25 All homes are to be provided with private amenity space in the form of balconies, terraces or gardens providing at least 5 sqm for two person dwellings, and an additional 1 sqm per additional person in accordance with the Mayor's minimum standards. The proposed play strategy is based upon the Mayor for London's Supplementary Planning Guidance 'Providing for Children and Young People's Play and Informal Recreation' (2012).

ACCESS + SERVICING

The proposals will deliver:

- ❑ 161 car parking spaces, including 18 disabled parking bays
- ❑ An additional 15 car parking spaces retained for existing residents
- ❑ 1 car club bay, subject to a future Car Club Assessment
- ❑ 311 cycle parking spaces for residents, and 8 spaces for visitors/ community centre users.
- ❑ 20% active electric vehicle charging points, and 80% passive charging points
- ❑ New and enhanced pedestrian and cycle routes throughout the scheme.

SUSTAINABILITY + ENERGY

4.2.26 A number of initiatives are proposed to ensure that a sustainable development is delivered:

- ❑ The new buildings will be built to a high specification prioritising a passive design (fabric first approach) energy efficiency measures including photovoltaic panels, to achieve a reduction of 40.7% in carbon dioxide emissions on-site.
- ❑ The materials will have a low environmental impact as described in the BRE Green Guide
- ❑ Water consumption will be reduced to below 105 litres per person per day through water efficient fixtures + fittings
- ❑ Provision of adequate and easily accessible waste and recycling storage for flats and houses
- ❑ Provision of green roofs and other measures to support a sustainable urban drainage system
- ❑ Ecological enhancements including the installation of artificial habitats for birds and bats
- ❑ A comprehensive landscape strategy, which incorporates planting with native species and trees, with opportunities to enhance the biodiversity and ecology value of the site.

RAVENSBURY



-  Phase 2
-  Phase 3
-  Phase 4

5 SECTION 106 AGREEMENTS

5.1 S106 AGREEMENTS

5.1.1 A deed of agreement under Section 106 of the Town and Country Planning Act 1990 was agreed on the 26 April 2019 in relation to the developments at the three estates. The agreement sets out general provisions for:

- Affordable housing
- Highway works
- Bus stop Improvement works
- Parking Management
- Estate Roads (Delivery and Management, Maintenance and Access)
- Parking Controls
- Delivery and Service Management Plan
- Car Club
- Utility Diversions
- Carbon Offsets
- Noise and Air Quality during construction
- Open Space (Delivery and Management, Maintenance and Access)
- Lifts.

5.1.2 Specific obligations are also detailed for the Ravensbury Estate, including:

RAVENSBURY

- Traffic Calming Measures
- Ravensbury Pedestrian and Cycle Routes Improvements
- Re provision of Ravensbury Community Centre
- Access to Ravensbury Park
- River Wandle Footbridge.

5.1.3 Provision is also made for:

- Scheme Linking** - No more than 607 new market units are to be occupied until at least 100 units have been constructed an area available for occupation on the Ravensbury Estate and 131 on the Eastfields Estate.
- Build to Rent** - Details of the build to rent for each phase of the development for High Path shall be submitted with each phase.
- Flood Plain Mitigation Strategy (Ravensbury)** - Ensure that all works are carried out in accordance with the flood mitigation strategy.

6 COMPULSORY PURCHASE ORDERS

6.1 COMPULSORY PURCHASE ORDERS

- 6.1.1 Compulsory purchase is a legal mechanism by which certain bodies (known as ‘acquiring authorities’) can acquire land without the consent of the owner.
- 6.1.2 Compulsory purchase powers are an important tool to use as a means of assembling the land needed to help deliver social, environmental and economic change.
- 6.1.3 A Residents’ Offer was made by Clarion in 2015 to the existing homeowners and affordable housing tenants, which was updated in 2018. The majority of the residents were in favour of the offer but a small minority (around 5%) did not like the proposal.
- 6.1.4 All of Clarion’s existing social/affordable tenure tenants and resident homeowners will be given the opportunity to stay in new homes in the newly regenerated Estate. This is the case on all three Estates. This ‘offer’ is consistent with the Residents’ Offer published in May 2015 and updated in 2018.

6.2 SUMMARY OF PROPOSED COMPULSORY PURCHASE ORDERS

- 6.2.1 On 15 January 2018, the Council’s Cabinet resolved ‘in-principle’ for the Council to use its compulsory purchase powers, if necessary, to bring forward the Estates Regeneration Programme. This resolution was ratified by full Council on 7 February 2018.
- 6.2.2 The purpose of the Order is to secure the acquisition of all relevant interests in the Order Land to facilitate the vital redevelopment of the Ravensbury Estate.
- 6.2.3 The Ravensbury Estate regeneration forms part of the wider Merton Estates Regeneration Programme. The development seeks to deliver the redevelopment of the estates, which includes the Eastfields and High Path Estates.
- 6.2.4 Although the owners of the interests have been approached on a number of occasions by Clarion with a view to purchasing their interests, agreement for purchase has not been reached because the owners have either not yet decided which of the options available to them they wish to exercise or they are waiting for as long as possible before selling their interests to Clarion.

- 6.2.5 In order to secure the delivery of the development the Council intends to make a number of CPOs for the acquisition of third party property and rights on the Estates. The CPOs will be phased to reflect the Developer’s proposed construction programme of the estates from 2022 – 2034.
- 6.2.6 If the relevant interests are not able to be acquired the redevelopment of the Phases 3 and 4 element of the Ravensbury Estate would be severely compromised as the units to be acquired lie within the main redevelopment area of these parts of the Estate.
- 6.2.7 Seeking to construct new development around these few outstanding interests would not only compromise the construction process but it would also compromise the Council’s aims to deliver the wider regeneration benefits of the comprehensive redevelopment of the estate. Such an approach would also severely impact: the place-making benefits; the wider social benefits; the delivery of affordable housing; and the delivery of higher quality homes - the existing units will remain unsuitable accommodation so the wider benefits for tenants would be lost.

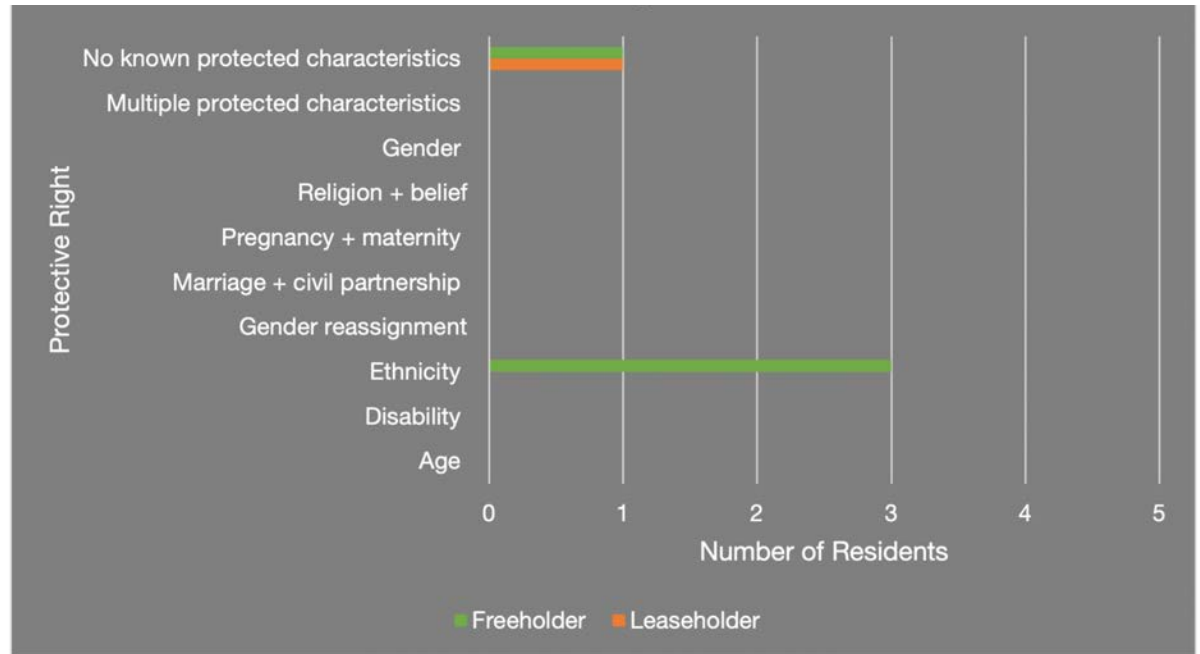
6 COMPULSORY PURCHASE ORDERS

6.2.8 The Council is also bringing forward the London Borough of Merton (High Path No.1) Compulsory Purchase Order 2022 (the High Path Order) and The London Borough of Merton (Eastfields No. 1) Compulsory Purchase Order 2022 (the Eastfields Order) (together with this Order, the 2022 CPOs) as part of the next phase of redevelopment across the three Estates.

6.2.9 As of February 2022, Clarion has acquired 229 freeholds and long leases across the estates regeneration area through voluntary sales under the terms of the 2015 Residents' Offer. Of these acquisitions, 130 are at High Path, 88 at Eastfields and 11 at Ravensbury. In order for the regeneration programme to be delivered, Clarion will need to acquire a further 135 freeholds and long leases at High Path.

6.2.10 The Council supports the Order, which will facilitate delivery of new and significantly improved housing for existing tenants and homeowners on part of the Ravensbury Estate, and will also allow enable regeneration of other parts of the Ravensbury Estate to come forward, since the homes provided on the Order Land will enable the relocation of existing residents in subsequent phases of the Ravensbury Estate regeneration.

Ravensbury



The Council is satisfied that the acquisition of these interests will facilitate the proposed regeneration, which will lead to the redevelopment and will contribute to economic, social and environmental improvements to the area.

6.2.11 Steps are being taken to ensure that the acquisition and relocation processes are applied in a fair and non-discriminatory manner. Steps will also be taken to minimise the adverse effects on protected groups during construction and any such effects suffered by surrounding ethnic minority businesses. The proposals will bring a range of benefits to disabled and other protected groups including in relation to enhanced access, housing provision and lifetime homes.

7 VIABILITY

7.1 VIABILITY STATEMENT

- 7.1.1 Clarion has considerable experience and resources and manages over 125,000 homes across 176 local authorities. As the largest housing association in the UK and one of the country's leading housebuilders, Clarion is set to build a high volume of high quality homes of all tenures during the next ten years.
- 7.1.2 Clarion has shared with the Council details of projected costs and revenues and its financial strategy for delivery of the 2022 Scheme as well as the Merton Estates Regeneration Programme as a whole pursuant to the planning permissions.
- 7.1.3 To support the Merton Estates Regeneration Programme as a whole, which as things stand is not viable, the Council and Clarion have entered into a legally binding contract to vary the existing Stock Transfer Agreement dated 22 March 2010, in particular the Development and Disposals Clawback Agreement also dated 22 March 2010, to suspend clawback payments unless the Merton Estates Regeneration Programme achieves a surplus.

7.1.4 Clarion has provided a resolution of its board committing to the delivery of the 2022 Scheme irrespective of the viability position. The Council, having taken independent professional advice, is satisfied that the strategy is based on realistic and reasonable assumptions and that therefore the 2022 Scheme is deliverable having regard to the Clarion's resources by reference to the CPO Guidance. The Council is also satisfied that there are sufficient resources to both acquire the necessary Order Land and to implement the 2022 Scheme, and that Clarion has the necessary track record to undertake the development.

7.1.5 Officers are satisfied Clarion has the resources and commitment to effectively deliver Phase 1 of Eastfields Estate, Phase 2 and 3 of the High Path Estate, and Phases 3 and 4 of the Ravensbury Estate, as well as future phases of the Merton Estates Regeneration Programme.

7.1.6 Clarion has entered into an indemnity agreement with the Council dated 7 February 2019, which fully indemnifies and provides protection for the Council in relation to all costs associated and arising in the preparation and making of the Order, acquisition of Order Land and the payment of compensation arising from such acquisition.

8 COMMUNITY ENGAGEMENT

8.1 OVERVIEW

8.1.1 This section provides a summary of the consultation undertaken to date with local stakeholders and the wider community. Clarion and their project team have undertaken a series of consultation events in order to understand the aspirations of the Estate residents. A range of topics have been explored with the residents and this engagement process has been ongoing throughout the design of the masterplan.

INCLUSIVE CONSULTATION

- 8.1.2 The need for inclusive consultation was an overarching consideration to ensure that the whole community was reached. The following strategies were adopted:
- A wide circulation of invitations
 - The venues for the consultation events had to have level access and wide enough doors and corridors for ease of access
 - Accessible WC available
 - Activities offered for children at events
 - For all events, a register was taken, so that an accurate record could be kept of who attended and the total attendance figures, so that any obvious omissions might be identified for targeting later
 - Reports were drawn up for each event, highlighting key feedback.



8 COMMUNITY ENGAGEMENT

8.2 RAVENSBURY – OUTLINE

As part of the consultation process, the design team consulted with existing residents, the local community and key stakeholders including the following groups:

- ❑ Existing residents of Ravensbury
- ❑ Neighbouring residents and businesses
- ❑ Local amenity groups, including Friends of Ravensbury Park, Morden Hall Park, Wandle Trust and Living Wandle, National Trust, London Wildlife Trust, Architectural Liaison Officer.

Consultation was carried out at regular points throughout the design development process and took the form of formal meetings and individual briefings to key local stakeholders. Public consultation events were held throughout the process, which invited residents and neighbours to comment on the emerging proposals.

The feedback received from these events was considered and where required additional analysis and design testing was undertaken. Where possible, revisions were made to the emerging proposal to address the matters raised.



Thirteen public consultation events were held between July 2013 and November 2016. A number of comments were raised by residents during these events including issues surrounding car parking levels, building heights, timing and phasing of the development, upgrades to communal and public spaces and protection of existing trees. These issues were all discussed in detail with attendees and addressed where possible as the emerging scheme developed.

8.3 RAVENSBURY – RESERVED MATTERS

Three public consultation events were held on the proposals at the existing Ravensbury Community Room between July 2018 and January 2019.

- ❑ **CONSULTATION EVENT 1-4TH JULY 2018**
The first event presented the emerging proposals and asked what the community would like to see happen with the community space.

8 COMMUNITY ENGAGEMENT

❑ CONSULTATION EVENT 2 – 18TH SEPTEMBER 2018

The second consultation event provided the opportunity to discuss housing need matters and also the design of the potential new homes with future residents. The general themes emerging from this second consultation event were as follows:

- » Concerns regarding safety and lighting particularly to front doors
- » Residents were pleased with the size of the proposed gardens and more spacious homes as well as the provision of level access for ground floor flats
- » Residents expressed the opinion that internally, the windows positions within the flats could be improved for the purposes of aligning furniture
- » Residents suggested that larger homes would benefit from an additional shower room or en-suite and the wet rooms within the elderly persons housing were well received.
- » Concerns were raised regarding allocating parking for those residents without on-plot parking.



❑ FINAL PROPOSALS EVENT 3-22ND AND 23RD JANUARY 2019

The final event was an opportunity to present the developed design in advance of the submission of the Reserved Matters application. The key issues raised by residents at this event were as follows:

- » The design of the boundary to Ravensbury Park and how this should work appropriately with the scheme
- » A number of residents expressed a desire to use the attic space as storage
- » Residents suggested that the current street names should be used in the new layout
- » The issue of further temporary parking arrangements being required during construction was raised
- » Residents expressed that they would like a shed for garden storage and asked who would be responsible for maintaining the rose garden.

❑ OTHER CONSULTATION

There has also been engagement with both the National Trust and Friends of Ravensbury Park throughout the outline and reserved matters design evolution process.

9 EQUALITIES DATA

9.1 EQUALITIES DATA

9.1.1 The Equalities Analysis undertaken by Clarion in 2015 identified that the 'protected characteristics' of: Age, Disability and Ethnicity were particularly relevant to the regeneration proposals and there was the potential for these groups to be negatively affected. The assessment therefore focussed on these issues.

9.1.2 Clarion has advised that residents of Eastfields, High Path and Ravensbury have provided information about the problems with their homes and outside spaces, which included:

- homes that are expensive to heat
- leaking roofs
- poor noise insulation
- condensation and damp
- issues with refuse collection
- unsafe pathways.

9.1.3 Some of these issues were also raised in both Council consultations in 2014 and 2016, particularly concerns around unsafe pathways, damp and poor internal conditions. As set out in the policies in the Council's Estates Local Plan, regeneration will be expected to provide a range of choices and benefits including:

- high quality well designed neighbourhoods
- wider housing mix
- more private space for residents
- better quality green spaces and community facilities
- job creation opportunities.

9.1.4 The regeneration will also be an opportunity to provide much needed new homes by making more efficient use of brownfield land, improving the quantity, quality and mix of new homes on each of the three estates. A key expectation of any regeneration proposals that come forward will be a commitment to keeping the existing community together in each neighbourhood, and for existing residents to have a guaranteed right to return to a new home in their regenerated neighbourhood.

9.1.5 The Equalities Analysis undertaken in 2015 identified that the greatest impact on equalities would be the mechanics of the delivery of the regeneration programme including:

- the Residents' Offer
- moving existing residents into new homes
- addressing overcrowding
- minimising disruption during this extensive process.

9 EQUALITIES DATA

9.2 EQIA DATA 2015

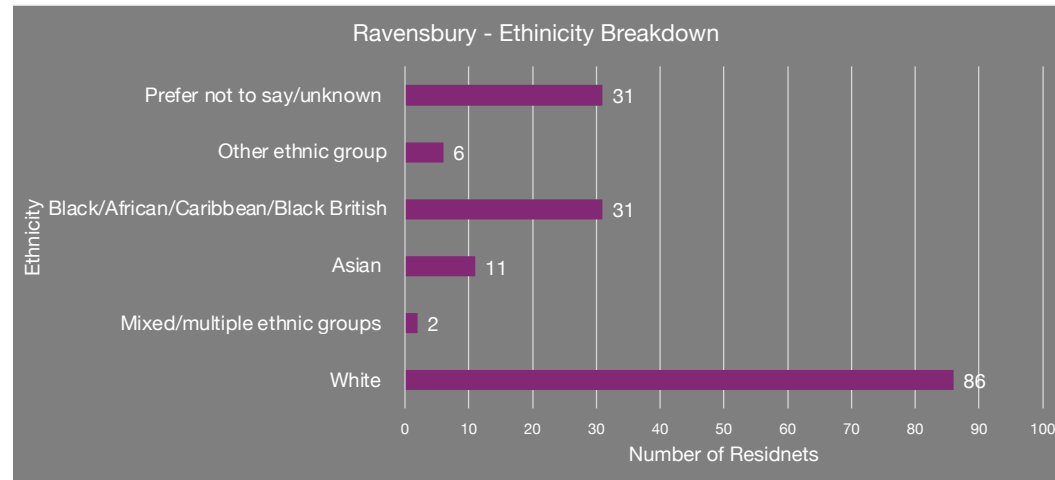
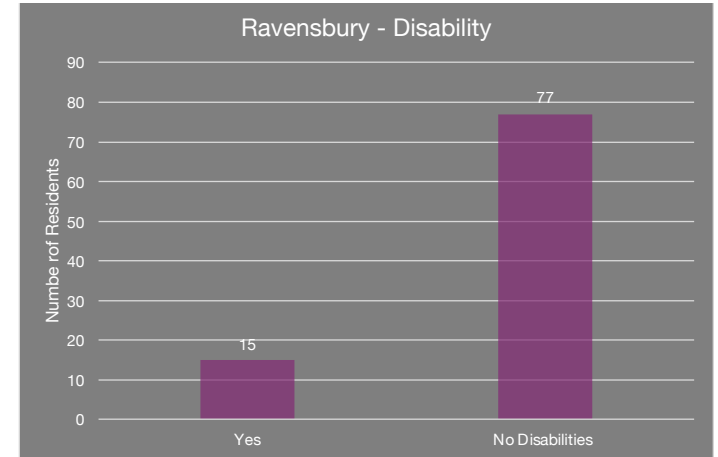
9.2.1 Clarion undertook an Equalities Impact Assessment to determine the potential impacts of the deliver of the Estates Regeneration against those residents with protected characteristics, as set out below.

9.2.2 To aid comparison of data with the ONS, the ethnicity categories have been grouped into five categories:

- Black/African/Caribbean/Black British
- Asian
- Mixed/multiple ethnic groups
- White
- Other.

Ravensbury - Age Profile

The 2015 data for Ravensbury was not included in the previous report in error. Clarion does not store historic data and has changed its IT systems since the 2015 report was written. The data in the current report is considered complete and up to date.



9 EQUALITIES DATA

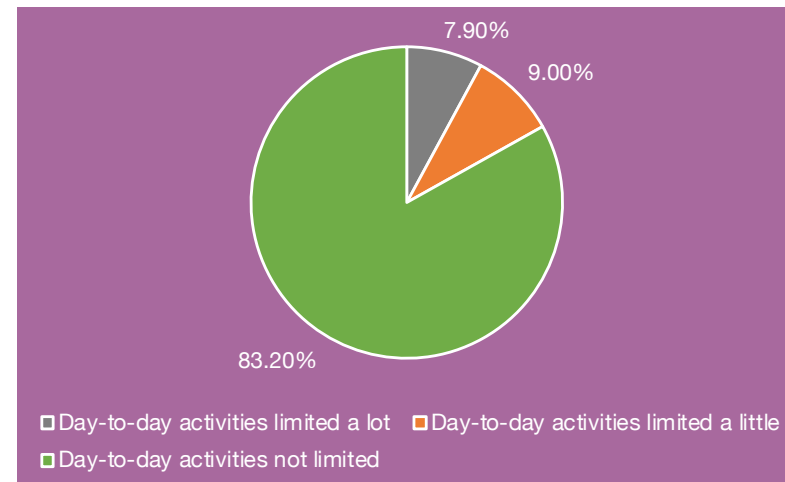
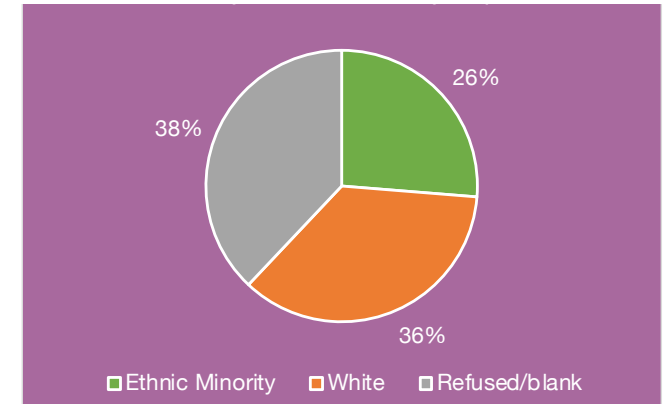
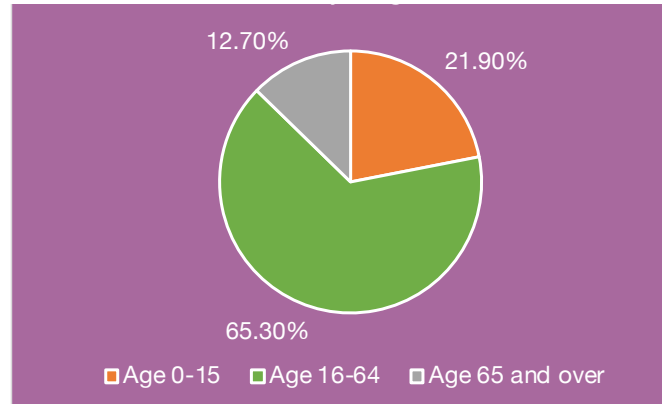
9.3 EQIA DATA 2020/21

9.3.1 Data has been drawn from the following sources:

- Clarion Estate Profiling, 2021
- GLA Data, 2020

9.3.2 The Equality Analysis has identified that the 'protected characteristics' of: Age, Disability and Race are particularly relevant to the regeneration proposals and there is the potential for these groups to be negatively affected. The assessment has therefore focussed on these issues.

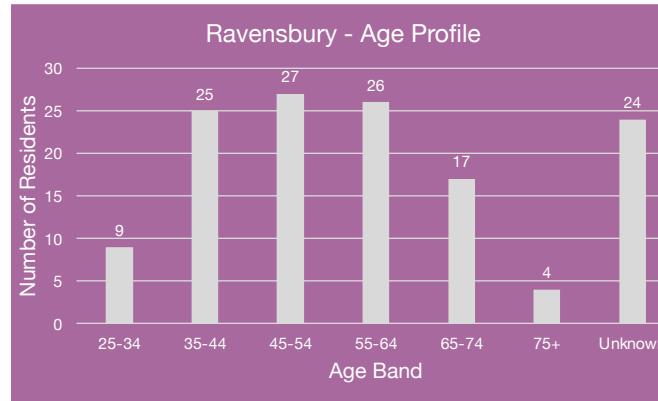
CORE CHARACTERISTICS OVERVIEW



9 EQUALITIES DATA

AGE

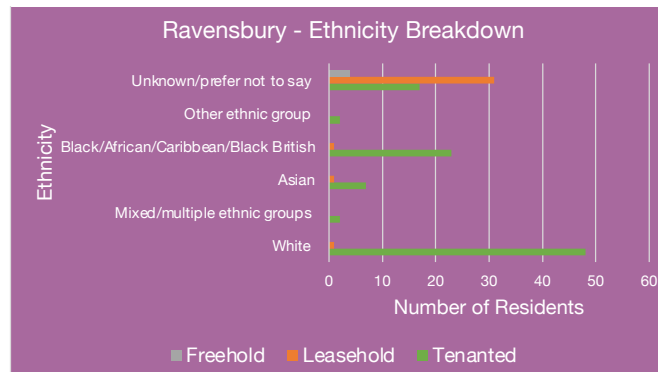
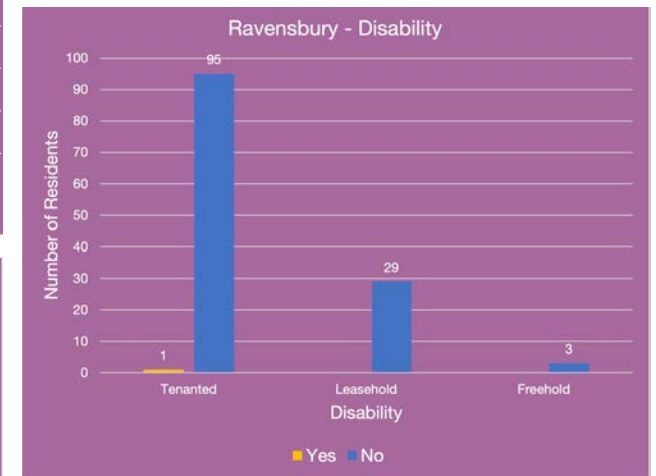
9.3.3 The existing population in and around Ravensbury is comparable to the age profile in Merton as a whole.



DISABILITY

9.3.4 Disability can be defined as a physical or mental impairment that has a substantial and long-term negative effect on the ability to do normal daily activities.

9.3.5 16.9% of people in Ravensbury state that they have a long-term disability or health problem that limits their day-to-day activity either 'a lot' or 'a little'. These figures are broadly in line with the London average of 14.1%. In Merton the proportion is 12.6%.



ETHNICITY

9.3.6 26% of residents on the Ravensbury estate are part of an ethnic minority group with 36% identifying as White and 38% either refusing or not stating their ethnicity.

9 EQUALITIES DATA

9.4 CURRENT HOUSING OFFER

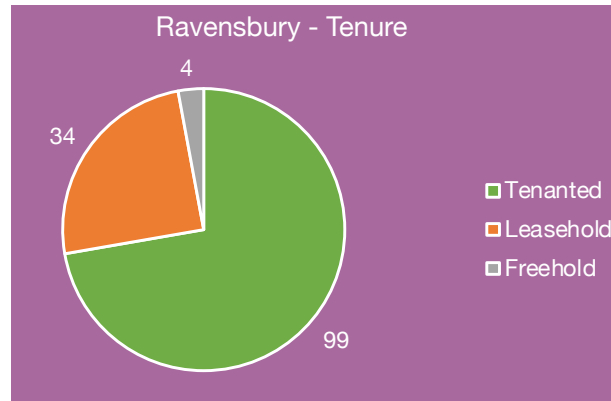
TENURE

9.4.1 Only 2% of residents on the Ravensbury Estate are freeholders. This is the lowest proportion of all three estates.

OVERCROWDING

9.4.2 Population density is a measure of the average outdoor space per resident. All else being equal, higher population density will mean more overcrowding. A household is considered overcrowded when there are at least 1 bedroom too few as defined by the ONS.

9.4.3 There is considerable overcrowding in all three neighbourhoods but particularly Eastfields and High Path.



9.5 MERTON REGENERATION

9.5.1 Clarion has committed to re-provide homes so that existing residents can enjoy the same tenancy rights that they have now.

9.5.2 Clarion has also committed to ensuring no family returns to overcrowded conditions. Every home will be at least as large as the home it replaces and in reality most will be larger.

10 EQUALITIES ASSESSMENT

10.1 EQUALITIES ASSESSMENT METHODOLOGY

REVIEW OF 2016/17 EQIA

10.1.1 A review was undertaken of the 2016/17 EQIA which was prepared as part of the Estates Local Plan Sustainability Appraisal process. This involved reviewing and updating relevant policy and baseline information and comparing the findings against new data provided by Clarion. An appraisal of equality effects was then undertaken to make a judgment on how the Estates Regeneration will affect people with protected characteristics.

The approach taken to data collection has changed between 2015 and 2021 which makes it difficult to directly compare the data. For instance, the categories for age have changed slightly to include a broader age range within each group. For disability and ethnicity, the proportion of residents that would prefer not to disclose whether they have a disability or share their ethnicity has increased.

APPRAISAL OF EFFECTS

10.1.2 Regeneration and change, particularly in the physical environment of the areas that people live, is likely to have impacts that are both positive and negative for different groups. In any process of change, some people or groups are likely to gain more benefits than others. To this end, all regeneration programmes need to be managed to ensure that the positive impacts of the regeneration are maximised and correspondingly to ensure that the negative impacts are minimised. The assessment sets out a number of recommendations to strengthen, secure or enhance positive equality impacts and to mitigate for potential negative equality impacts.

10.1.3 The Council intends to make a number of CPO's to facilitate the regeneration of the estates. In some cases residents will be required to relocate against their will. Amongst the occupants of affected households, those that may be particularly sensitive to the impact of the CPO are:

- ❑ Households that include older people who may be more vulnerable to disruption and other adverse impacts associated with the requirement to move away from their current home. The implications of the regeneration on older and younger people on the estate may also be significant

in terms of health and access to amenities.

- ❑ Households that include disabled residents may also be more vulnerable to the immediate impact of the regeneration particularly with respect to the noise and disruption caused. This disruption would be temporary and there will be potential for disabled residents to obtain better and more suitable accommodation because of the regeneration.
- ❑ Households that include ethnic minority residents may lose important social and community ties if they need to move away from the area. It is considered likely that suitable alternative affordable accommodation will be available on the regenerated estate.
- ❑ The regeneration could have both a positive and negative impact for the pregnancy and maternity group: negatively in terms of upheaval during a very sensitive period of childbearing/rearing, but potentially positively if new accommodation is better suited to their needs.

10 EQUALITIES ASSESSMENT

10.2 ASSESSMENT OF POTENTIAL EQUALITY EFFECTS

10.2.1 The Equalities Impacts Assessment is structured under the following objectives:

1. Identify any potential equality effects that might arise from the planned development
2. Identify potential positive equality effects
3. Assess whether any negative equality effects would give risk to unlawful discrimination for an identified group
4. Identify further measures to reduce any negative equality effects that may arise.

10.2.2 The EqIA has taken each of the nine protected characteristics in turn, as well as other characteristics that can be affected by discrimination, and considered them against each of the objectives to determine the likely effects.

PROTECTED CHARACTERISTICS	POSITIVE EFFECTS	
	Direct	Indirect
Age	<ul style="list-style-type: none"> » Providing the right type of housing for different households of all age groups including older residents and families with young children. » Any necessary accessibility adaptations can be fitted in the replacement home from the outset. 	<ul style="list-style-type: none"> » A decanting matrix tool was used to help place residents within the proposed development based on their needs. » All new homes will have a private outdoor space. This may be of particular benefit to older residents and families with children who may not have outdoor space now.
Disability	<ul style="list-style-type: none"> » Provision of lifetime homes and adapted properties for resident and household members with specific needs. 	<ul style="list-style-type: none"> » 10% of homes adaptable to be fully wheelchair accessible. » Improved external environment will create more accessible and usable open spaces. » Disabled parking bays that comply with the minimum disability standards will be provided. » Inclusive play spaces will be provided that are accessible and welcoming to disabled and non-disabled children.
Pregnancy and maternity	<ul style="list-style-type: none"> » Clarion will rehouse tenants in suitable sized accommodation to reduce overcrowding where possible. » This includes rehousing some 'hidden households' and non-dependant adult children separately to alleviate overcrowding. 	<ul style="list-style-type: none"> » New development designed to accommodate pushchairs and play facilities. » All new homes will have private outdoor space.

10 EQUALITIES ASSESSMENT

PROTECTED CHARACTERISTICS	NEGATIVE EFFECTS	
	Indirect	Direct
Age	<ul style="list-style-type: none"> » Clarion recognises that older residents or households that have older members may find moving to a new home more challenging. Residents with younger children in the household may also need additional help and support. » Disturbance particularly if on their own, frail and vulnerable. Age related ill health or frailty may make the prospect of moving more difficult for older homeowners. » Older homeowners may not raise mortgage on new properties/ Older residents may find it difficult to access funding or credit. » Families with children of pre-school and school age could be disrupted if they have to move temporarily potential increased journey times to school or childcare 	<ul style="list-style-type: none"> » No direct negative impacts identified.
Disability	<ul style="list-style-type: none"> » Potential for residents with disabilities to find it more challenging to move home than residents without a disability due to the nature of their disability. » Disturbance of moving and quality of life, particularly if disability associated with breathing conditions. » Sensory impairment and nervous system conditions – particularly construction machinery noise. » New physical layout will be challenging to those with visual impairment » People with learning difficulties may need separate forms of communication and engagement to enable their understanding of the reality of their situation. » Potential negative impact on individuals with mental health issues. 	<ul style="list-style-type: none"> » No direct negative impacts identified.
Pregnancy and maternity	<ul style="list-style-type: none"> » Disruption during construction period may negatively impact on pregnant mothers or families with new born children e.g. noise, dust, access issues. » Disruption during decanting/moving home. » Allocated home may no longer be suitable for needs - double decanting. 	<ul style="list-style-type: none"> » No direct negative impacts identified.

10 EQUALITIES ASSESSMENT

PROTECTED	POSITIVE EFFECTS	
CHARACTERISTICS	Direct	Indirect
Ethnicity	» No direct positive impacts identified.	» There is evidence that households from the ethnic minority community on the three estates where regeneration is being considered are more likely to be overcrowded than all households on the estates. Regeneration deals with overcrowding within Circle's tenanted properties on the estates by rehousing each household in the right size property for them. » All existing Clarion tenants and resident homeowners will have the option to stay in their neighbourhoods if they wish to, this will promote community cohesion and build on the strength of the existing very diverse communities in the existing neighbourhoods.
Marriage and Civil Partnership	» No direct positive impacts identified.	» No indirect positive impacts identified.
Gender reassignment	» No direct positive impacts identified.	» No indirect positive impacts identified.

10 EQUALITIES ASSESSMENT

PROTECTED CHARACTERISTICS	NEGATIVE EFFECTS	
	Indirect	Direct
Ethnicity	<ul style="list-style-type: none"> » Language barriers could limit the ability of some residents who are members of ethnic minority communities to participate in ongoing consultation regarding their housing needs or their rights under the Residents' Offer. » Lack of written and oral English may have affected some residents' awareness of the proposals and capability to negotiate outcomes for tenants and leaseholders. » Negative impacts of other protected characteristics will be experienced by ethnic minority groups given the estate's diversity. 	<ul style="list-style-type: none"> » No direct negative impacts identified
Marriage and Civil Partnership	<ul style="list-style-type: none"> » No indirect negative impacts identified. 	<ul style="list-style-type: none"> » No direct negative impacts identified.
Gender reassignment	<ul style="list-style-type: none"> » No indirect negative impacts identified. 	<ul style="list-style-type: none"> » No direct negative impacts identified.

10 EQUALITIES ASSESSMENT

PROTECTED	POSITIVE EFFECTS	
CHARACTERISTICS	Direct	Indirect
Religion or Belief	» No direct positive impacts identified.	<ul style="list-style-type: none"> » No aspects that prevent residents from practicing their religion/faith » The rehousing team will ask people about their use of places of worship to see the extent to which disruption to their lives can be minimised » Religious and cultural requirements for specific washing facilities and separate kitchens and living areas have become apparent » Homeowners of any religion and belief will be affected in exactly the same way and as everyone else will have the same compensation and housing options.
Sex/Gender	» No direct positive impacts identified.	» No indirect positive impacts identified.
Sexual Orientation	» No direct positive impacts identified.	» No indirect positive impacts identified.

10 EQUALITIES ASSESSMENT

PROTECTED CHARACTERISTICS	NEGATIVE EFFECTS	
	Indirect	Direct
Religion or Belief	» No indirect negative impacts identified.	» No direct negative impacts identified.
Sex/Gender	» No indirect negative impacts identified.	» No direct negative impacts identified.
Sexual Orientation	» No indirect negative impacts identified.	» No direct negative impacts identified.

10 EQUALITIES ASSESSMENT

10.3 OTHER CHARACTERISTICS

DEPRIVATION

10.3.1 Deprivation is not a protected characteristic. However, people possessing certain protected characteristics (e.g. disabled people and ethnic minority children) are at greater risk than other people of experiencing deprivation or of living in areas of high deprivation. An understanding of where deprivation is focused can, therefore, help to identify where people who possess protected characteristics may be at greater risk of inequality.

EMPLOYMENT AND ECONOMIC ACTIVITY

10.3.2 Employment and economic activity data for Merton and the three Estates is included at **APPENDIX 6** of the overarching EQIA report. LB Merton mirrors the relatively high level of key out-of-work benefit claimants across London, at 7% and 8% of the working age population respectively, compared to just 6.4% nationally. The percentage of economically active residents on all three estates is lower than the ward average. 68% of residents on the Ravensbury Estate are economically active.

10.3.3 The Ravensbury Estate regeneration will help to address the socio-economic inequalities of the area. It has been recognised that the immediate area of Ravensbury Estate has a distinct socio-economic profile compared to the borough as a whole and generally contrasts with the socio-economic conditions of the borough as a whole. Specifically, the following characteristics have been identified:

- ❑ relatively low rates of economic activity
- ❑ a high rate of child poverty, particularly in families with no adult in employment
- ❑ a lack of affordable housing opportunities.

The economic consequences of the ongoing Covid-19 pandemic have not yet been fully captured by local statistics but it is likely that this will exacerbate the existing issues faced by the local community.

11 PHASING AND DELIVERY

11.1 PHASING AND DELIVERY

- 11.1.1 The redevelopment of the Ravensbury Estate will come forward in four phases and deliver a total of 200 homes. The phases have been designed to ensure minimum disruption to existing residents. The proposed phasing is as follows:
- 11.1.2 The overall break down of Phases in the Ravensbury Estate is:
- Phase 1: 21 homes
 - Phase 2: 54 Homes;
 - Phase 3: 51 Homes; and
 - Phase 4: 74 Homes
- 11.1.3 Phase 1 has already been carried out, and no compulsory purchase order was required. Reserved matters for Ravensbury Phases 2-4 and the current detailed design plans for 179 new homes in Phases 2-4 were approved on 9 December 2019. Phase 2 is being carried out and once again no compulsory purchase order was required to facilitate this part of the redevelopment. Ravensbury Phases 3-4 are the subject of the Compulsory Purchase Order.
- 11.1.4 Phases 3 and 4 will facilitate delivery of 125 new homes on the Ravensbury Estate of which 51 new homes will be affordable rented/social rented and 74 new homes will be private homes.

RAVENSBURY		
Phase	Start on Site	Practical Completion
RP1	2019	2020 Q4
RP2	2022	2023 Q3
RP3	2023	2025 Q3
RP4	2025	2027 Q2

11.2 DECANTING STRATEGY

- 11.2.1 Moving house can be difficult so the Merton Estates Regeneration programme is predicated on keeping the number of household moves that residents have to make to a minimum. The regeneration of the three estates has been planned so that all Clarion tenants and leaseholders and freeholders who want to stay in the neighbourhood will be able to.
- 11.2.2 Wherever possible residents will move straight into their new permanent replacement home regardless of whether they are tenants, leaseholders or freeholders. The first phases of regeneration on Ravensbury will all be replacement homes for existing residents. Ravensbury will be delivered as a phased regeneration scheme to enable homes on parts of the estates to be emptied, then demolished and rebuilt over time.

- 11.2.3 At Ravensbury, Clarion has built a 'kick start' phase before any homes are emptied and demolished, to reduce the number of residents that have to move elsewhere until their new home is ready.
- 11.2.4 It is recognised that social housing is a scarce resource. Clarion has the largest social housing stock in Merton but will, wherever possible, use the decant capacity within the regeneration estates themselves to minimise disruption to residents and minimise the impact of regeneration of the supply of social housing in the London Borough of Merton.
- 11.2.5 Clarion will therefore use properties that it has bought back from private owners in later phases on the three estates to rehouse those who need to move temporarily rather than housing them in Clarion housing stock that would otherwise have been available to the local authority for nomination.

11 PHASING AND DELIVERY

CREATING DECANT CAPACITY

- 11.2.6 Since the launch of the Resident's Offer in 2015 Clarion has acquired over 220 homes from homeowners by negotiation. Some of these homes have been used by the London Borough of Merton as temporary housing for households in housing need. Clarion proposes to use bought back homes in later phases to rehouse residents who will have to move from early phases to allow vacant possession and demolition of the next phases of development.
- 11.2.7 On Ravensbury, Clarion has used land in their ownership, which did not have housing on it, and have bought adjacent sites to build the first replacement homes for residents which consist of 21 replacement homes at Ravensbury.
- 11.2.8 Where residents need to move off site into another Clarion property in Merton, before they move to their permanent home to which LB Merton has nomination rights, it will be with the informed consent of LB Merton.

INCREASE IN SOCIAL / AFFORDABLE HOUSING CAPACITY

- 11.2.9 The Merton regeneration programme will replace all of the social/affordable housing currently provided. Clarion has committed in their Residents' Offer that no household will be moved into an overcrowded home, even if they were overcrowded in their old home. As a consequence, some of the new homes built will be larger than the ones that they currently replace, where the residents are currently overcrowded.
- 11.2.10 Some of the replacement homes will have more bedrooms than the homes which they replace. In some cases grown up children will be rehoused as separate households. There will be an overall increase in the number of social/affordable homes and an increase in the number of bed spaces where larger homes have been built to address overcrowding.

REPLACEMENT HOMES AND CLARION'S RESIDENTS' OFFER

- 11.2.11 Clarion's Residents' Offer commits to replacing resident homeowners' homes with a property of the same type (house/flat/maisonette) with a new home of the same type and size as their old home.

11 PHASING AND DELIVERY

RAVENSBURY

- 11.2.12 The first phase of the Ravensbury Estate, 21 flats and houses were built on the former Ravensbury garage site that Clarion acquired from LB Merton, these homes were completed and occupied at the end of 2020.
- 11.2.13 Phase 2 of the estate has now been emptied, 21 residents moved into Phase 1 and the remainder have been rehoused either temporarily or permanently in Clarion stock either in Merton or elsewhere, if that was their preference.
- 11.2.14 Ravensbury Phase 2 is the only phase of the three Merton regeneration schemes where residents have had to move out of their permanent homes to facilitate regeneration. As a result, households have moved to a new home elsewhere until their new home on Ravensbury has been built.
- 11.2.15 The existing homes in Phase 2 of the estate will be demolished and construction of the new homes will start early in 2022. The majority of residents currently in Phases 3 and 4 will move directly into their new homes in Phase 2 when it is completed at the end of 2023.

AFFECTED HOUSEHOLDS*	MITIGATION
<ul style="list-style-type: none"> 11 households have moved temporarily and will return when their new Home at Ravensbury is ready. 	<ul style="list-style-type: none"> The temporary homes are of the right size and meet the needs of the households that have moved there temporarily.
<ul style="list-style-type: none"> Households have moved out of the old homes in phase 2 so that phase 2 can be demolished. 	<ul style="list-style-type: none"> Households will move into a new home on Ravensbury of the right size and that meets their needs once it is ready.
<ul style="list-style-type: none"> 2 of the households that moved into temporary accommodation had young children. 	<ul style="list-style-type: none"> Both of these households were supported through their moves and allocated homes that were convenient for schools and other services and of the right size for the family.
<ul style="list-style-type: none"> 2 of the households had members with serious health conditions. 	<ul style="list-style-type: none"> Both households were rehoused in properties on the ground floor and in one case the property was adapted for the specific needs of a wheelchair user.
<ul style="list-style-type: none"> 1 of the households consisted of a single older person. 	<ul style="list-style-type: none"> The single person was rehoused in a block next door to the part of the estate that is being regenerated so that she could maintain her social networks with minimal disruption.
<ul style="list-style-type: none"> 3 of the households were from minority ethnic communities. 	<ul style="list-style-type: none"> All three households have been rehoused in homes of the right size and will be able to move into a new home when it is ready. The moves to the temporary home were organised by Clarion, the move back to the new permanent home will be managed in the same way.
<ul style="list-style-type: none"> 7 of the households have moved away permanently and have chosen to stay in the home Clarion found for them, which is the right size and meets their needs. These households will not be returning to a new home on Ravensbury. Of those 7 households 1 is an older person and 2 households are from minority communities. 	<ul style="list-style-type: none"> The older person had help with moving to their new home and a series of minor works were undertaken to help her settle in. Clarion worked with both of the households from minority communities to support them through the moving process.
<ul style="list-style-type: none"> 1 household has moved away temporarily and has not yet decided whether to stay there or move to a new home on Ravensbury once it is ready. They have the right to move to a new home on Ravensbury once it is ready. 	<ul style="list-style-type: none"> The household has protected characteristics and will receive the necessary assistance in moving back to Ravensbury, if required.

*All affected households are tenants and not leaseholders or freeholders.

12 EFFECTS OF REGENERATION

12.1 EFFECTS OF REGENERATION

12.1.1 The regeneration will deliver a range of benefits including:

- A significant proportion of affordable housing, including re-provision of the existing affordable accommodation with significantly higher quality housing.
- An increase in the mix of dwelling types to cater for a broader range of family sizes and address overcrowding, having specific regard to the needs of estate residents.
- Provision of new market units to encourage greater social interaction in order to create a more diverse community
- High standard of accommodation, including residential units built to exceed Building Regulation minimum space
- Significant improvements to the quality of the public realm with improved links to surrounding open spaces.
- High quality urban design and architecture.

BENEFIT	RAVENSBURY
Construction impacts	
Creation of temporary construction jobs per annum	60
Construction Gross Value Added	£19 million
Construction Net Value added to Merton	£4.7 million
Economic impact of housing	
Net expenditure increase per annum	£1.1 million
Additional Council Tax Revenue per annum	£135,000
Economic impacts of commercial development	
Job Creation	n/a
Estimated gross added value per annum	n/a

13 CONCLUSIONS

13.1 This report provides an update to the initial Equalities Impact Analysis work undertaken between 2015-17 in relation to the regeneration of the Ravensbury Estate.

13.2 The Equalities Analysis undertaken by Clarion in 2015 identified that the 'protected characteristics' of: Age, Disability and Ethnicity were particularly relevant to the regeneration proposals and there was the potential for these groups to be negatively affected. The assessment has therefore focussed on these issues.

13.3 The Equalities Analysis undertaken in 2015 also identified that the greatest impact on equalities would be the mechanics of the delivery of the regeneration programme including:

- The Residents' Offer
- Moving Existing residents into New Homes
- Addressing Overcrowding
- Minimising Disruption during the Regeneration Process.

THE RESIDENTS' OFFER

13.4 The Residents' Offer was published on 27 May 2015 to the existing homeowners and affordable housing tenants, followed up by an independent survey to gauge residents' responses to the Offer and the plans for the regeneration of the area. The Residents' Offer details the Replacement Home Option, which is offered to those resident homeowners who were living on one of the three neighbourhoods at the time.

13.5 During the Estate Local Plan consultations and throughout 2015 and 2016, homeowners raised concerns with the Council about the Residents' Offer and in particular what 'like for like' actually meant. Whilst this was set out in the 2015 Residents' Offer, the Council exercised its due diligence to residents in seeking clarification from Clarion on this important matter. Clarion provided clarification and an updated Offer in 2018.

13.6 Clarion has carried out extensive consultation in developing the proposals for the estates and obtaining planning permission for the redevelopment of the Estates. The feedback received from these events was considered and where required additional analysis and design testing was undertaken. Where possible, revisions were made to the emerging proposal to address the matters raised.

MOVING EXISTING RESIDENTS INTO NEW HOMES

13.7 Wherever possible residents will move straight into their new permanent replacement home regardless of whether they are tenants, leaseholders or freeholders. The first phases of regeneration at Ravensbury will all be replacement homes for existing residents and will be phased to enable homes on parts of the estates to be emptied, then demolished and rebuilt over time.

ADDRESSING OVERCROWDING

13.8 Clarion is committed to alleviating overcrowding on the regeneration estates. The Merton regeneration programme will replace all of the social/affordable housing currently provided. Clarion has committed in their Residents' Offer that no household will be moved into an overcrowded home, even if they were overcrowded in their old home. As a consequence, some of the new homes built will be larger than the ones that they replace, where the residents are currently overcrowded. Some households who are overcrowded have chosen to move to a larger property temporarily until their new home is ready.

13 CONCLUSIONS

MINIMISING DISRUPTION DURING THE REGENERATION PROCESS.

- 13.9 At Ravensbury, Clarion has built a 'kick start' phase before any homes are emptied and demolished, to reduce the number of residents that have to move elsewhere until their new home is ready. The early phases of regeneration at Ravensbury will all be replacement homes for existing Clarion tenants and resident homeowners.

EQUALITIES ANALYSIS

- 13.10 The Equalities Analysis has identified that the 'protected characteristics' of: Age, Disability and Ethnicity are particularly relevant to the regeneration proposals and there is the potential for these groups to be negatively affected. The assessment has therefore focussed on these issues.
- 13.11 The assessment has identified a total of 100 residents with protected characteristics in the current Phases, within the three estates. The assessment sets out a number of recommendations to strengthen, secure or enhance positive equality impacts and to mitigate for potential negative equality impacts.

- 13.12 There are no residents on the Ravensbury estate with multiple protected characteristics. Whilst some characteristics will be intrinsically linked (such as age and disability) others have no bearing on one another (e.g. age + ethnicity).
- 13.13 Overall, the impacts of the regeneration will be positive. The Merton Estates Regeneration Programme will provide an opportunity to reduce overcrowding amongst its tenanted households. Overcrowding is proportionately more likely to affect households from the BAME community and so the regeneration provides an opportunity to address inequality in this area. Significant amenity and size improvements will be provided for residents, with all new homes built to current space standards with private outdoor space.
- 13.14 The regeneration is also an opportunity to provide new lifetime homes for all tenants, this will enable older tenants (and homeowners) to remain independent in their own homes for longer. New homes can be adapted to meet the specific needs of disabled residents, 10% of all new homes will be fully accessible and adaptable for wheelchair users.

APPENDICES

APPENDIX 1:
IMPACT ANALYSIS +
MITIGATION **A2**

APPENDIX 2:
DATA SOURCES **A8**

APPENDIX 1: Impacts + Mitigation

IMPACT ANALYSIS			MITIGATION
PROTECTED CHARACTERISTICS	COMMENTARY		
	POTENTIAL POSITIVE IMPACTS	POTENTIAL NEGATIVE IMPACTS	
Ethnicity	<ul style="list-style-type: none"> There is evidence that households from the ethnic minority community on the three estates where regeneration is being considered are more likely to be overcrowded than other households on the estate. Regeneration deals with overcrowding within Clarion's tenanted properties on the estate by rehousing each household in the right size property for them. All existing Clarion tenants and resident homeowners will have the option to stay in their neighbourhoods if they wish to, this will promote community cohesion and build on the strength of the existing very diverse communities in the existing neighbourhoods. 	<ul style="list-style-type: none"> Language barriers could limit the ability of some residents who are members of ethnic minority communities to participate in ongoing consultation regarding their housing needs or their rights under the Residents' Offer. Lack of written and oral English may have affected some residents' awareness of the proposals and capability to negotiate outcomes for tenants and leaseholders. Negative impacts of other protected characteristics will be experienced by ethnic minority groups given the estate's diversity. 	<ul style="list-style-type: none"> Clarion has put in place measures to ensure that no homeowners of any ethnicity will be disproportionately affected by the proposals. Everyone will be treated in the same way and will have the same compensation and housing options as everyone else. Clarion holds information on the ethnicity of resident homeowners. Clarion officers know each of the resident homeowners, their family circumstances and whether written information needs to be provided in languages other than English. Clarion provide written information in different languages for both residents and absentee homeowners. Their communications use a standard translation request section. Clarion does not hold information on the ethnicity of absentee owners (landlords), except where absentee owners (landlords) have requested that written information is provided in languages other than English. Clarion has recorded each contact and interaction with every homeowner since the regeneration was first proposed. Clarion has undertaken face to face consultation and meetings with homeowners throughout the regeneration preparation including formal consultation events and informal meetings with individual homeowners. Where requested Clarion has used translators or third parties for face to face or telephone meetings with homeowners who require that service. Clarion understand that there will be residents and homeowners who have more than one protected characteristic. The mitigation measures set out under the specific protected characteristics will be applied to residents who may have multiple protected characteristics across different categories.

APPENDIX 1: Impacts + Mitigation

IMPACT ANALYSIS			MITIGATION
PROTECTED CHARACTERISTICS	COMMENTARY		
	POTENTIAL POSITIVE IMPACTS	POTENTIAL NEGATIVE IMPACTS	
Gender	There is no evidence that homeowners of any gender will be disproportionately affected by the proposal. Everyone will be treated in exactly the same way and will have the same compensation and housing options as everyone else.	There is no evidence that homeowners of any gender will be disproportionately affected by the proposal. Everyone will be treated in exactly the same way and will have the same compensation and housing options as everyone else.	<ul style="list-style-type: none"> Whilst there is no evidence that homeowners of any gender will be disproportionately affected by the proposals, there is a greater proportion of single person households at Ravensbury than in the London Borough of Merton. The single person is more likely to be female than male and more likely to be older than the average tenant or homeowner. Some households may be single person households where household members have died or moved away over time. Clarion recognise the importance of providing appropriate replacement homes for single person households. For tenants the residents offer recognises that downsizing to a smaller home might be a challenge and have agreed that the 'needs plus 1' offer means that no one will have to move from a larger home to a one bedroom flat. For homeowners Clarion will work with individuals to make sure that replacement homes meet the needs of single person households as closely as possible. Where any household needs help to move to their new home Clarion will provide help and assistance to make the move as smooth as possible.
Gender Reassignment			There is no evidence that homeowners undergoing or who have undergone gender reassignment will be disproportionately affected. Everyone will be treated in exactly the same way and will have the same compensation and housing options as everyone else.

APPENDIX 1: Impacts + Mitigation

IMPACT ANALYSIS			MITIGATION
PROTECTED CHARACTERISTICS	COMMENTARY		
	POTENTIAL POSITIVE IMPACTS	POTENTIAL NEGATIVE IMPACTS	
Disability	<ul style="list-style-type: none"> • Provision of lifetime homes and adapted properties for residents and household members with specific needs. • Proportion of homes designed and built specifically to meet the needs of disabled residents. • 10% of homes adaptable to be fully wheelchair accessible. • A better living environment is conducive to better health and well-being. • Improved external environment will create more accessible and usable open spaces. • Disabled parking bays that comply with the minimum disability standards will be provided. • Inclusive play spaces will be provided that are accessible and welcoming to disabled and non-disabled children. • There will be seating provided to assist disabled parents/carers to supervise play in the spaces provided. 	<ul style="list-style-type: none"> • Potential for residents with disabilities to find it more challenging to move home than residents without a disability due to the nature of their disability. • Disturbance of moving and quality of life, particularly if disability associated with breathing conditions. • Sensory impairment and nervous system conditions – particularly construction machinery noise. • New physical layout will be challenging to those with visual impairment • People with learning difficulties may need separate forms of communication and engagement to enable their understanding of the reality of their situation. • Potential negative impact on individuals with mental health issues. 	<ul style="list-style-type: none"> • Homeowners with disabilities will have the same compensation and housing entitlement under Clarion's residents' offer as everyone else. • Clarion recognises that the replacement homes offered will have to meet the specific requirements of homeowners with disability or impairments (or members of their households with disability or impairments) and this has been accounted for in the design of the new homes at Ravensbury. All of the homes in the first phase of development will be replacement homes for existing residents. • All of the of the new homes are designed to the Lifetime Homes Standard with wide doors and circulation spaces. In the houses the ground floor WC is designed so that it can be adapted to include an accessible shower. • All homes will have level access either at ground level or at entry level, with lift access where it is above the ground floor. • 16% of the homes in the new Ravensbury development will be fully wheelchair adaptable, a far greater proportion than currently. • There will be 9 fully wheelchair accessible homes across phases 2 and 3 and a further 8 in phase 4 at Ravensbury. A total of 17 fully wheelchair accessible homes. There will be 102 new homes in total. • Clarion have already built the first phase homes, all of the houses and ground floor flats have level access, are adaptable and built to the lifetime homes standard. Houses have access level cloakrooms that are sized so that they can, if necessary, be converted into an accessible ground floor wetroom. • Clarion recognise that moving home may be particularly challenging for residents with impairments, or where household members have an impairment, and we will work with individuals and their families to support them through the moving process. This will include commissioning occupation therapy reports to ensure that accessibility needs are properly considered and provided for, a packing and unpacking service and a handyman service when residents move into their new homes.

APPENDIX 1: Impacts + Mitigation

IMPACT ANALYSIS			MITIGATION
PROTECTED CHARACTERISTICS	COMMENTARY		
	POTENTIAL POSITIVE IMPACTS	POTENTIAL NEGATIVE IMPACTS	
Disability	Cont.	Cont.	<ul style="list-style-type: none"> • Where a resident suffers sensory impairment and nervous system conditions and may be particularly adversely affected by construction machinery noise during construction, Clarion will work with the residents to find the best available solution to minimise the impact on them whether this is moving to a new home away from subsequent construction work or a temporary move away until work is complete. • Regeneration construction is phased and any constructor will work within pre-agreed set hours and will be expected to mitigate any negative impacts of their activities. This is expected to include minimising disruptive noise, dust and vehicle movements as far as is possible. • Clarion is aware that there may be residents with mental ill health or capacity issues. Clarion will continue to work with the resident, any family members or professional support services to understand the specific support that an individual may require. This will include consideration of how best to communicate with the individual to ensure they understand what is happening when. • Ensure that tenants only move once into their new homes. One resident who uses a wheelchair lives in phase 1 and will move temporarily to a home that has been adapted to meet her needs. She has moved already and Clarion supported her through the move.

APPENDIX 1: Impacts + Mitigation

IMPACT ANALYSIS		MITIGATION	
PROTECTED CHARACTERISTICS	COMMENTARY		
	POTENTIAL POSITIVE IMPACTS		POTENTIAL NEGATIVE IMPACTS
Age	<ul style="list-style-type: none"> Providing the right type of housing for different households of all age groups including older residents and families with young children. Shared outdoor leisure space for all ages and play spaces specifically for younger and older children have been designed into the new Ravensbury. Any necessary accessibility adaptations such as grab rails or accessible electrical outlets can be fitted in the replacement home from the outset. All new homes will have private outdoor space; a garden, terrace or balcony this may be of particular benefit to older residents and families with children who may not have outdoor space now. Good access and views will be provided to green and ecologically valuable spaces, which will help to improve and support health and well-being of occupants, in particular of elderly house bound occupants. A decanting matrix tool was used to help place residents within the proposed development based on their needs. The tool captured the needs of residents such as preference for a ground floor flat, or wet room, which enabled placing of residents. Walking routes will account for the needs of the whole community, for example those with vision impairment and those with mental disabilities (including dementia). 	<ul style="list-style-type: none"> Clarion recognises that older residents or households that have older members may find moving to a new home more challenging. Residents with younger children in the household may also need additional help and support. Older people are more settled and require support when moving. Disturbance particularly if on their own, frail and vulnerable. Age related ill health or frailty may make the prospect of moving more difficult for older homeowners. Older homeowners may not raise mortgage on new properties/ Older residents may find it difficult to access funding or credit. Age related ill health or frailty may make the prospect of moving more difficult for older homeowners. There is the potential for both older and vulnerable residents to be worried about change and the impact on them. There is also the potential for older residents not to participate or to refuse to or worry about giving candid feedback. Families with children of pre-school and school age could be disrupted if they have to move temporarily potential increased journey times to school or childcare. 	<ul style="list-style-type: none"> Homeowners of any age will have the same compensation and housing options as everyone else. Support for older residents and those residents with younger children in the household will include commissioning occupation therapy reports to ensure that accessibility needs are properly considered and provided for, providing a packing and unpacking service and a handyman service when residents move into their new homes. If families with young children need to move temporarily until their new home is ready Clarion will arrange for moves to be within a reasonable distance of school and childcare to minimise disruption to these families. Older residents may find it difficult to access funding or credit. Clarion's Residents' Offer mitigates the need to access additional credit for homeowners as they are able to transfer the equity in their existing home into a new replacement home at no additional cost. New homes are Lifetime Homes. Homeowners are less likely to have to move as their needs change due to age, increasing frailty or age related impairment. Ensure that tenants, particularly those who are older, only move once into their new homes. Ravensbury phase 2 will include a block of one and two bedroom homes designed specifically for residents aged 55 and over. This block will include the new community centre as part of its ground floor footprint. These homes are popular and all of the available homes have been allocated to existing residents aged 55 and over.

APPENDIX 1: Impacts + Mitigation

IMPACT ANALYSIS		MITIGATION	
PROTECTED CHARACTERISTICS	COMMENTARY		
	POTENTIAL POSITIVE IMPACTS		POTENTIAL NEGATIVE IMPACTS
Sexual Orientation		Homeowners of any sexual orientation will have the same compensation and housing options as everyone else.	
Religion and belief		<ul style="list-style-type: none"> Homeowners of any religion and belief will have the same compensation and housing options and everyone else. No aspects that prevent residents from practicing their religion/faith The rehousing team will ask people about their use of places of worship to see the extent to which disruption to their lives can be minimised. All facilities will be available to people of all cultures and faiths 	
Pregnancy and Maternity	<ul style="list-style-type: none"> Clarion will rehouse tenants in suitable sized accommodation to reduce overcrowding where possible. This includes rehousing some 'hidden households' and non-dependant adult children separately to alleviate overcrowding. New development designed to accommodate pushchairs and play facilities. All new homes will have private outdoor space. 	<ul style="list-style-type: none"> Disruption during construction period may negatively impact on pregnant mothers or families with new born children e.g. noise, dust, access issues. Disruption during decanting/moving home. Allocated home may no longer be suitable for needs - double decanting. 	
Marriage and Civil Partnership		<ul style="list-style-type: none"> Homeowners who are married or in a civil partnership will be affected in exactly the same way and will have the same compensation and housing options as everyone else. 	

APPENDIX 2: Data Sources

SECTION	PAGE REF.	SOURCE
9 Equalities Data	28	<ul style="list-style-type: none">• Clarion Equalities Analysis (2015)• Clarion Estate Profiling (2021)• LSOA Data for Index of Multiple Deprivation (2021)• GLA Data (2020)• ONS Census Data (2011) and 2018 update



Jam Consult Ltd
23 Harelaw Avenue
Glasgow
G44 3HZ

0141 562 1004
07812 129 810
jane@jamconsult.com
www.jamconsult.com

