



Figure 11 Existing businesses

- 4.27 Renewal manage all of the existing units in-house and have made a policy of informing all of the existing tenants of the planning application process, and the likely timescales for the relevant phase that their units fall within to ensure that they can manage their business and property matters.
- 4.28 Through this process, Renewal and the Council have been able to identify protected characteristics and tailor correspondence and activities accordingly to ensure that no tenant is unfairly treated as a result of these characteristics. The following protected characteristics have been identified and actions taken:
- **Race/Nationality (Language):** Consultation has identified business owner(s)/occupier(s) whose nationality and first language is not English (nationalities identified include Chinese and Vietnamese). This protected characteristic may present difficulties for people engaging with consultation materials and other written and spoken communication compared to those whose first language is English. Having identified these owners/occupiers, Renewal wrote to the owner/occupiers on 29 July 2016 offering all future correspondence to be sent in their preferred language in order for this not to be a barrier to their engagement in the process. In addition, the Council sent the "CPO 28-day notice" letter to the interest holders in the languages identified, with the offer of an interpreter if required.
  - **Disability (in this case, deafness):** Consultation has identified business owner(s)/occupier(s) who have physical impairments which have a substantial and long-term adverse effect on that person's ability to carry out normal day-to-day activities (in this case, partial deafness has been identified). Having identified this as a protected characteristic which may present difficulties for people engaging with consultation materials and other written and spoken communication compared to those without that characteristic, Renewal wrote to those identified in April 2014 offering to cover the costs of a British Sign Language (BSL) interpreter to be present at any future meetings in order for this not to be a barrier to their engagement in the process. Renewal also sought the advice of the British Deaf Association, who advised Renewal to contact those with this protected characteristic (Renewal did this on 29 July 2016) reiterating the offer of British Sign Language interpreter. Through interaction with owners/occupiers, it was found that this level of intervention was not required to avoid unfairly discriminating against these protected characteristics.
  - **Physical Impairment:** Consultation has identified other business owner(s)/occupier(s) who have physical impairments (in this case, physical illness) which have a substantial and long-term adverse effect on that person's ability to carry out normal day-to-day activities. Renewal were made aware of those protected characteristics in 2014 (and their preference to not be contacted at that time). In these cases, Renewal, on the advice of the owner/occupier, postponed correspondence and negotiation until the affected parties advised that they were well enough to continue engagement.
- 4.29 Renewal have, and will continue to engage with both tenants of the existing estate and the estate to be acquired to inform them of the proposed time frame of development.
- 4.30 All details of discussions with owners and tenants relating to relocation are included in the confidential Acquisition & Relocation Report.
- 4.31 Prior to development commencing, Renewal will provide information on the scheme website and in person to the affected businesses and residents enabling them to easily search for suitable alternative premises locally, and this information & the relocation strategy will be provided in suitable formats and languages for those with protected characteristics. Renewal will continue to tailor this process to any identified protected characteristics to ensure that no tenant is unfairly treated as a result of these characteristics.

- 4.32 The phasing of the construction from south to north over the 8-year construction period will mean that not all existing employment will be lost at phase 1a, and will remain on-site until demolition of that specific phase.
- 4.33 As part of the Section 106 Agreement, a Relocation Strategy has been shaped in connection with the relocation of occupiers at the site. This Strategy sets out the level of support to be provided, and includes:
- A relocation page on the website connecting to active commercial agents and highlighting alternative premises;
  - Advice on negotiating terms;
  - Flexible tenancies to facilitate easy relocation as opportunities arise;
  - Identification of opportunities to relocate tenants from early phases of the development into vacant units in later phases;
  - Liaison with owners of local industrial estates to identify opportunities for businesses to relocate in the area; and
  - A Masterplan progress newsletter to all occupiers of existing non-residential properties within the site.
- 4.34 Renewal will take into account any identified protected characteristics that would affect the level to which the Relocation Strategy and other mitigations would be effective – for example, users may prefer face-to-face meetings rather than accessing a website, or require information in alternative languages for themselves, and in order to inform their customers.. Renewal will continue to engage with tenants to ensure the most appropriate course of action is taken.
- 4.35 As such, the effect on protected groups is likely to avoid inequality in decision making, meet legislative standards for compulsory purchase, and offer support in finding appropriate replacement workspace.

**Summary:**

<p><b>Potential effect on equalities groups or protected characteristics</b></p>	<p>The development will require the removal of current occupiers of industrial units on the site, which may include business owners who are dependent on local ties and with protected characteristics. Renewal and the Council have taken steps to understand how the consultation process and the mitigation strategies would need to be tailored to ensure that they do not discriminate against people with protected characteristics.</p>
<p><b>New Bermondsey</b></p>	<p>Throughout the planning application and CPO process, Renewal has</p> <ul style="list-style-type: none"> <li>• Engaged with local business owners to update them on the progress of the scheme, and make them aware of the long lead-in times for each phase of construction;</li> <li>• Tailored engagement to the protected characteristics of occupiers to ensure they are treated fairly;</li> <li>• Commissioned research into the availability of light industrial business premises locally that could be suitable alternative accommodation for businesses within the site;</li> <li>• Developed a Relocation Strategy and associated measures listed above, secured by a Section 106 agreement, to help businesses find alternative premises. This will be tailored to the needs of specific protected characteristics identified.</li> </ul>

### Accessibility, Public Space and Play Space

- 4.36 Due to its current land use and poor physical environment, the Site is relatively inaccessible. The perception of crime and safety is a concern to all groups, and groups with protected characteristics (including children and young people, older people, disabled people, BME and faith groups, LGBT people and other protected characteristics may be or feel particularly vulnerable).
- 4.37 An improved physical environment, with design measures including active frontage, CCTV and lighting allied to significantly increased footfall will lead to a reduced perception of crime and improved perception of safety will therefore be beneficial to these groups.
- 4.38 Modern design standards integrated into the New Bermondsey development offer significant improvements in accessibility, and would benefit potential future residents or visitors with disabilities, older people with limited mobility, and other groups such as parents with children. Following local consultation, New Bermondsey will also respond to identified local need by providing 5 new public squares and spending £1m on regenerating the adjacent Bridgehouse Meadows.
- 4.39 A Section 106 Agreement is in place to ensure that the occupation of the residential units matches the completion and access to open space, to ensure adequate provision for new residents throughout the construction period.

### Playable Space

- 4.40 New Cross currently performs poorly in terms of health inequalities relating to children, with high levels of obesity and low levels of physical activity. Good quality, safe, accessible playable space for children of all ages is critical in redressing inequalities and promoting good health and social interaction.
- 4.41 New Bermondsey will provide a total of 5,330 sqm of formal playable space (within a total area of over 13,000 sqm of private communal space and around 5,600-6,600 sqm of publicly accessible open space in Bolina Gardens, Stadium Square, Stadium Avenue, Orion Square and Station Square), together with newly revitalised playable space in Bridgehouse Meadows, there is adequate provision of playable space to accommodate the estimated child yield of the development itself and be of significant benefit to children in surrounding areas.
- 4.42 The quantity of play space provision committed to at New Bermondsey meets the GLA's requirements as outlined in the London Plan and relevant Supplementary Planning Guidance<sup>39</sup>. As such, the proposed development is considered to offer significant benefits to groups with protected characteristics including children and families.

### Summary:

<b>Potential effect on equalities groups or protected characteristics</b>	The level to which a development is safe, open and accessible, and has adequate facilities for children (play space) needs to be taken into account with regard to all equalities groups and protected characteristics
<b>New Bermondsey</b>	When complete, New Bermondsey will: <ul style="list-style-type: none"> <li>• Open up a currently inaccessible and impermeable area to the public;</li> </ul>

<sup>39</sup> GLA (2012) Shaping Neighbourhoods: Play and Informal Recreation SPG

- Create an improved physical environment, modern design standards and increased footfall to benefit disabled people and people with limited mobility, improved perception of safety for all groups;
- Include 5 new public squares and £1m regeneration of Bridgehouse Meadows that will include improved provision of playable space for new and existing local residents in-line with GLA standards;

### Community Facilities / Public Services

- 4.43 A priority in the provision of community facilities is to ensure services can be accessed by “hard to reach” groups, those members of the community who may be less likely to pro-actively seek access to community services.
- 4.44 Provision of and access to good quality public services, including healthcare, assembly, leisure and recreation facilities can help to create an active street environment, and can tackle existing health inequalities by making it easier to live a healthy lifestyle.

### Sports Facilities

- 4.45 Health inequality is a significant issue in north Lewisham, with incidence of physical activity, participation in sport and preventable life-limiting illness showing a substantial deviation from London averages.
- 4.46 Renewal has been working in partnership with the Council, Sport England and National Governing Bodies of sport seeking to address the lack of sporting facilities in the north of the borough whereby participation levels have been severely restricted through the lack of facilities available. The intention is to provide sporting facilities to serve all groups in the local community, and also young people via local schools, local clubs, the Governing Bodies and the wider areas of South East London in order to help redress health and social inequalities and improve activity locally.
- 4.47 The quantity and quality of sports facilities provided will help to raise interest and access to sports participation, helping to reduce preventable health inequalities such as high levels of obesity and cardiovascular illness. Through partnership within with the NHS, programmes will aim to improve participation in sports by hard-to-reach groups, including young people, and will combine sport with advice on fitness, nutrition and healthy lifestyles.
- 4.48 The Surrey Canal Sports Foundation will manage the facilities on a not for profit basis to ensure that access and price is in-line with other public sports facilities in Lewisham and Southwark, in order to provide equal access for all members of the community and not discriminating against those with protected characteristics.
- 4.49 Presently, London Thunder Basketball Club are occupying a unit on the site and will take up space in the completed development. As a local club, London Thunder runs a variety of initiatives with local schools and community groups, including schemes specifically designed for enabling disabled people, older people and other protected groups to participate in sport. This activity will be actively encouraged by the Surrey Canal Sports Foundation in order to maximise the benefits for all local residents. Similarly, Fusion Table Tennis are onsite and delivering coaching and competition opportunities to local people. Fusion will have a dedicated table tennis centre within the completed development.

**Summary:**

<p><b>Potential effect on equalities groups or protected characteristics</b></p>	<p>Provision of sports facilities and operating capacity for national and local clubs and organisations should reflect the needs of equalities groups and protected characteristics including younger people, older people, BME groups, disabled people</p>
<p><b>New Bermondsey</b></p>	<p>New Bermondsey will include significant sports facilities that bring a number of benefits to residents and visitors, including:</p> <ul style="list-style-type: none"> <li>• Reducing health inequalities by increasing opportunities for participation in a range of different activities accessible to all;</li> <li>• Promoting participation by good management, affordable pricing and a range of local and national clubs and occupiers who run activities targeted towards groups with specific needs; and</li> <li>• Increasing engagement in sport and activity especially with hard-to-reach and disadvantaged groups.</li> </ul>

**Faith Centre**

- 4.50 North Lewisham is a diverse area, with a significant representation across a number of different faiths and beliefs. The largest represented group is ‘Christian’ at over half of all residents in New Cross (Census, 2011), with a significant representation of residents without a religion, and a concentration of Muslim residents.
- 4.51 The first phase of the New Bermondsey development will deliver a faith centre. Renewal identified that any occupier should have a strong local connection to London, a track-record of community initiatives, and an inclusive stance in terms of age, sex, sexual orientation, ethnicity, and beliefs in order that the facilities within the centre – those directly related to faith and not – are fully inclusive and accessible to groups with protected characteristics.
- 4.52 As reported, a significant and detailed consultation and shortlisting process was undertaken to identify the right occupier for the facility, Hillsong. Hillsong are currently operating a Church in interim facilities on the site.
- 4.53 Additionally, the faith centre at New Bermondsey will house open community facilities (café and meeting rooms) and an important multi-faith, multi-cultural resource facility previously housed in Kilmorie School, providing positive benefits in the context of the requirements of the Equalities Act 2010 by fostering good relations between people who share a protected characteristic and people who do not share it, and advancing equality of opportunity.



Figure 11 Members of Hillsong’s New Bermondsey congregation

Summary:

<p><b>Potential effect on equalities groups or protected characteristics</b></p>	<p>The provision of a large faith centre (Christian denomination) with meeting facilities and café; re-provision of Lewisham’s multi-faith, multi-cultural research facility on site should reflect the needs of all equalities groups and not disadvantage any groups or people with protected characteristics.</p>
<p><b>New Bermondsey</b></p>	<p>This significant facility at the New Bermondsey site will provide significant benefits through:</p> <ul style="list-style-type: none"> <li>• Providing open and accessible meeting space for people and community groups;</li> <li>• Providing a home for a significant multi-faith teaching and learning resource previously housed in Kilmorie School to promote and foster good relations between equalities groups and those with and without protected characteristics; and</li> <li>• Management and operation by an organization chosen thorough detailed consultation who operate a number of community engagement initiatives with vulnerable and hard-to-reach groups.</li> </ul>

**Childcare, Education and Healthcare**

- 4.54 The completion of a significant number of new homes at New Bermondsey will lead to an increase in demand for school places locally. As part of the socio-economic assessment, a population modelling exercise was undertaken to estimate the total number of families and children, by age, anticipated to live within the completed development, set against the current level of school place provision.
- 4.55 In recognition of the effect of raising demand for education places, Renewal has committed to a Primary Education contribution through the Section 106 Agreement within the outline planning application towards the creation of additional primary school places in Lewisham’s Primary Pupil Place Planning Locality 5. The

contribution is based on identified additional need generated by the development, and will be delivered prior to the occupation of 950 units on the site. Lewisham Council will use this fund to expand school capacity to meet demand and ensure the equality of opportunity for children’s education is maintained.

- 4.56 The development will also create additional demand for younger children and childcare facilities to support families with pre-school age children. The proposals for the New Bermondsey development include the provision of a nursery/crèche prior to the completion of 50% of the residential units.
- 4.57 Overall, the creation of additional homes and therefore occupation of the site by families with young children will create an impact on education and childcare capacity locally. Through agreed financial contributions, this capacity impact would be mitigated. Additionally, by creating affordable housing, on-site childcare and community facilities and significant open space and playable space in a safe, accessible environment, New Bermondsey can help to support the needs of young families and children.
- 4.58 The later phases of the New Bermondsey development will include a multi-use healthcare facility with GP services, sports injury and other services designed to meet the needs of the local community and complement other uses on the site (specifically the sports centre). Consultation will be continued with the PCT and relevant authorities to ensure that the public facilities within this centre are fully inclusive and accessible to all local residents.

**Summary:**

<p><b>Potential effect on equalities groups or protected characteristics</b></p>	<p>The demand for healthcare (e.g. GP services) and education (schools and pre-school childcare) generated by a new development must be taken into account to identify any negative effect on children and younger people, Children and younger people, older people, disabled people, people with long-term limiting health problems and limited mobility.</p>
<p><b>New Bermondsey</b></p>	<p>As part of the development of New Bermondsey, there will be:</p> <ul style="list-style-type: none"> <li>• A Section 106 commitment to <b>education</b> contribution and provision of nursery/crèche on the site to mitigate any negative effect on local education capacity caused by new residents in the area;</li> <li>• An on-site <b>healthcare</b> facility within the development to improve service delivery in the wider area, likely to include GP services and facilities complementary to sports facilities. Consultation is on-going with PCT and relevant stakeholders to ensure facilities meet needs of the population.</li> <li>• Affordable housing, on-site childcare and community facilities and significant open space and playable space in a safe, accessible environment to support the needs of young families and children.</li> </ul>

**Millwall Community Scheme**

- 4.59 The Millwall Community Scheme have been active in promoting social inclusion in the local community via the Lions Centre for over 25 years, providing coaching sessions with community groups and schools among other educational and sports-based activities.
- 4.60 There is an identified need for active intervention in participation in sport and community activities locally, with high levels of child poverty and health inequality, particularly in terms of obesity, along with social issues such as crime prevailing. Sports related programmes, such as those run by the Millwall Community Scheme, are particularly useful in reaching young people who often do not engage with other community programmes.

- 4.61 A key element of New Bermondsey will be to include and enhance the work done by the Millwall Community Scheme in reaching young people in North Lewisham. By making the area more accessible and active the development will raise the profile of the current activities and safeguard its future by providing dedicated space in the sports facilities on-site.
- 4.62 Prior to any D2 use on the site (or phase 2 of the construction plan), the Lions Centre Relocation Strategy will be submitted to the Council. Following this, the replacement facility will be opened to the public prior to the demolition of the existing Lions Centre, in order to minimise community disruption to the protected groups who use the facilities and maintain the quality and quantity of services.
- 4.63 Since 2013 there has been a formal process of meeting between senior Officers and Trustees of the Millwall Community Scheme (MCS) and Renewal on specific issues relating to the purchase of the MCS's leasehold interest by Renewal and the MCS's subsequent relocation.



Figure 12 The Lions Centre, home of the Millwall Community Scheme