



# Equality and Diversity Impact Assessment for the Local Plan



July 2021

# Equality and Diversity Impact Assessment (EDIA) summary

## 1. Introduction

- 1.1 Merton will experience notable change, with predicted population growth, increase demand for affordable housing, employment and several issues highlighted following Coronavirus pandemic (COVID-19) and growing health and income inequalities. The Council's aim is to create the conditions for growth, to provide the affordable homes, jobs, infrastructure, education and training opportunities, tackle climate change and provide facilities needed to support growth, while ensuring that growth delivers opportunities and benefits for all our residents and businesses. The Local Plan hereby referred to as the 'Plan' has been prepared in the context of the social, economic and environmental changes we face as a borough.
- 1.2 The Plan has been assessed at each stage against the Protected Characteristics and amendments have been made accordingly to the Plan, in conformity with national and regional planning policies and comments received during public consultations. The Plan looks to ensure development in the borough is sustainable development which meets the needs of the present without compromising the ability of future generations to meet their own needs.

### **What is the new Local Plan?**

- 1.3 Planning is vital in promoting equality and inclusion and in reducing poverty, inequality and exclusion. Merton has many assets, including superb transport links, beautiful open green spaces, heritage buildings, and a lively business sector. The new Local Plan will provide a sound basis for planning decisions. We know how important good planning decisions are for Merton residents, as they impact on the appearance of the local environment and how people use it. At the same time, it is in the interest of all who live and work in Merton to attract new talent and new business to enhance the borough's resilience to external change, sustain a buoyant long-term economy and ensure a quality-built environment for generations to come.
- 1.4 The new Local Plan is designed to help guide how the borough develops over time and create a vision that enables the council to successfully and responsibly manage growth, while always ensuring the best interests of the borough, its residents and businesses. Merton is rich in assets and the opportunities they inevitably create. It is a place ripe for sustained economic success, and the Local Plan will mean that for years to come there will be a sound and consistent approach to ensuring a bright future for the borough and all who live and work here. Once adopted, Merton's Local Plan will replace the Sites and Policies Plan and Policies Map (2014) and the Core Planning Strategy (2011). It will then be the Development Plan for the borough. Any planning application will be assessed against policies in Development Plan.

Figure 1: Merton Development Plan



- 1.5 The new Local Plan has incorporated approaches which will have a positive benefit on all, not just the 9 Protected Characteristics. For example:
- Health Streets Approach
  - Active Design
  - 20 Minutes Neighbourhood
  - Dementia design

- Active aging approaches

1.6 The above approaches are recognised by government, health professionals and developers as providing sustainable benefits as well as, positive benefits for all, improving health and wellbeing, improving inclusion and better access to essential services and transport.

## 2. What is an Equality and Diversity Impact Assessment (EDIA)?

2.1 An EDIA sometimes known as an Equalities Impact Assessment, is an essential tool that helps local authorities to ensure policies and the way they are carried out (once adopted) do what they are intended to do and for everybody. EDIA's helps local authorities to meet the requirements of the equality duties and identify active steps they can take to promote equality.

2.2 Carrying out an EDIA involves systematically assessing the likely (or actual) effects of policies on the population in regards of the Protected Characteristics and where authorities choose, wider equality areas. This importantly includes looking for opportunities to promote equality that have previously been missed or could be better used, as well as negative or adverse impacts that can be removed or mitigated. Furthermore, if any negative or adverse impacts amount to unlawful discrimination, are immediately removed.

Figure 2: EDIA decision making criteria

Equality objectives	Decision making criteria.
<p>Equality and inclusion</p> <p>To make Merton a fair and inclusive borough where every person can take part, reducing inequality and addressing the diverse needs to the population.</p>	<p>Reduce poverty and social exclusion Promote a culture of equality, fairness and respect for people and the environment.</p> <p>Promote an inclusive design approach ensuring a barrier free environment for all, especially disabled people.</p> <p>Provide opportunities for residents to actively take part in borough life, decision making and communities.</p> <p>Provide opportunities for all from every background.</p>
<p>Health and health inequalities</p>	<p>Reduce differentials in life expectancy and healthy life expectancy in Merton.</p>

<p>To improve the mental and physical health and wellbeing of residents and to reduce health inequalities across Merton.</p>	<p>Reduce inequalities in physical and mental health and wellbeing.</p>
<p>Crime, safety and security</p> <p>To contribute to safety and security and the perceptions of crime</p>	<p>Create a travel environment that feels safe to all users during the daytime and night-time.</p>
<p>Housing supply, quality, choice and affordability</p> <p>To provide a quantum, type, quality and tenure of housing (including specialist and affordable provision) to better meet demographic change and household demand.</p>	<p>Help to facilitate the delivery of house building that meets the local needs.</p> <p>Increase the range and affordability of housing.</p> <p>Promote accessible and adaptable homes, improving choice for people who require them.</p> <p>Provide housing that encourages a sense of community and enhances the amenity value of the community.</p>
<p>Sustainable land use</p> <p>Make the best and most efficient use of land to support sustainable patterns and forms of development.</p>	<p>Ensure that high densities development does not adversely impact on diverse groups of people.</p> <p>Promote regeneration and provide benefits for existing communities.</p>
<p>Design</p> <p>To create attractive, mixed-use neighbourhoods, ensuring new buildings and spaces are appropriately designed that promote and enhance existing a sense of place and distinctiveness reducing the need to travel by motorised transport.</p>	<p>Help to make people feel positive about the area they live in and promote social integration.</p> <p>Improve legibility and ease of use of the build environment for people with sensory or cognitive impairments.</p>
<p>Accessibility and connectivity</p> <p>To maximise accessibility for all in and around Merton.</p> <p>To enhance and improve connectivity for all to, from, within and around Merton and increase the proportion of journeys made by sustainable and active transport modes.</p>	<p>Improve accessibility to all public transport modes Increase equality of access to services and facilities.</p> <p>Improve links between neighbourhoods and communities.</p> <p>Reduce severance and consequent inequalities for those groups who are more greatly affected by severance (e.g. people on low incomes, disabled people,</p>

	children and young people, older people and people dependent on walking and using public transport for travel)?
Economic competitive and employment  To maintain and strengthen Merton's.	Help to provide employment opportunities in the most deprived areas, particularly to disadvantaged groups, and stimulate regeneration? Minimise barriers to employment (e.g., transport, financial, childcare)?  Enable people with physical and mental health conditions and disabilities to stay in employment?
Infrastructure  To ensure that provision of environmental, social and physical infrastructure is managed and delivered to meet population and demographic change in line with sustainable development and to support economic competitiveness.	Provide accessible infrastructure to connect new housing developments to key services?  Ensure equity of access to environmental, social and physical infrastructure?
Education and skills  To ensure the education and skills provision meets the needs for Merton's existing and future labour market and improves life chances for all.	Help to improve learning and the attainment of skills to the right employment opportunities?  Ensure provision of sufficient school places to meet growing needs and support transitions from education to work.  Support adult education to improve social mobility and life chances for all ages Support early years education and support, particular.

### 3. Equality legislation and strategies

3.1 The Equality Act 2010<sup>1</sup> brings together over 116 separate pieces of legislation into one Act, making the law easier to understand and strengthening protection; and sets out the different ways in which it is unlawful to treat someone. Before the Act came into force there were several pieces of legislation to cover discrimination (figure x, below)

Figure 3: United Kingdom legislation before Equality Act 2010.

Legislation	Overview
The Equal Pay Act 1970	The less favourable treatment of men and women in terms of pay and conditions of employment was prohibited.
The Sex Discrimination Act 1975	Men and women were protected from discrimination on the grounds of sex or marital status, with regard to employment, training, education, harassment, the provision of goods and services, and the disposal of premises.
The Race Relations Act 1976	This legislation made it illegal to discriminate against a person because of their nationality, ethnic background or colour of their skin. It applies to housing, the provision of goods and services, education, employment and job seeking.
The Disability Discrimination Act 1995	This Act made it illegal for service providers to discriminate against service users with disabilities, and for employers to discriminate against jobseekers and employees with disabilities.
Race equality duty	This came from the Macpherson Report on the murder of the black teenager, Stephen Lawrence. Following failures of the investigation into Lawrence's murder, the report revealed institutional racism in the Metropolitan Police. It

<sup>1</sup> [www.legislation.gov.uk/EqualityAct2010](http://www.legislation.gov.uk/EqualityAct2010)

Legislation	Overview
	<p>was clear that a radical rethink was needed in the approach that public sector organisations were taking towards addressing discrimination and racism.</p> <p>Prior to the race equality duty, the emphasis of equality legislation was on rectifying cases of discrimination and harassment after they occurred, not preventing them happening in the first. The race equality duty was designed to shift the onus from individuals to organisations, placing an obligation on public authorities to positively promote equality, not merely avoid discrimination.</p>
<p><b>The Employment Equality (Religion or Belief) Regulations 2003</b></p>	<p>This legislation prohibits the discrimination of employees due to their religion or beliefs, including in the context of vocational training, employment agencies and careers advice.</p>
<p><b>The Employment Equality (Sexual Orientation) Regulations 2003</b></p>	<p>The unreasonable discrimination against employees based on their sexual orientation, or perceived sexual orientation, was prohibited.</p>
<p><b>The Employment Equality (Age) Regulations 2006</b></p>	<p>This prohibited the unreasonable discrimination against employees on the basis of their age. It included a default national retirement age and enabled employees to request to work beyond the retirement age.</p>
<p><b>The Equality Act 2006, Part 2</b></p>	<p>This placed a duty on public authorities to promote equality for men and women, and outlawed discrimination based on religion, beliefs or sexual orientation with regard to the provision of goods and services.</p> <p>This Act also established the Equality and Human Rights Commission. This is a statutory, non-departmental body that is Britain's national equality body. It works with organisations to challenge discrimination, promote equality of opportunity and protect human rights.</p>



Legislation	Overview
The Equality Act (Sexual Orientation) Regulations 2007	This Act made it illegal to discriminate on the grounds of sexual orientation in the provision of goods, facilities, services, education and public functions.

Figure 4: The main principles of the Act are **equality, diversity and inclusion**.

Principle	Definition
Diversity	Diversity is about the ways in which people differ. These differences should be recognised, celebrated and treated as a natural part of society.
Equality	Equality is a natural extension of diversity and is based on the idea of fairness, whilst recognising that everyone is different.
Inclusion	Inclusion means that all people, regardless of their abilities, disabilities or health care needs, have the right to be respected and appreciated as valuable members of their communities.  Diversity refers to the traits and characteristics that make people unique, while inclusion refers to the behaviours and social norms that ensure people feel welcome

3.2 The Act introduces a '**Public Sector Equality Duty**'. It was developed to harmonise the equality duties and to extend the Equality Act across nine protected characteristics. It consists of a general equality duty, supported by specific duties which are imposed by secondary legislation, and replaces the race, disability and gender equality duties.

3.3 At the decision-making stage local authorities must assess how changes to policies and service delivery will affect different people. In 2011, the Act extended protection against discrimination to nine '*Protected Characteristics*'- which includes the following:

- Age
- Disability
- Sex/Gender
- Race
- Religion
- Sexual Orientation
- Gender Reassignment
- Marriage and Civil Partnership
- Pregnancy and Maternity

### **The London Borough of Merton Equality Community Cohesion Strategy**

3.4 Merton Council's Equality Strategy 2017-21<sup>2</sup> sets out the council's approach to valuing diversity and promoting equality. The strategy aims to deliver good quality services that meet the needs and aspirations of all the borough's residents, service users, employees and visitors. The strategy addresses the needs of people who have traditionally faced discrimination or received less favourable treatment based on their 'Protected Characteristics' (age, disability, gender reassignment, pregnancy and maternity, marriage and civil partnership, race, religion or belief, sex, sexual orientation. Additionally, it covers issues related to socio-economic disadvantage, health inequalities, child poverty, community safety and social mobility.

3.5 The aim of the Strategy is to address keys issues such as:

- bridging the gap between the levels of deprivation and prosperity in the borough particularly focusing on:
  - raising educational attainment for all children and young people and reduce attainment gaps for target groups including children with special education needs or disabilities, those who are looked after in care, specific BAME groups, specific groups of White boys and those who are excluded from school.
  - tackling rising unemployment particularly among young BAME communities and disabled residents and supporting those who are long term unemployed back into work.
  - reducing health inequalities particularly the issues affecting some BAME communities, disabled and older residents.
  - support residents who may be affected by mental illness or dementia.
  - increasing education and economic opportunity in the east of the borough

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<sup>2</sup> [www2.merton.gov.uk/equality-strategy](http://www2.merton.gov.uk/equality-strategy)

- Improving understanding of the borough's diversity and foster better understanding between communities.
- Improving understanding of 'hidden' disabilities and the challenges that disabled residents face in all aspects of their lives. We aim to work in a cross-cutting way and take a comprehensive approach to address the needs of disabled residents more effectively. supporting those who do not usually get involved in decision-making to better understand how they can get involved and get their voices heard.
- Supporting residents to access on-line access services.
- Providing services that meet the needs of a changing population.
- employing staff that reflect the borough's diversity.

### **Equality Community Cohesion Strategy objectives**

3.6 Merton Council has developed 6 equality objectives that aim to improve the life chances of Merton residents and create a more level starting point for all. The objectives are:

- 1) To ensure key plans and strategies narrow the gap between different communities in the borough.
- 2) Improve equality of access to services for disadvantaged groups.
- 3) Ensure regeneration plans increase the opportunity for all Merton's residents to fulfil their educational, health and economic potential, take part in the renewal of the borough and create a health promoting environment.
- 4) Encourage recruitment from all sections of the community, actively promote staff development, career progression opportunities, and embed equalities across the organisation.
- 5) Promoting a safe, healthy and cohesive borough where communities get on well together.
- 6) Fulfil our statutory duties and ensure protected groups are effectively engaged when we change our service.

### **Conclusion**

3.7 Following the EDIA assessment, the finding is the plan does not have an adverse impact on the 9 Protected Characteristics.

# Equality and Diversity Impact Assessment (EDIA) – main report

## 4. Impact of Coronavirus (COVID-19) pandemic

4.1 It is too early to analysis the full impact of the pandemic, but we do know a few things. The following section looks the impact of COVID on the Protected Characteristic groups. Most of the available data is regional (London based). There is no sign of a let up in the number of Londoners struggling financially in London, while the gap between those whose livelihoods stay unaffected and those who have lost income widens with increasing inequality between different population groups. The people struggling most financially have few resources left at their disposal their financial resilience is eroded, with serious financial stress for many families.

4.2 The effects of the pandemic continue to be felt on household finances, but not everyone is affected equally. Many of these impacts are translating to different aspects of life and are expected to have lasting consequences. The implications for many aspects of social policy are being considered by a range of non-governmental organisations. It is widely recognised that the planning system will play a pivotal role in the COVID recovery in terms of social, environmental and economic components.

### **Household finances**

4.3 Many inequalities in society have been brought into focus during the pandemic. Among them are the impacts by income level. Several studies have looked at the impacts on different groups of lower earners, particularly looking towards the potential longer-term effects.

4.4 An [All-party parliamentary group](#) found that young adults are the most likely to have lost their jobs, or to have seen their incomes reduced, meaning that they have struggled financially. This in turn has increased issues around mental health and may have long lasting impacts for this cohort's future prospects. At the same time, the [Institute for Fiscal Studies](#) (IFS) finds that older workers will also face significant challenges finding suitable jobs after the end of the furlough scheme.

4.5 Analysis by [Timewise](#) shows that part-time workers, already more likely to be on low pay, and more likely to be women, were among those most likely to be either working further reduced hours or temporarily away from work during the pandemic, and at greater risk of losing their jobs altogether.

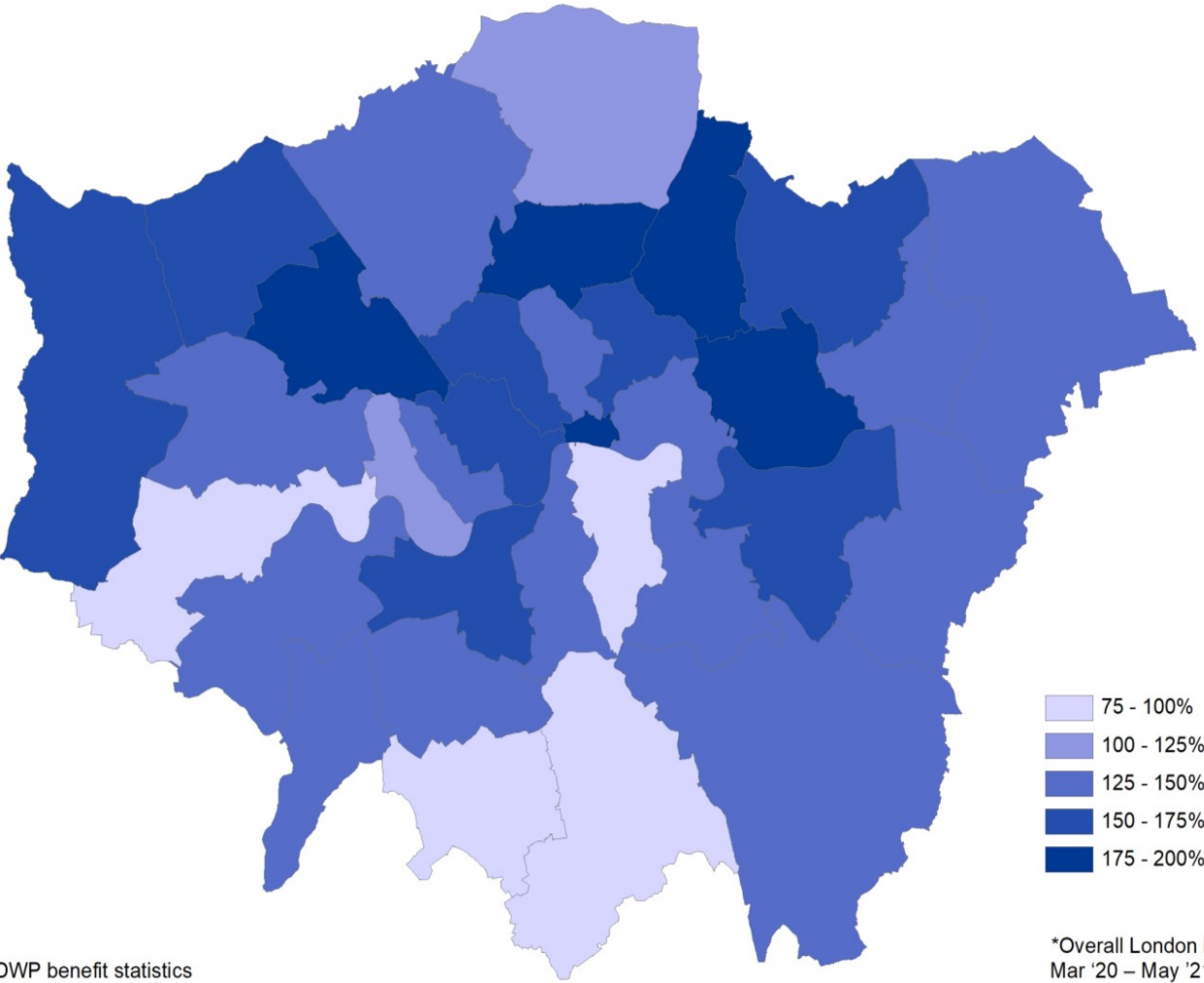
4.6 While prior to the pandemic low paid workers were doing relatively well, with a fast-rising minimum wage boosting earnings, this group has been particularly hard hit in terms of furlough and job losses while future prospects, according to the [Resolution Foundation](#), might include worsening job quality.

- 4.7 A study from the [New Economics Foundation](#) found that due to a combination of effects in the decade before the pandemic and the reduction in income resulting from the pandemic itself, more than a third of London families will be living below a socially acceptable standard by the end of 2021. Children, lone parents and renters are highlighted as some of those most likely to be in this situation.

#### *Other headings*

- The number of Universal Credit (UC) claimants increased by nearly 140% between March 2020 and April 2021 across London as a whole, but the picture varies between boroughs.
- Revised figures for April 2021 show that more than half of boroughs, including Merton had slightly reduced numbers of UC claimants compared to the previous month, but almost all boroughs have seen that reversed in the provisional figures for May 2021.
- February 2021, more than a million benefit units were claiming help from the welfare system towards their housing payments.
- The number of London claims to which the benefit cap was applied rose by almost 10,000 between November 2020 and February 2021 to 66,500.
- Benefit cap in London in February 2021, up from one in four before the pandemic - Londoners with capped payments are most likely to be lone parent families (30,000), although the increase has been greatest among single claimants with no children (25,000), who also have, a lower payment threshold
- BAME Londoners, renters and those not living with a partner are more likely to find their current financial position quite or very difficult
- Just over a quarter (26%) of Londoners have said that they are living comfortable in regard to their current financial position, a decrease from 30% in April 2020, at the beginning of the pandemic.
- In March 2021, renters were more likely to predict potential difficulty in paying usual bills/expenses in the next 3 months than homeowners - Twenty per cent of Black and ethnic minority Londoners reported that there would be at least a moderate chance of difficulty compared to ten per cent of white Londoners.
- In March 2021, if workers had to go to their place of work, it was Black and ethnic minority workers and workers not born in the UK who were more likely to use public transport – Black and ethnic minority workers (30%) are more likely to have used public transport than White workers (20%) if they had to travel to their place of work.

Percentage increase in number of people claiming Universal Credit March 2020 - May 2021



Source: DWP benefit statistics

\*Overall London increase  
Mar '20 – May '21 137.5%

- 4.8 **Disability:** Although evidence on disabled people is limited by a lack of data, analyses using death registry data linked to 2011 Census data show stark inequalities in COVID-19 related mortality for people who report experiencing limiting longstanding illness. For example, the rate for women who are limited a lot by a longstanding illness is just over three times as high as that for women who are not limited, once age differences are considered, according to [Rapid Evidence Review: Inequalities in relation to COVID-19 and their effects on London](#) (Commissioned by the Greater London Authority). The report also found that *'The increased risk for disabled people results in part from their poorer living circumstances and socioeconomic position, associated co-morbidities and vulnerability to ill-health, and increased risks from living in residential facilities. Disabled people are also much more likely to have difficulty accessing crucial services and public health information and are more likely to feel lonely and have poor mental health and wellbeing outcomes.*
- 4.9 **Race and religion:** The same review found that there are stark ethnic inequalities in the impact of the coronavirus pandemic. Even after considering differences in age, geographical factors, socioeconomic conditions, and health, the risk of COVID-19-related mortality compared with White men.
- Women was 1.9 times greater for Black men and women,
  - 1.8 times greater for Bangladeshi and Pakistani men,
  - 1.6 times greater for Bangladeshi and Pakistani women,
  - 1.3 times greater for Indian men,
  - 1.3 times greater for men in the 'Other' ethnic minority group
- 4.10 Furthermore, substantial inequalities in risk of mortality according to religion, with Jewish people and Muslim people at particularly high risk. Ethnic minority people are also more likely to be employed in sectors that increase their risk of exposure to COVID-19 infection. Ethnic minority people are more likely to have the underlying health conditions which are linked to increased risk of COVID-19 infection and mortality. This in themselves are patterned by the social and economic inequalities this group face.
- 4.11 **Gender:** The risk of COVID-19 related mortality is substantially higher for men when compared to women. In contrast, women have experienced disproportionate economic, social and psychological impacts because of the pandemic. The Rapid Evidence Review found that mothers were 47% more likely than fathers to have lost their jobs or resigned from their jobs and 14% more likely to have been furloughed. During the pandemic, women have taken on more childcare responsibilities when working from home, yet more than half of those who needed childcare reported not having sufficient provision in place and that the lack of childcare was a substantial contributor to loss of a job and being furloughed, all of which will have long-term economic consequences. Lockdown has also substantially increased risk of domestic violence and abuse and worsening of pre-existing domestic violence and abuse. Women experienced a greater impact on their mental health and negative impacts on reproductive healthcare. It should be noted that these findings reflect longstanding known gender inequalities, often enacted through sexist discrimination shaped by unequal social structures that are underpinned by longstanding process of patriarchy and misogyny.

- 4.12 **Sexual orientation and gender identity:** There are no data on COVID-19 infections and mortality rates by sexual orientation, gender identity, or gender expression. However, there is evidence of widespread impacts of the coronavirus pandemic on the LGBTQ+ community, particularly in terms of discrimination, loneliness and mental health- 79%) LGBTQ+ people said that their mental health had been negatively impacted by the coronavirus lockdown, while many young LGBTQ+ people report feeling unsafe during lockdown in their current housing conditions.
- 4.13 **Age:** Older people are considerably more vulnerable to COVID-19 related mortality. Only 8% of COVID19 related deaths occurred among people aged under 65, and, for example, those aged 85 to 89 had a more than eight times higher risk of COVID-19 related mortality, compared with those aged 65 to 69. Older people are also at high risk of social isolation, loneliness and poor mental health. In comparison, young people are likely to suffer the most from the economic impact of COVID-19, with an increased risk of long-term unemployment. However, young people with other protected characteristics are particularly vulnerable, with, for example, the impact of school closures likely to be more severe for children in lower socioeconomic positions, employment risks likely to be greater for ethnic minority young people, and risk of loneliness, living in a hostile environment and experiencing poor mental health being a high risk for LGBTQ+ young people.

## 5. Merton profile

- 5.1 According to GLA (Greater London Authority) population projections, Merton's population is projected to increase to 222,717 by 2025 and 232,473 by 2030. The age profile is also predicted to shift with a notable growth in the proportion of the population that are under the age of 16 and those over 50 years old. The number of households is projected to rise to 99,000 by 2021, an average annual household growth of 2.2%, with much of the increase expected to be in single person households.



Figure 5: Population projections (Housing-Led)



Date: 2020 Source: GLA

### *Deprivation*

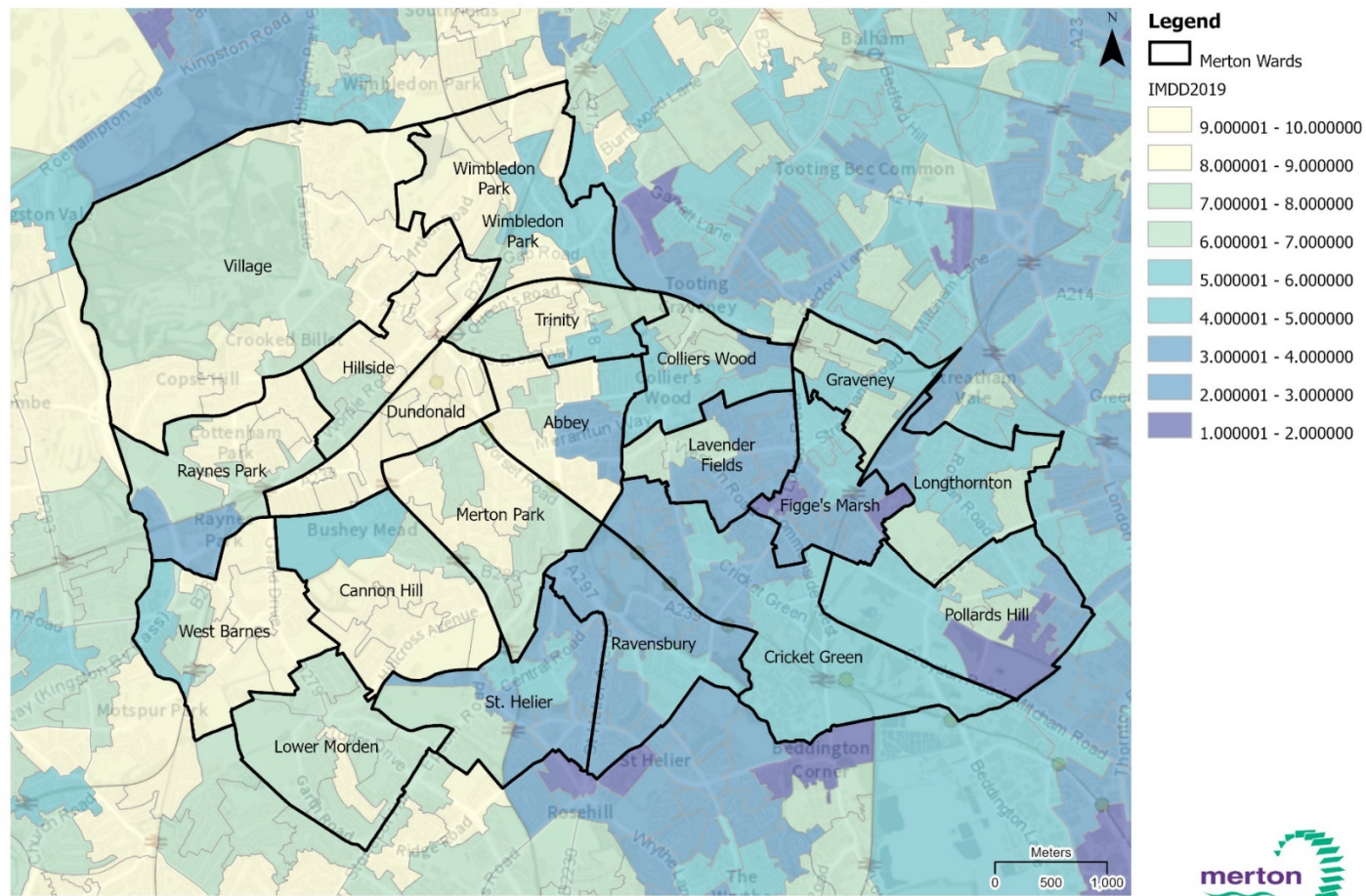
- 5.2 The Index of Multiple Deprivation (IMD) 2019 is the official measure of relative deprivation for small areas (or neighbourhoods) in England. The IMD ranks every small area (Lower Super Output Area) in England from 1 (most deprived) to 32,844 (least deprived). For larger areas we can look at the proportion of LSOAs (Local Super Output Areas) within the area that lie within each decile. Decile 1 is the most deprived 10% of LSOAs in England while decile 10 shows the least deprived 10% of LSOAs.
- 5.3 Merton ranks as 'very low' in terms of overall social deprivation compared to other London boroughs and nationally in the UK. It is the sixth least deprived of the 33 London boroughs and ranks 114th out of 326 authorities (where 1 is the most deprived) in England. This overall lack of deprivation does, however, hide inequalities and extremes in the borough between deprived wards in the east of the borough that are some of the top 15% most income-deprived in the country, and the more affluent wards in the west that are amongst the top 5% most affluent. Three wards are more deprived than the average for London: Cricket Green, Figges Marsh and Pollards Hill

Figure 6: Indices of Multiple Deprivation comparison (out of London boroughs)

The Indices of Multiple Deprivation (IMD) 2015	The Indices of Multiple Deprivation (IMD) 2019
7th (out of 33 London boroughs)	6th (out of 33 London boroughs)

Source: IMD 2015

Figure 7: Indices of Multiple Deprivation in Merton



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## 6. The 9 Protected Characteristics<sup>3</sup>

The following sections take a closer look at the 9 Protected Characteristic population in Merton.

### Age

- 6.1 Significant social inequalities exist within the Merton; the east of the borough has a younger, poorer and more ethnically mixed population. While the west of the borough a higher of the population is white, older and has a higher income when compared to the east of the borough. As a result, the population in the east of the borough has poorer health outcomes and a shorter life expectancy.
- 6.2 The east of the borough is a younger population of 0-29-year-olds and has a more diverse community when compared to west of the borough, which is has a larger population of people aged 35 and over and a large white population.

Figure 8: Population projection for all persons by 5-year age group



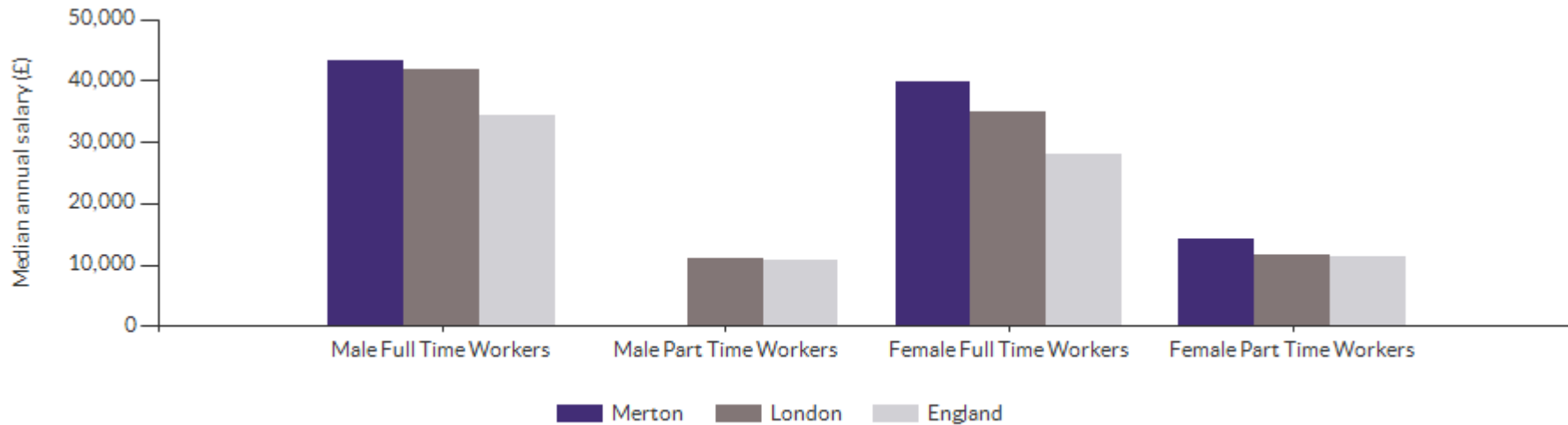
Date: 2020 Source: GLA

<sup>3</sup> Protected characteristics are the nine groups protected under the [Equality Act 2010](#).

*Working age*

- 6.3 Merton has the third highest economic activity rate for persons aged 16-64 of all the London boroughs (86%). The employment rate for the borough as of September 2020 is 80.7%, higher than the London average of 75.2%. Unemployment in the borough is 6.2% in September 2020, above the London average of 5%. The median gross annual pay for residents in Merton as of 2020 is £32,197, slightly below the London average of £32,533.
- 6.4 The percentage of persons in full time employment in Merton is 16.1%, lower than the London average of 20%. Merton also has a higher proportion of residents who are self-employed (13%) compared to the London average of 12.6% in September 2020. The occupation type of Merton residents is shown below. The greatest proportion is 27.6% professional occupations and 20.3% associate professional and tech occupations.

Figure 9: Median annual resident salaries for 2020



Date: 2020 Source: ONSASHE

Figure 9: Median annual resident salaries for 2020

	Merton	London
Median - Annual pay - Female Full Time Workers (£)	39,816	34,981
Median - Annual pay - Female Part Time Workers (£)	14,254	11,665
Median - Annual pay - Female Total (£)	28,046	27,501
Median - Annual pay - Male Full Time Workers (£)	43,168	41,856
Median - Annual pay - Male Part Time Workers (£)	N/A	11,177
Median - Annual pay - Male Total (£)	37,125	37,900
Median - Annual pay - Full Time Workers (£)	42,049	38,592
Median - Annual pay - All Workers (£)	32,197	32,533

Figure 10: Children in low-income families

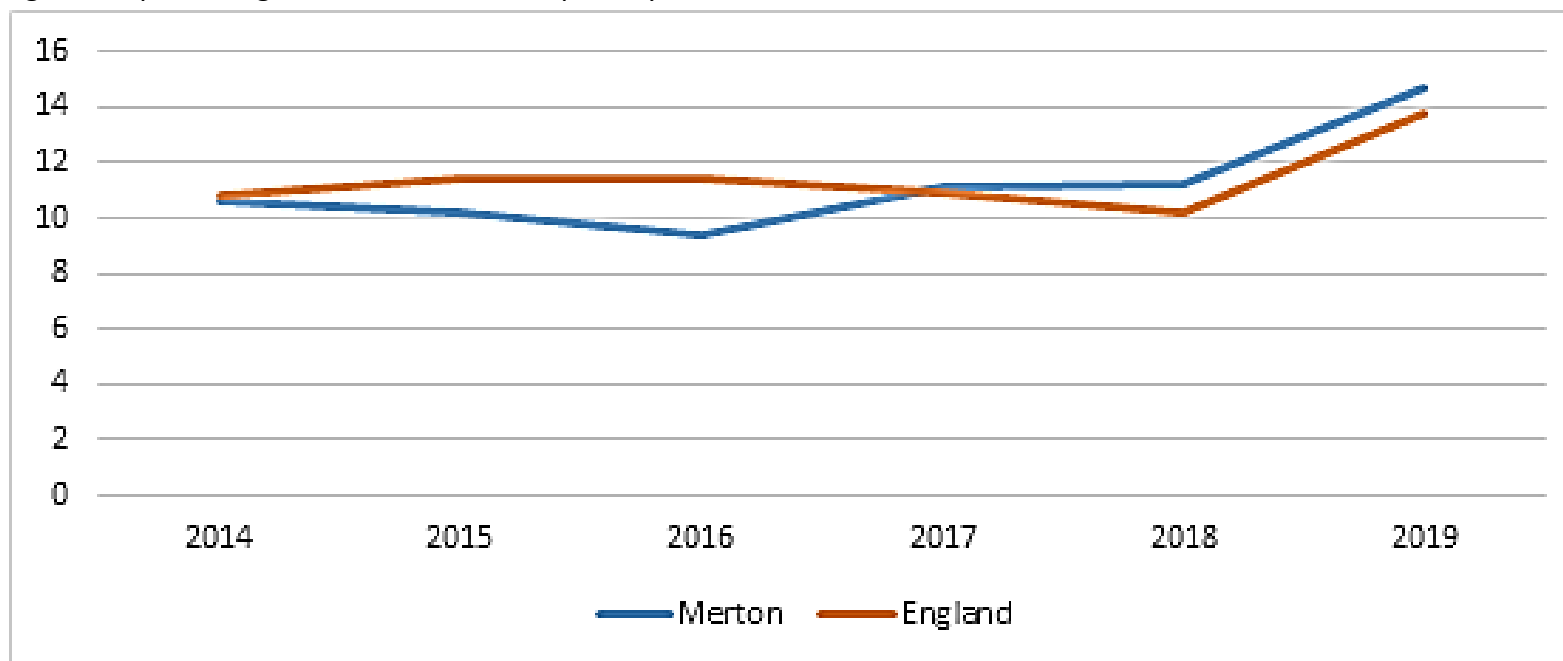


Date: 2018-2019 Source: DWP/ONS

## Fuel Poverty and excess winter mortality

6.5 Low income combined with high energy costs is linked to homes that are not heated sufficiently. A household is *fuel poor* if the fuel costs of the household are above average (the national median level) and, were they to spend that amount, the residual income would drop below the poverty line. Fuel poverty is more prevalent in inner London boroughs and lessens in outer London. 14.7% of households in Merton were in Fuel Poverty as of 2019, similar to both London and England (table 6.5). However, this has increased since 2015 from 10.2%, and similar trends have been seen nationally<sup>4</sup>.

Figure 11: percentage of household in fuel poverty<sup>5</sup>

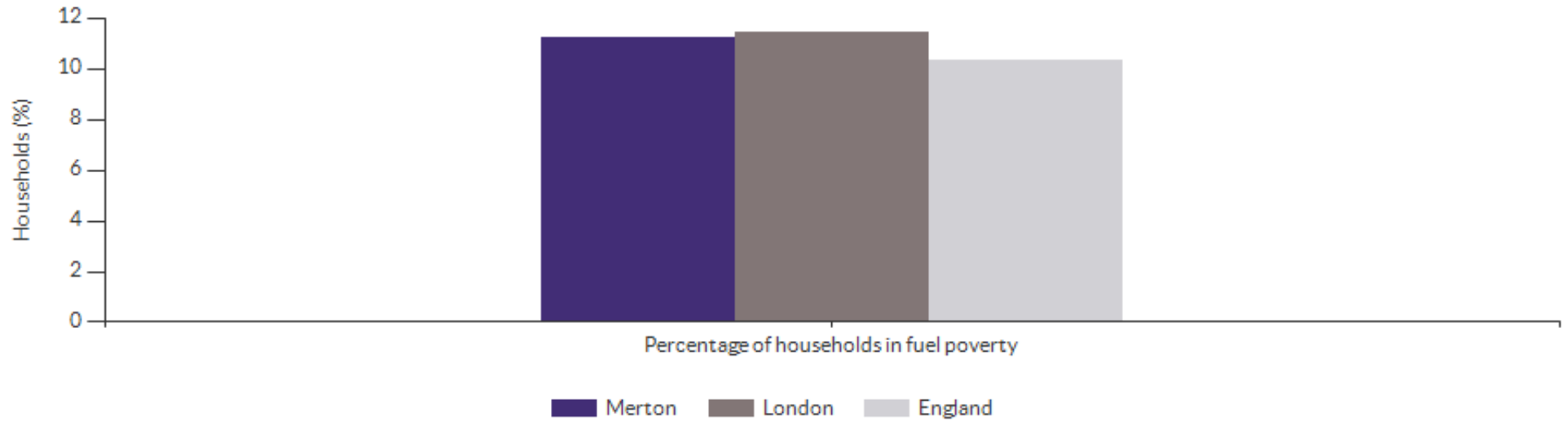


<sup>4</sup> [https://lginform.local.gov.uk/reports/lgastandard?mod-area=E09000024&mod-group=AllRegions\\_England&mod-metric=2131&mod-type=namedComparisonGroup](https://lginform.local.gov.uk/reports/lgastandard?mod-area=E09000024&mod-group=AllRegions_England&mod-metric=2131&mod-type=namedComparisonGroup)

<sup>5</sup> [https://lginform.local.gov.uk/reports/lgastandard?mod-metric=2131&mod-area=E09000024&mod-group=AllBoroughInRegion\\_London&mod-type=namedComparisonGroup](https://lginform.local.gov.uk/reports/lgastandard?mod-metric=2131&mod-area=E09000024&mod-group=AllBoroughInRegion_London&mod-type=namedComparisonGroup)

6.6 Fuel poverty is often a greater concern for elderly populations. Merton has a high level of people aged over 65 receiving winter fuel payments (95.3%) and low levels of older people living in deprivation (16.1%). Levels of deprivation for older people are considerably lower in Merton compared to the London average<sup>6</sup>

Figure 12: household in fuel poverty

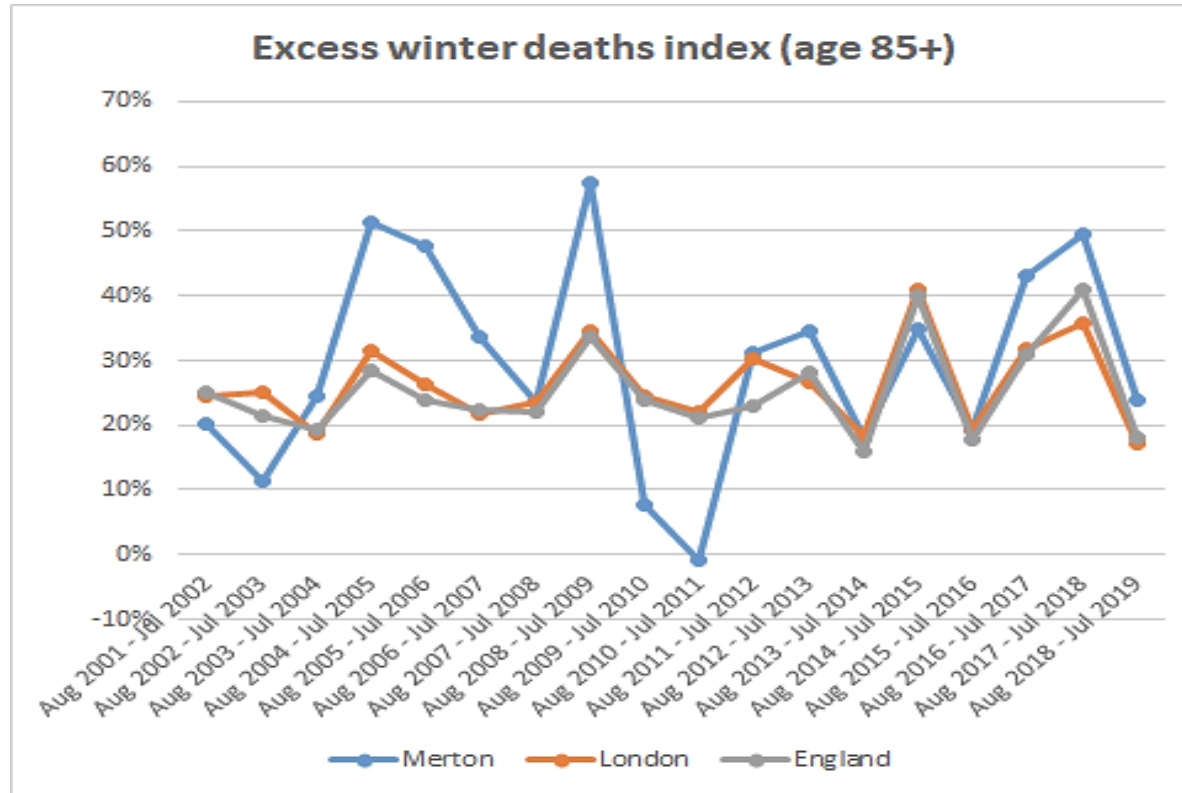


Date: 2018 Source: BEIS

<sup>6</sup> [https://lqinform.local.gov.uk/reports/lqastandard?mod-metric=381&mod-area=E09000024&mod-group=AllBoroughInRegion\\_London&mod-type=namedComparisonGroup](https://lqinform.local.gov.uk/reports/lqastandard?mod-metric=381&mod-area=E09000024&mod-group=AllBoroughInRegion_London&mod-type=namedComparisonGroup)

6.7 During the 2017/18 there were 49.4% excess winter deaths\* in the borough. This is substantially higher than the London (35.8%) and national (41.1%) levels for the same period.

Figure 13<sup>3</sup>: Excess Winter Deaths Index (EWD Index)



\*Excess winter deaths are calculated as winter deaths minus the average non-winter deaths

\*\*EWD is the excess winter deaths measured as the ratio of extra deaths from all causes that occur in all those aged 85 and over in the winter months compared with the expected number of deaths, based on the average of the number of non-winter deaths in those aged 85 and over<sup>7</sup>.

<sup>7</sup> <https://www.ons.gov.uk/peoplepopulationandcommunity/birthsdeathsandmarriages/deaths/methodologies/mortalitystatisticsinenglandandwalesqmi>



## Disability

- 6.8 There are around 13.3 million disabled people in the UK (United Kingdom) (almost one in five of the population)<sup>8</sup>. Only 17% of disabled people were born with their disabilities. The majority of disabled people get their disability later in life.<sup>9</sup> Around 7% of children are disabled, compared to 18% of working age adults and 44% of adults over State Pension age.<sup>1</sup> There are two million people with sight problems in the UK. That is around one person in 30. It is predicted that by 2020 the number of people with sight loss will rise to over 2,250,000.<sup>10</sup> There are approximately 10 million people (1 in 6) in this country with a hearing loss, of those 6.5 million are aged 60 and over. It is estimated that around 2 million people use hearing aids in the UK.<sup>11</sup>
- 6.9 It is estimated in Merton that, 10.8% of Merton residents were diagnosed with a long-term illness, disability or medical condition in 2014/15. This is lower than London figure (12.6%) and England figure (14.1%)<sup>12</sup>. In 2015, 13.5% of Merton 16 – 64-year-olds were recorded as Equalities Act core disabled or work limiting disabled, which is lower than England (19.2%) but more similar to London (16.1%) and comparators.<sup>13</sup>
- **Physical disability:** People aged 18 - 64 estimated to have a moderate physical disability is 10,120 this figure is predicted to increase to 10,960 people by 2025, an 8% increase.
  - People aged 18- 64 estimated to have a serious physical disability is 2,870 and is predicted to increase to 3,181 people by 2025 an increase of 10% increase.
  - **Visual impairment:** People aged between 18- 64 estimated to have serious visual impairment is 90 this figure is predicted to increase to 95 people by 2025 an increase of 5%
    - People aged 65 and over estimated to have moderate or severe visual impairment is 2,290 and predicted to increase to 2,648 people by 2025 an increase of 14%.
  - **Hearing loss:** people aged between 18 -64 estimated to have some hearing loss is 11,540 this is predicted to increase 12,970 people, an increase of 11% by 2025.
    - People 18 - 64 estimated to have severe hearing loss is 761 and is predicted to increase to 837 people a 9% increase by 2025.
    - People aged 65 and over estimated to have severe hearing loss is 2,073 and is predicted to increase to 2,372 by 2025, an 13% increase.

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<sup>8</sup> [Family Resources Survey 2015/2016](#)

<sup>9</sup> [The Papworth Trust, 2016](#)

<sup>10</sup> [RNIB](#)

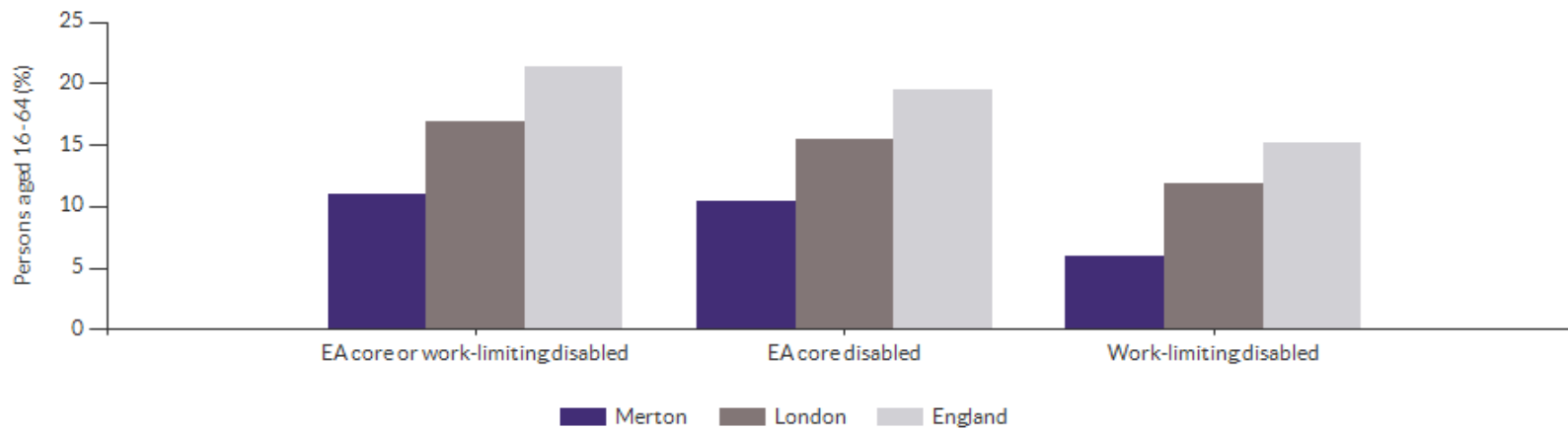
<sup>11</sup> [Hearing Link, 2011](#)

<sup>12</sup> Long term Conditions and Complex Needs Profile, PHE 2017

<sup>13</sup> Annual Population Survey 2015

- **Learning disability:** People aged 18 -64 estimated to have a learning disability 3, 390, it is predicted to increase to 3,550 people by 2025 and of just under 5%
  - People aged 65 and over estimated to have a learning disability is 545, it is predicted that this figure will increase by 12% (621 people) by 2025.

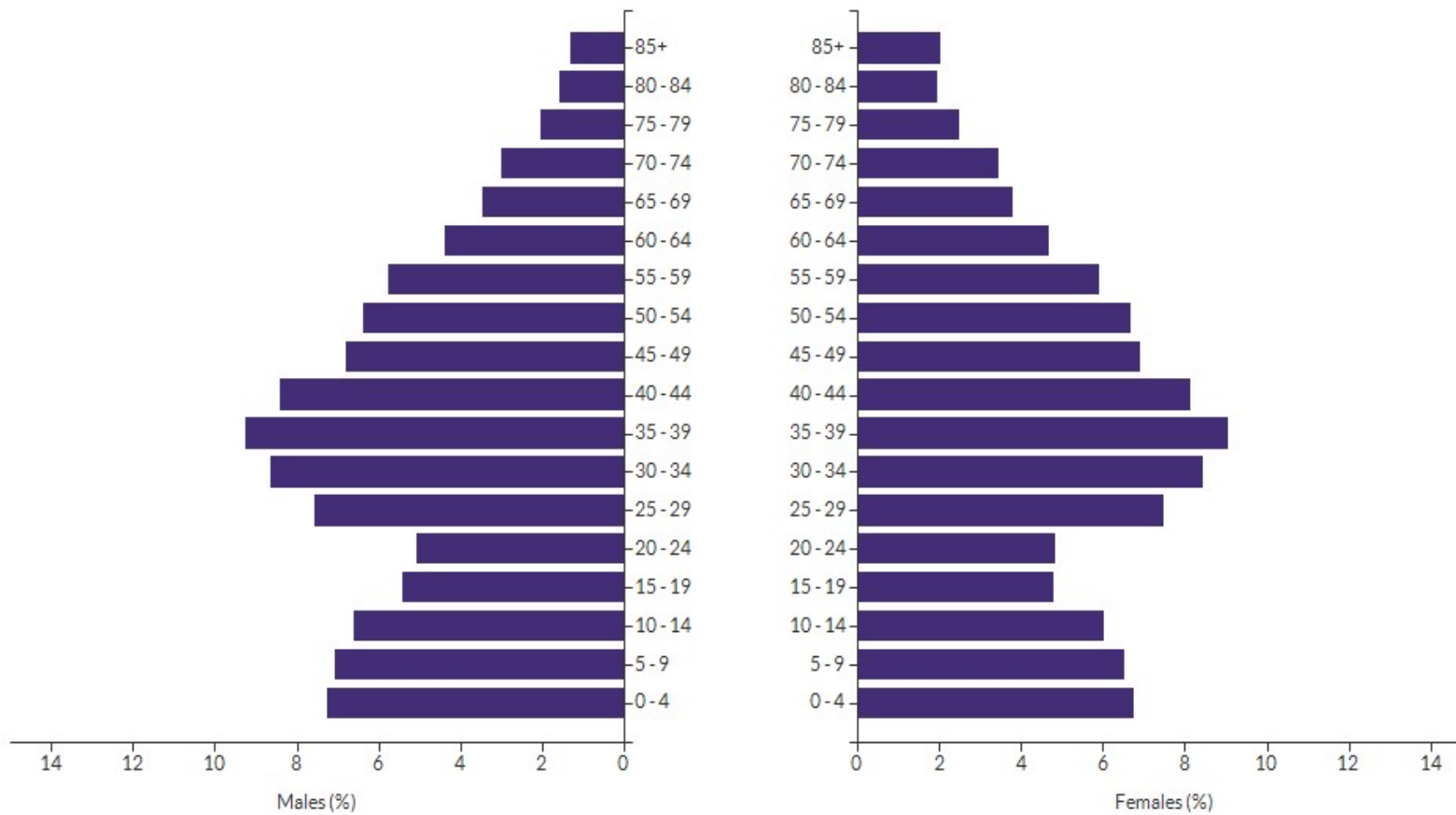
Figure 14: Disability and work



Date: 2020-12 Source: ONSAPS

## Sex/Gender

Figure 15: Population projection for males and females



Date: 2020 Source: GLA

Date: 2020 Source: GLA

**Race (Nationality and languages)**

6.10 Merton has a diverse mix of ethnic groups, culture, and languages. GLA data in 2020 puts Merton’s Black, Asian and Minority Ethnic (BAME) population as 78,390, meaning BAME groups make up just under 37% of the population. The Census 2011 figures found:

- 48.4% of the population are white British, compared to 64% in 2001.
- 35% of Merton’s population is from a Black, Asian and minority ethnic groups (this includes non-white British).

6.11 The finding of the 2011 when compared to 2001 Census found:

- -10% decrease in the overall White population
- +6% increase in the Asian,
- +3% increase in the Black population
- +2% increase in Mixed groups

Figure 16: Projected ethnic make -up



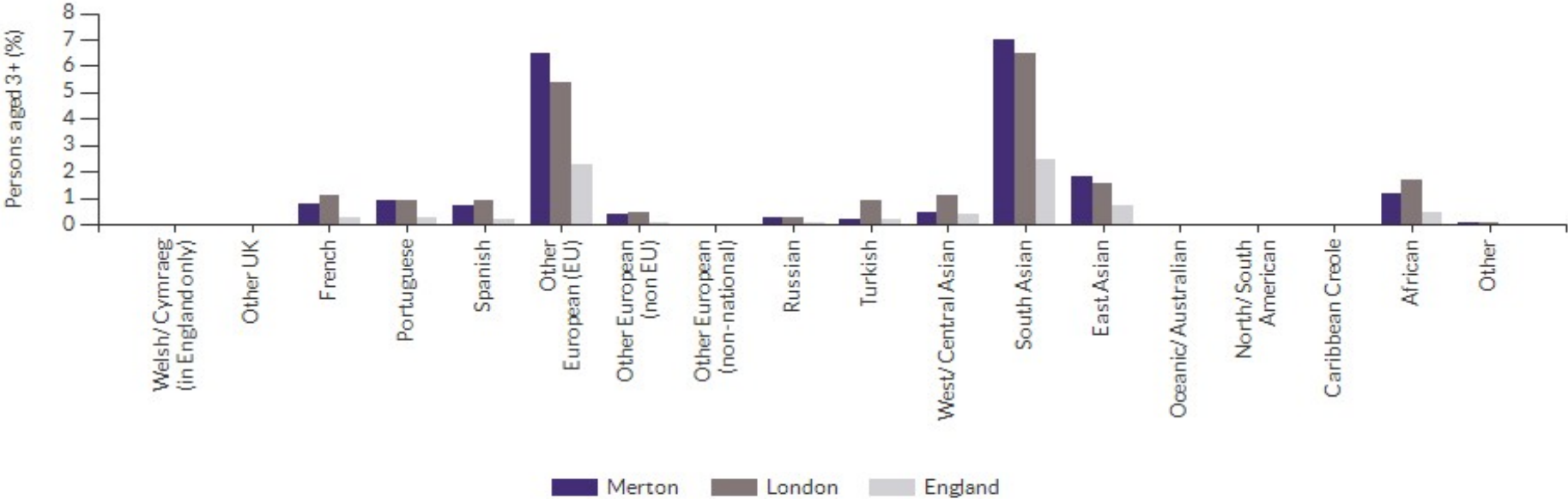
Date: 2020 Source: GLA

Figure 18: Population by nationality (excluding UK)



Date: 2019 Source: ONS

Figure 19: Main languages spoken in Merton



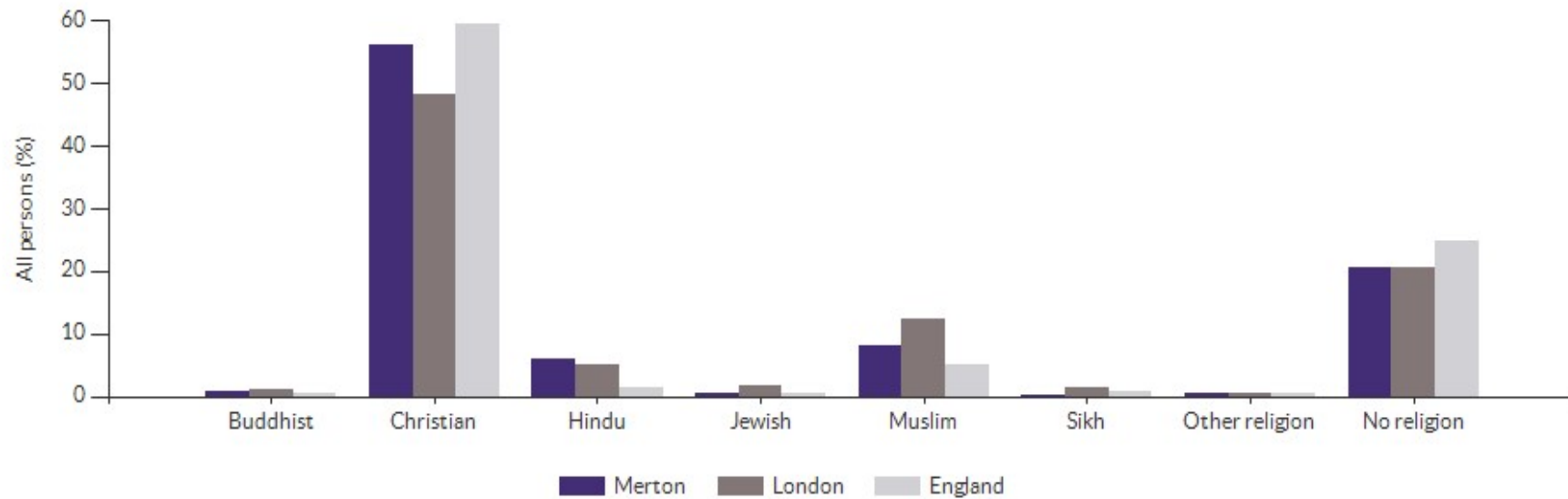
Source: ONS Census 2011

## Religion or belief

6.12 According to the 2011 Census, Merton is home to people of many religious, faiths and beliefs.

Figure 20: Religion and beliefs in Merton

Religion breakdown



Source: ONS Census 2011

## Sexual Orientation/ Gender Reassignment

- 6.13 There is no local information available so; this section will either refer to the national or regional picture. In 2016, it was estimated that just over 15,000 people who are gender identity patients in the UK: roughly 12,700 adults and 2,700 adolescents or children. However, based on UK rates and Merton 2018 population there approximately 42 transgender people in Merton.
- 6.14 The Guardian newspaper reported in 2016, following a Freedom of Information (FOI) request; an increase in the number of people undertaking treatment to change their gender has increased dramatically in the UK. The Guardian revealed that referrals to all 14 gender identity clinics (GICs) in the UK had increased, with some clinics reporting surges in patient numbers of several hundred per cent. Charing Cross (London), the oldest and largest adult clinic, the number of referrals has almost quadrupled in 10 years, from 498 in 2006-07 to 1,892 in 2015-16.
- 6.15 According to Gender Identity Department Service the number of children referred for gender reassignment in London was 210. The breakdown for the rest of the UK (United Kingdom) is as follows:

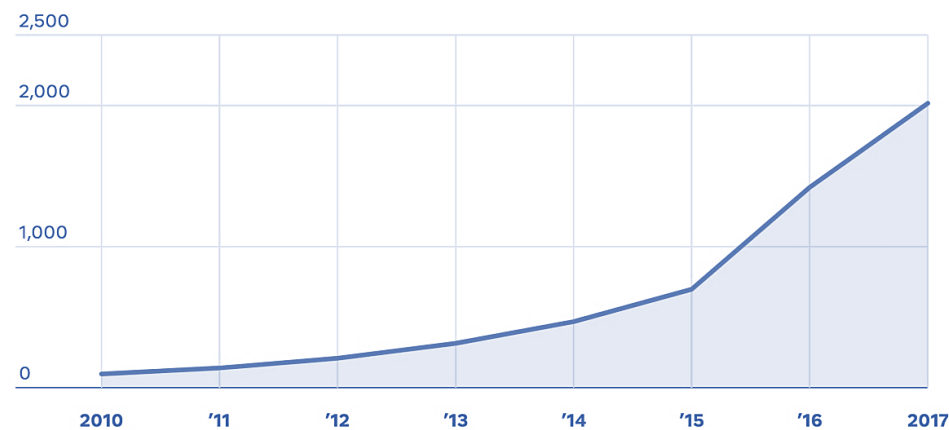
Figure 21: Child referrals by age (0-17) UK – 2017/18

Age	2017/18
4	2
5	13
6	30
7	29
8	45
9	38
10	39
11	52
12	81
13	191
14	347
15	492
16	581
17	416
18+	163
<b>Total</b>	<b>2519</b>

Source Gender Identity Department Service

Figure 22: Children referred to the GIDS each week.

### Children referred to Gender Identity Development Service



Years are financial years ending in March.

SOURCE: GENDER IDENTITY DEVELOPMENT SERVICE, TAVISTOCK CENTRE LONDON



## Marriage and Civil Partnership

Figure 23: Marital and civil partnership status breakdown



Source: ONS Census 2011

## Pregnancy and Maternity

- 6.16 There is a general downward trend in number of births in Merton by 2025, it is projected that there will be an estimated 3,158 births<sup>14</sup>. In 2018, there are currently 15,450 0–4-year-olds (7.4% of the total population) in Merton. By 2025 this is predicted to decrease to 15,150 (-7%). In 2018 8,700 0–4-year-olds live in east of the borough when compared to 6,750 in west. Both east and west Merton are predicted to show a decrease in the 0-4-year population by 2025, to 8,470 in the east and 6,680 in the west.<sup>15</sup>

### *Pregnancy and maternity headlines*

- General fertility rate: 71 per 100 – above London (64 per 100) and England (63 per 100)
- Low birth weight (all) 7% - similar to London (7.6%) and England (7.3%)
- BAME mothers 36% - lower than London (46%), but higher than England (23%)
- Infant mortality: 2.9 per 1000 – lower than London (3.2 per 1000) and England (3.9 per 1000)
- Mother over 35 giving birth 33% - higher than London and England (22%)
- Smoking at delivery 4% - lower than London (5%) and England (11%)

## Safety

- 6.17 According to the 2019 Residents Survey, most residents living in the borough feel safe in their local area, both during the day (98%) and at night (84%). Merton compares well against the national figures collected by the LGA (Local Government Association) in October 2018 when 76% of residents felt safe after dark and 93% felt secure during the day.
- 6.18 Feelings of daytime safety are consistent across the key demographics, however as night approaches certain residents become more concerned about their safety:
- Residents of East Merton and Mitcham, 75% feel safe after dark
  - Those living in North East Merton, 76% feel safe after dark
  - Women, 78% feel safe after dark
  - Those aged 65 or over, 73% feel safe after dark
  - Disabled residents, 74% feel safe after dark
  - Those economically inactive, 75% feel safe after dark

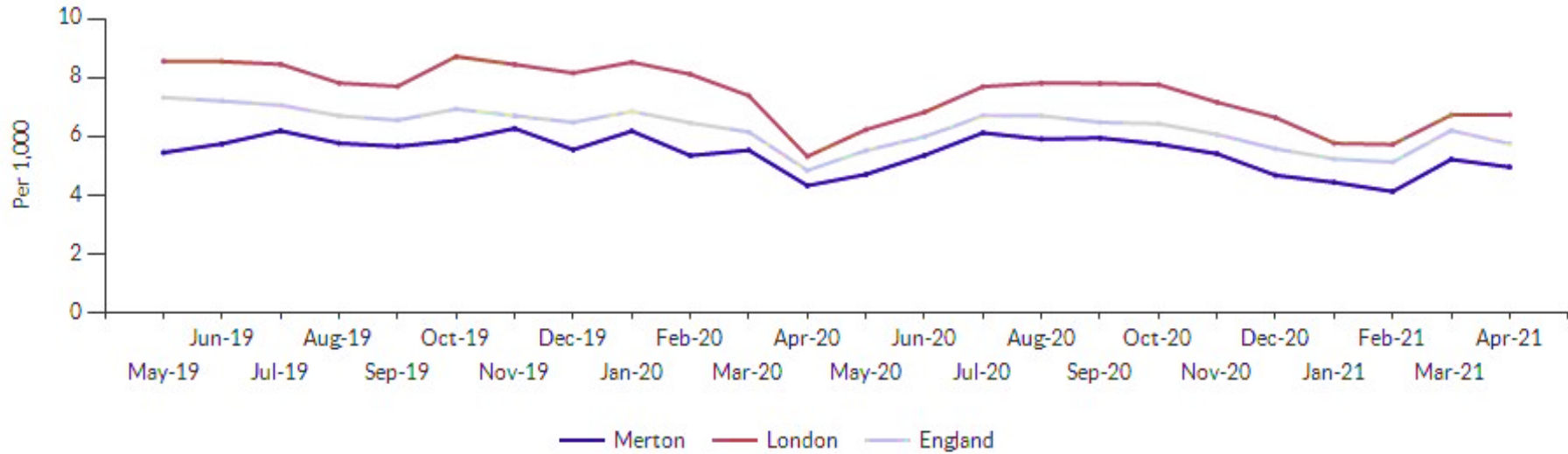
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<sup>14</sup> Births file, ONS

<sup>15</sup> GLA 2016-based Demographic projections round, housing led model.

6.19 Overall, residents living in the east of borough both at night and during the day felt less safe. In the survey residents feel that burglary is the biggest problem with 23% citing this as a very big or fairly big problem. In comparison to 2017, there has been an increase in residents feeling that people using or dealing drugs is a problem (11% in 2017 to 20% in 2019), but a decrease in people being drunk or rowdy in public places (17% in 2017 to 13% in 2019).

Figure 24: Overall crime rate change



Source: data.police.uk

### Hate crimes

6.20 The term 'hate crime' can be used to describe a range of criminal behaviour where the perpetrator is motivated by hostility or demonstrates hostility towards the victim's disability, race, religion, sexual orientation or transgender identity.

*"Any criminal offence which is perceived by the victim or any other person, to be motivated by hostility or prejudice, based on a person's disability or perceived disability; race or perceived race; or religion or perceived religion; or sexual orientation or perceived sexual orientation or transgender identity or perceived transgender identity."* Metropolitan Police Service

6.21 A hate crime can include verbal abuse, intimidation, threats, harassment, assault and bullying, as well as damage to property. The perpetrator can also be a friend, carer or acquaintance who exploits their relationship with the victim for financial gain or some other criminal purpose. In England and Wales, the monitored strands of hate crime are:

- racially and religiously aggravated
- homophobic, biphobic and transphobic
- disability hate crime

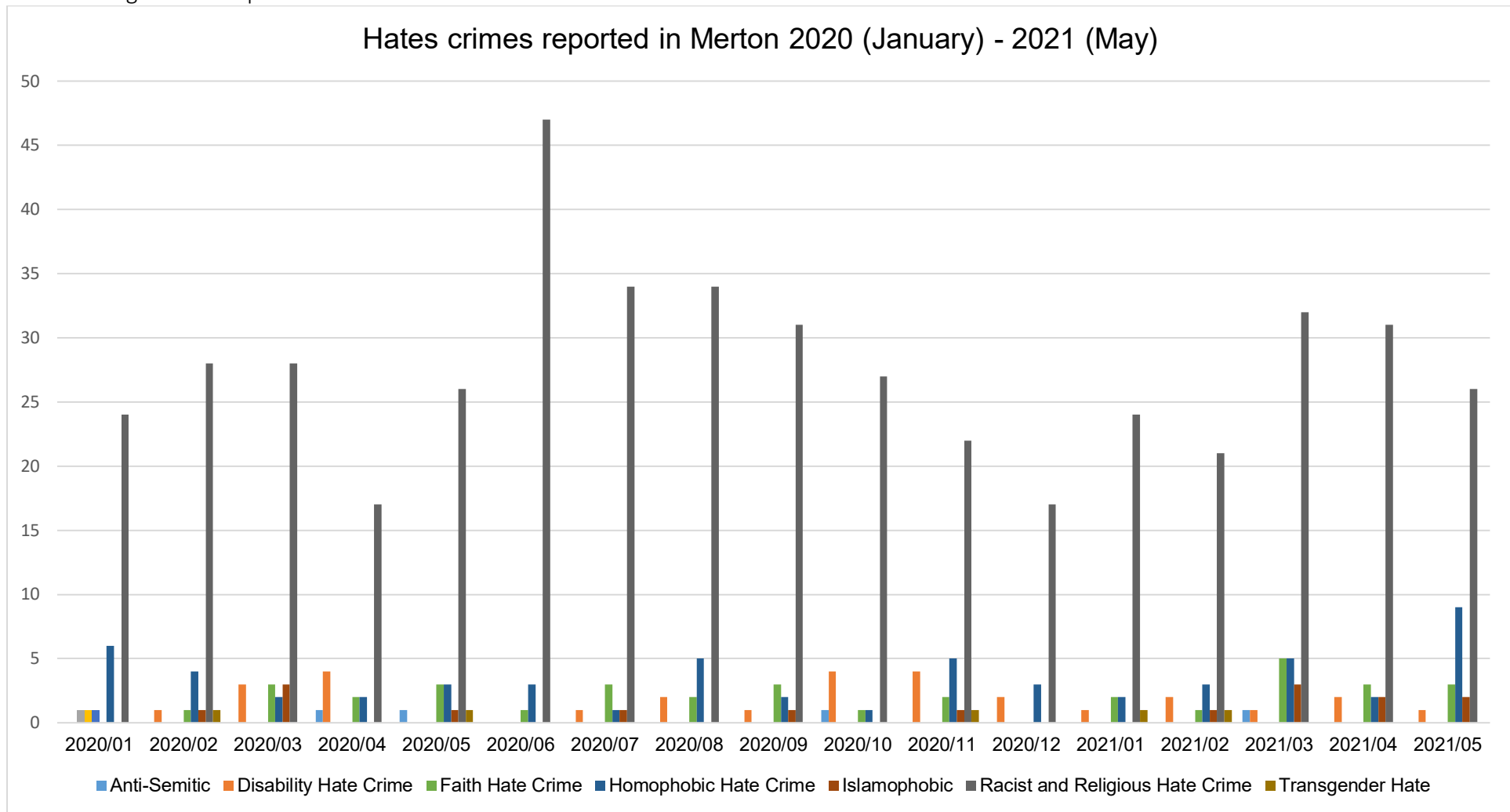
6.22 These above are covered by legislation (sections 28-32 of the Crime and Disorder Act 1998 and sections 145 and 146 of the Criminal Justice Act 2003) which allows prosecutors to apply for an uplift in sentence for those convicted of a hate crime.

#### *Racist Hate Crime*

6.23 Merton's Residents Survey (2019) found that 94% believe that their local area offers a cohesive place to live where people from different ethnic backgrounds get on well together.

6.24 Between May 2020 and May 2021, 485 Racist Hate Crimes were reported in Merton during this period, to the Metropolitan Police Service. This is an increase of 13% when compared to the previous 13 months. The figures include the following Hate Crimes (Anti-Semitic, Disability Hate Crime, Faith Hate Crime, Homophobic Hate Crime, Islamophobia, Racist and Religious Hate Crime and Transgender Hate)

Figure 25: Reported Hate Crimes in Merton



Source: Metropolitan Police Service (MPS)

### *Homophobic and Transgender Hate Crime*

- 6.25 According to Stonewall report (2017) the number of attacks on lesbian, gay and bisexual people in the UK has risen by nearly 80% in the last four years. More than 1 in 5 LGBT people have experienced a hate crime or incident due to their sexual orientation or gender identity in the last 12 months, compared with 16% in 2013. The increase in LGBT hate crimes is in line with an overall increase in recorded hate crimes, with Home Office statistics showing that hate crime in general has risen, by 48% over the past three years. The number of recorded hate crimes and incidents based on sexual orientation has risen by 70% over the same period. Although it is the soaring figures, it is believed there is widespread underreporting.
- 6.26 The Stonewall study found that 4 in 5 LGBT people who experienced a hate crime or incident in the past 12 months did not report it to the police. For Trans people, the findings found that 2 in 5 Transgender people have experienced a hate crime or incident based on their gender identity in the last 12 months. Much of the hate crime takes place in public spaces, with 1 in 6 LGBT people (17%) having been victims of hate crime in the last 12 months when they visited a café, restaurant, bar or nightclub, and 1 in 7 experiencing discrimination when in a shop or department store. According to British Transport Police, the number of gay, lesbian or bisexual victims on the road and rail network trebled from 139 to 416, while race hate crimes jumped from 1,453 to 2,566 over the five-year period (2013 – 2017).
- 6.27 In Merton between May 2020 to May 2021, there were 48 reported Homophobic and Transgender Hate crimes reported in Merton. This figure is an increase of 5% when compared to the previous 13 months.

## 7. Effects on equality groups

### **Inequalities**

- 7.1 Our health and income inequality gaps are growing, the Coronavirus pandemic has increased it and highlighted the issues across the UK (United Kingdom). Residents suffering from poor health in Merton are concentrated in our deprived wards mainly in the east of the borough. Addressing these inequalities and improving Merton's health and wellbeing, both physical and mental, goes beyond improving access to medical facilities and includes a range of measures to improve our social and physical environment. Access to affordable housing, decent jobs, access to training and education, access to public transport and health and community facilities all help to promote equality and inclusion. More importantly, ensuring that everyone can succeed and, nobody is left behind will all contribute to building strong and resilient communities.

## Housing

- 7.2 A considerable number of Local Plan site allocations are allocated to deliver new homes across the borough. These allocations, with the housing policies will ensure a mix of housing delivery for example affordable and supported housing with the aim to meeting Merton's growing housing needs. The design of new buildings their relationship to existing buildings, impact on local infrastructure and the health and wellbeing of future occupiers, especially older occupiers and people who have dementia or other mental health issues are considered in our design, health and wellbeing policies, green infrastructure policies and other. Together they look to address growing deprivation and wider determinants of health.

## Infrastructure and essential services

- 7.3 Several site allocations are for either housing or housing led mixed uses which, include social such as health and community infrastructure or retail uses. Where existing sites have a community or social use and it is proposed that it changes, the plan makes it clearly that it must be determined if it is a surplus or, if not, it must be moved elsewhere locally where there is a need in the borough. Although, protection of essential services is important for all, great care is needed if moving a service elsewhere that it does not become inaccessible to access the vital services. The Local Plan is supported by [Merton's Infrastructure Delivery Plan \(IDP\)](#).
- 7.4 The IDP has been prepared as part of the evidence base to inform the development of the new Local Plan. It identifies the expected strategic requirements for the provision of a range of different infrastructure types across the borough. These include transport, health, education, green infrastructure, sport and leisure, community, utilities, climate change, economic development and emergency services. It also is used to inform future major planning development proposals.
- 7.5 As part of the IDP, an Infrastructure Delivery Schedule has been prepared to clearly identify the priority infrastructure projects in Merton to be delivered over the Local Plan period. The following pages have two tables which identify:
- Short term projects to be delivered over the first 5 years of the Local Plan.
  - Longer term projects that are identified for delivery in the medium to long term.
- 7.6 A substantial number of site allocations would provide opportunities for jobs and job creation from shops, cafes and restaurants, offices and light industrial sectors. Many of the employment site allocations are found close to public transport and set locally making them accessible and indirectly encouraging more sustainable travel mode of travel which will help to improve the health of Merton's diverse communities; especially those communities with health conditions such as diabetes and obesity, which are shown to be higher in certain ethnic groups.













Local Plan policy	Age	Disability	Sex/Gender	Race	Religion	Sexual Orientation	Gender reassignment	Marriage and Civil Partnership	Pregnancy and maternity
Policy T16.2 Prioritising active travel choices.									
Policy T16.3 Managing the Transport Impacts of Development									
Policy T16.4 Parking and Low Emissions Vehicles									
Policy T16.5 Supporting transport infrastructure.									

8.2 **Site Allocations and Policy Map:** will help to deliver the borough’s spatial vision and objectives. It is not necessary to screening the site allocation and Policies Map again as it would remain unchanged from the screening carried out at Stage 2 as there has been no meaningful change. It is important to note that site allocations form one part of planning policy framework. Any site allocation coming forward for development will be determined against planning policies. Whilst the allocations will set out appropriate uses for a site and design considerations; site allocations will not normally detail precise requirements (e.g. the number of homes or mix of tenure or the number of storeys that will be built), this forms part of the planning application process.

Figure 28: Policies matrix against the equality objectives

Equality objectives	Pre submission planning policy
<p><b>Equality and inclusion</b> To make Merton a fair and inclusive borough where every person can take part, reducing inequality and addressing the diverse needs to the population.</p>	<p>Strategic policy HW10.1 Health (including mental health) and Wellbeing. Policy E13.4 Local Employment Opportunities Strategic Policy H11.1: Housing Choice Strategic Policy H11.2: Housing Provision Policy 11.3 Housing Mix Policy H11.4 Supported care housing for vulnerable people or secure residential institutions for people housed as part of the criminal justice system. Policy H11.5 Student housing, other housing with shared facilities and bedsits Policy H11.6 Accommodation of Gypsies and Travellers Strategic policy IN14.1 Supporting Infrastructure Policy IN14.2 Social and Community Infrastructure</p>
<p><b>Health and health inequalities</b> To improve the mental and physical health and wellbeing of residents and to reduce health inequalities across Merton.</p>	<p>Strategic policy HW10.1 Health (including mental health) and Wellbeing Policy HW10.2: Delivering healthy places Policy T16.2 Prioritising active travel choices. Policy P15.10 Improving Air Quality and Minimising Pollution Policy O15.3 Biodiversity and Access to Nature Policy IN14.3 Sport and Recreation</p>
<p><b>Crime, safety and security</b> To contribute to safety and security and the perceptions of crime</p>	<p>Strategic Policy LP D12.1 Delivering well designed and resilient neighbourhoods Policy D12.2 Urban design Policy D12.3 Ensuring high quality design for all developments</p>
<p><b>Housing supply, quality, choice and affordability</b> To provide a quantum, type, quality and tenure of housing (including specialist and affordable provision) to better meet demographic change and household demand.</p>	<p>Strategic Policy H11.1: Housing Choice Strategic Policy H11.2: Housing Provision Policy 11.3 Housing Mix Policy H11.4 Supported care housing for vulnerable people or secure residential institutions for people housed as part of the criminal justice system. Policy H11.5 Student housing, other housing with shared facilities and bedsits Policy H11.6 Accommodation of Gypsies and Travellers Strategic Policy LP D12.1 Delivering well designed and resilient neighbourhoods</p>

<p><b>Design</b></p> <p>To create attractive, mixed-use neighbourhoods, ensuring new buildings and spaces are appropriately designed that promote and enhance existing a sense of place and distinctiveness reducing the need to travel by motorised transport.</p>	<p>Policy D12.2 Urban design  Policy D12.3 Ensuring high quality design for all developments  Policy D12.4 Alterations and extensions to existing buildings  Policy D12.5 Managing heritage assets.  Policy D12.6 Tall buildings  Policy D12.7 Advertisements  Policy D12.8 Digital infrastructure</p>
<p><b>Accessibility and connectivity</b></p> <p>To maximise accessibility for all in and around Merton.  To enhance and improve connectivity for all to, from, within and around Merton and increase the proportion of journeys made by sustainable and active transport modes.</p>	<p>Strategic Policy T16.1 Sustainable Travel  Policy T16.2 Prioritising active travel choices.  Policy T16.3 Managing the Transport Impacts of Development  Policy T16.4 Parking and Low Emissions Vehicles  Policy T16.5 Supporting transport infrastructure.</p>
<p><b>Economic competitive and employment</b></p> <p>To maintain and strengthen Merton's.</p>	<p>Policy Ec13.1: Promoting economic growth and successful high streets  Policy Ec 13.2: Business locations in Merton  Policy EC13.3 Protection of scattered employment sites  Policy E13.4 Local Employment Opportunities  Policy TC13.5 Merton's town centres and neighbourhood parades  Policy TC13.6 Development of town centre type uses outside town centres.  Policy TC13.7 Protecting corner / local shops  Policy TC13.8 Food and drink / leisure and entertainment</p>
<p><b>Infrastructure</b></p> <p>To ensure that provision of environmental, social and physical infrastructure is managed and delivered to meet population and demographic change in line with sustainable development and to support economic competitiveness.</p>	<p>Strategic policy HW10.1 Health (including mental health) and Wellbeing  Strategic policy IN14.1 Supporting Infrastructure  Policy IN14.2 Social and Community Infrastructure  Strategic Policy O15.1 Open Space, Green Infrastructure and Nature Conservation  Policy O15.6 Wandle Valley Regional Park</p>
<p><b>Education and skills</b></p> <p>To ensure the education and skills provision meets the needs for Merton's existing and future labour market and improves life chances for all.</p>	<p>Policy E13.4 Local Employment Opportunities  Strategic policy IN14.1 Supporting Infrastructure</p>







<p>Policy O8.3 Biodiversity and nature conservation</p> <p>Policy O8.4 Protection of Trees</p> <p>Policy O8.5 Leisure, Sport and Recreation</p> <p>Strategic Policy F8.6 Managing flood risk from all sources of flooding.</p> <p>Policy F8.7 How to manage flood risk.</p> <p>Policy F8.8 Sustainable drainage systems (SUDS)</p> <p>Policy P.8.9 Improving air quality and minimising pollution.</p>									
<p><b>Sustainability</b></p> <p>Strategic Policy CC8.10 Supporting a more sustainable and resilient environment.</p> <p>Policy CC8.11 Reducing energy use and carbon emissions.</p> <p>Policy CC8.12 Sustainable design and construction</p> <p>Policy CC8.13 Maximising local energy generation.</p> <p>Policy CC8.14 Adaptable developments for a changing climate</p> <p>Policy CC8.15 Circular economic principles</p>									
<p><b>DESIGN</b></p> <p>Strategic Policy LP D5.1 Placemaking and design</p> <p>Policy D5.2 Urban design and the public realm</p> <p>Policy D5.3 Design consideration in all developments</p> <p>Policy D5.4 Alterations and extensions to existing buildings</p> <p>Policy D5.5 Managing heritage assets.</p> <p>Policy D5.6 Advertisements</p> <p>Policy D5.7 Telecommunications</p>									

Policy D5.8 Shop front design and signage. Policy D5.9 Dwelling conversions.									
<b>Transport</b> Strategic Policy T6.4 Supporting an inclusive and better-connected transport network. Policy T6.5 Sustainable and active travel Policy T6.6 Transport impacts of development Policy T6.7 Car parking and servicing Policy T6.8 Transport infrastructure									
<b>Economy and employment</b> Strategic Policy Ec7.1 Economic Development Policy Ec 7.2 Employment areas in Merton Policy Ec 7.3 Offices in town centres Policy Ec7.4 Protection of scattered employment sites Policy Ec7.5 Local employment opportunities Policy Tc7.6 Location and scale of development Policy Tc7.7 Protection of shopping facilities within designated shopping frontages Policy Tc7.8 Development of town centre type uses outside town centres Policy Tc7.9 Protecting corner/ local shops Food and drink / leisure and entertainment uses Policy Tc7.10 Policy Tc7.11 Culture, arts and tourism development									

9.3 The Site Allocations and Policy Map will help to deliver the borough's spatial vision and objectives. It is not necessary to screening the site allocation and Policies Map again as it would remain unchanged from the screening carried out at Stage 2 as there has been no meaningful change. It is important to note that site allocations form one part of planning policy framework. Any site allocation coming forward for development will be determined against planning policies. Whilst the allocations will set out appropriate uses for a site and design considerations; site allocations will not normally detail precise requirements (e.g. the number of homes or mix of tenure or the number of storeys that will be built), this forms part of the planning application process.

## 10. Local Plan Stage 2 EDIA Screening

The stage 2 draft Local Plan can be viewed [here](#)

Figure 30: Local plan Strategic Objectives (stage 2)

Strategic objectives	Age	Disability	Sex/Gender	Race	Religion	Sexual Orientation	Gender reassignment	Marriage and Civil Partnership	Pregnancy and Maternity
Healthy place	Green	Green	Green	Yellow	Yellow	Yellow	Yellow	Yellow	Yellow
Place	Orange	Orange	Orange	Orange	Orange	Orange	Orange	Orange	Orange
Housing	Yellow	Yellow	Yellow	Yellow	Yellow	Yellow	Yellow	Yellow	Yellow
Environment	Yellow	Yellow	Yellow	Yellow	Yellow	Yellow	Yellow	Yellow	Yellow
Infrastructure	Yellow	Yellow	Yellow	Yellow	Yellow	Yellow	Yellow	Yellow	Yellow
Economy	Green	Green	Green	Green	Orange	Orange	Orange	Orange	Orange

Figure 31: Local Plan policies – assessment (stage 2).

Local Plan policy	Age	Disability	Sex/Gender	Race	Religion	Sexual Orientation	Gender reassignment	Marriage and Civil Partnership	Pregnancy and Maternity
Policy N3.1 Colliers Wood	Yellow	Yellow	Yellow	Orange	Orange	Orange	Orange	Orange	Orange
Policy N3.2 Mitcham Town Centre	Yellow	Yellow	Yellow	Orange	Orange	Orange	Orange	Orange	Orange
Policy N3.3 Morden (including Morden Regeneration Zone policy)	Yellow	Yellow	Yellow	Orange	Orange	Orange	Orange	Orange	Orange
Policy N3.4 Raynes Park Local Centre	Yellow	Yellow	Yellow	Orange	Orange	Orange	Orange	Orange	Orange
Policy N3.6 Wimbledon Town Centre	Yellow	Yellow	Yellow	Orange	Orange	Orange	Orange	Orange	Orange
Policy N3.5 South Wimbledon	Yellow	Yellow	Yellow	Orange	Orange	Orange	Orange	Orange	Orange
<b>Health:</b> Strategic Policy HW2.1 Health and wellbeing Policy HW2.2 Delivering healthy places.	Green	Green	Green	Green	Green	Orange	Orange	Yellow	Green
<b>Housing:</b> Strategic Policy H4.1 Housing choice Strategic Policy LP H4.2 Housing provision Policy H 4.3 Housing mix	Green	Green	Green	Green	Orange	Orange	Orange	Green	Green





Site Allocations and Policy Map assessment (stage 2)

- 10.1 The Site Allocations and Policy Map will help to deliver the borough’s spatial vision and objectives. They are intended to have a positive impact across the community. They can:
- promote and support the local economy and foster local connections, to ensure all feel included and welcome.
  - remove barriers of access to education by increasing education and employment opportunities for all.
  - promote equality of opportunity for all by creating new education and health services, to improve access and to improve quality of life for all.
  - improving the quality and access to the public realm for all regardless.
  - help reduce the need to travel by car by encouraging sustainable transport and behavioural changes.
  - create healthy neighbourhoods by providing a mix of housing (including affordable, supported housing) to meet the needs to Merton’s growing and aging population.
  - promote active living for Merton’s for communities.

Figure 32: Site allocations – assessment (stage 2)

Sub area site allocations	Age	Disability	Sex/Gender	Race	Religion	Sexual Orientation	Gender reassignment	Marriage and Civil Partnership	Pregnancy and Maternity
Colliers Wood									
Mitcham									
Morden									
Morden regeneration zone									
Raynes Park									
Wimbledon									
Policies Map									

- 10.2 It is important to note that site allocations form one part of planning policy framework. Any site allocation coming forward for development will be determined against planning policies. Whilst the allocations will set out appropriate uses for a site and design considerations; site allocations will not normally detail precise requirements (e.g. the number of homes or mix of tenure or the number of storeys that will be built), this forms part of the planning application process. As this information is not known, this is reflected in the screening above. Through, planning application process and planning polices, the site allocations will bring forward social, environmental



and economic benefits which, in turn will bring positive benefits to, several of the 9 Protected Characteristics.

## 11. Local plan stage 1: Call for sites

- 11.1 Consultation on Stage 1 of Merton's Local Plan 2020 took place between October 2017 and January 2018. This consultation stage aim was to seek views from local communities and businesses on what are the principal issues in Merton, how they would like to see Merton develop over the next 10 years. The views and comments received at this stage would inform the new Local Plan. In addition, we also asked for nomination for site to be allocated for the Local Plan known as 'Call for Sites.' Therefore, for the purpose of the EDIA screening is not needed.

## Appendix 1: Equalities legislation

**The Disability Discrimination Act 1995** outlaws the discrimination of disabled people in employment, the provision of goods, facilities and services or the administration or management of premises.

**The Disability Discrimination Amendment Act 2010** introduces a positive duty on public bodies to promote equality for disabled people.

**The Equality Act 2010** introduces a positive duty on public sector bodies to promote equality of opportunity between women and men and end sex discrimination. The Act also protects access discrimination on the grounds of religion or belief in terms of access to good facilities and services.

**Gender Recognition Act 2004** - The purpose of this Act is to provide transsexual people with legal recognition in their acquired gender. Legal recognition follows from the issue of a full gender recognition certificate by a gender recognition panel.

**The Race Relations Act 1976** prohibits discrimination on racial grounds in the areas of employment, education, and the provision of goods, facilities, services and premises.

**The Race Relations Amendment Act 2000** places a statutory duty on all public bodies to promote equal opportunity, end racial discrimination and promote good relations between different racial groups.

**The Race Relations Act 1976 (Amendment) Regulation 2003** introduced new definitions of indirect discrimination and harassment, new burden of proof requirements, continuing protection after

employment ceases, new exemption for a determinate job requirement and the removal of certain other exemptions.

**The Sex Discrimination Act 1975** makes it unlawful to discriminate on the grounds of sex. Sex discrimination is unlawful in employment, education, advertising or when providing housing, goods, services or facilities. It is unlawful to discriminate because someone is married, in employment or advertisements for jobs. Along with:

- Sex Discrimination (Indirect Discrimination and Burden of Proof) Regulations 2001,
- Sex Discrimination Act 1975 (Amendment) Regulations 2003, and
- Sex Discrimination Act 1975 (Amendment) Regulations 2008.

**Marriage (Same Sex Couples) Act 2013** makes provision for the marriage of same sex couples in England and Wales, about gender change by married persons and civil partners, about consular functions in relation to marriage, for the marriage of armed forces personnel overseas, for permitting marriages according to the usages of belief organisations to be solemnized on the authority of certificates of a superintendent registrar, for the review of civil partnership, for the review of survivor benefits under occupational pension schemes, and for connected purposes.

**The Sex Discrimination (Gender Reassignment) Regulations 1999** seeks to prevent sex discrimination relating to gender reassignment. It clarified the law for transsexual people in relation to equal pay and treatment in employment and training.

## **Glossary**

### ***BAME***

Term currently used to describe a range of minority ethnic communities and groups in the UK – can be used to mean Black and Asian and Mixed racial minority communities and can be used to include all minority groups, including white minority communities such as Gypsies and Travellers.

### ***Disability***

Disability is defined as a physical or mental impairment, which has a substantial and long-term effect on an individual's ability to undertake normal day-to-day activities.

### ***Discrimination***

Treating an individual or group differently and/or less favourably than others under comparable circumstance. It may be based on a person's race, ethnic origin, disability, age, religion or belief, or their sexual orientation.

### ***Diversity***

Is about all the ways in which people differ and about recognising that differences are a natural part of society. Diversity is about treating people, as individuals and making them feel respected and valued.

### ***Duties***

These are things the law says a public body must do.

### ***Equality***

This means everyone having the same chances to do what they can. Some people may need extra help to get the same chances.

### ***Equality Act 2010 or the Act***

This is the Government's new law to make sure all people are treated fairly.

### ***Equality Analysis (Equality Impact Assessment)***

A tool used to find the potential impact of new, revised policy, service, or function for against the 9 Protected Characters. This exercise also helps the council to ensure it fulfils the requirements of the Equality Act 2010.

### ***Equality Duty***

This is a law for public bodies telling them they must think about how they can make sure their work supports equality. For example, in their services, through their jobs, and through the money they spend. Public bodies already needed to think about treating people of different races, disabled people, men and women fairly and equally.

### ***Gender reassignment***

The process of changing or transitioning from one gender to another.

### ***Lesbian, gay and bisexual***

Lesbians are women who are attracted to other women. Gay men are attracted to other men. Bisexual people are attracted to women and to men.

### **LGBTQIA+**

Lesbian, gay, bisexual, transgender, queer (or questioning), intersex, and asexual (or allies)

### ***Marriage and civil partnership***

Marriage is defined as a 'union between a man and a woman.' Same-sex couples can have their relationships legally recognised as 'civil partnerships.' Civil partners must be treated no less favourably than married couples.

### ***Not in Education, Employment or Training (NEET)***

NEET is a government acronym for young people aged 16- 24 currently "not in education, employment, or training".

### ***Pregnancy and maternity***

Pregnancy is the condition of being pregnant or expecting a baby. Maternity refers to the period after the birth and is linked to parental leave in the employment context. In the non-work context, protection against maternity discrimination is for 26 weeks after giving birth, and this includes treating a woman unfavourably because she is breastfeeding.

### ***Protected characteristics.***

These are the grounds upon which discrimination is unlawful. The characteristics are age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation.