

49 Brixton Station Road/6 Canterbury Crescent - Development Objectives and Delivery Partner Procurement Exercise

Equalities Impact Assessment

Q1a. What is changing?

Proposal

The Council is seeking to secure a delivery partner through an open and competitive procurement process to deliver the redevelopment of two council owned sites at 49 Brixton Station Road and 6 Canterbury Crescent, located within the Coldharbour ward/Brixton town centre.

The future development of the sites has been the subject of previous public consultation exercises, alongside other key sites in Brixton town centre, through successive versions of the Lambeth Local Plan and earlier council-led work including the Future Brixton Masterplan (2009), Brixton SPD (2013) and the Brixton Central Masterplan (2014/2015).

In recent years, the council has also undertaken proactive engagement work to understand, develop and support the potential of Brixton's local economy. This includes engagement activities and workshops used to feed into the priorities set out in the Brixton Economic Action Plan (2018) and the Brixton CEZ Bid and subsequent Brixton CEZ Action Plan (2019).

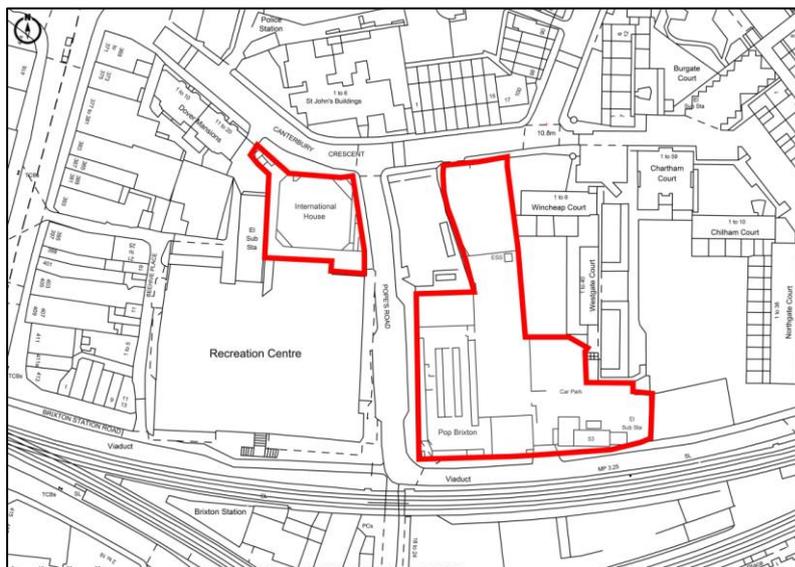


Figure 1 - Location Map: 49 Brixton Station Road/6 Canterbury Crescent

The sites currently provide temporary meanwhile uses including workspace at International House and a mix of food and drink, retail and workspace at Pop Brixton (shown outlined in red above) alongside a temporary car park and facilities supporting Brixton's streets markets. The leases for the meanwhile uses are due to end for Pop

Brixton in November 2022 and International House in September 2023. The success of both projects has further demonstrated the potential of these sites to contribute to the resilience and long-term economic development of Brixton town centre.

Informed by the policies of the Lambeth Local Plan (including (Policy PN3 - Brixton and Site Allocation Policy 15), the Lambeth Economic Resilience Strategy (2020), the draft Affordable Workspace SPD (2020) and the aforementioned strategies and action plans, the Council is now seeking to procure a delivery partner to bring these sites forward for development as a mixed use residential and commercial scheme. This scheme should support the social and economic needs of the local community by providing high quality and affordable workspace and a range of new homes, half of which will be affordable.

Furthermore, these sites provide the council with the opportunity to use its assets to support the recovery from the Covid-19 pandemic, address the housing crisis directly and respond to the Climate Emergency with a net zero carbon development in the heart of the borough.

This project forms part of the council's wider and ongoing programme of investment focused on Brixton's Rec Quarter as well as the wider town centre and adjacent neighbourhoods, aimed at supporting a better, fairer Brixton.

Development Objectives/Council's Minimum requirements

As part of the delivery partner procurement process, the Council has developed a robust set of development objectives/minimum requirements that will be sought from the future development to secure a range of public benefits.

Bidders will be assessed in accordance with their ability to demonstrate how they meet the Council's development objectives/minimum requirements, providing both historic and current evidence of relevant experience and convincing, well-rounded proposals for the future development.

The development objectives/minimum requirements include:

- The delivery of a minimum of 6,500 square metres (Gross Internal Area) of employment floorspace which is equivalent to the floorspace within International House, which:
 - Supports Brixton's economic resilience by strengthening and diversifying the local economy through the delivery of new or refurbished commercial and affordable workspace;
 - Provides a mix of workspace types which are responsive to Brixton's local economy and economic potential (e.g. fixed desks, studios, co-working, makerspace, office space);
 - Allocates 20% of the workspace to be provided as Affordable Workspace (defined as having a discount of 35% on market rents over

a 25 year period or, alternatively a smaller proportion of affordable space could be delivered with a higher discount in line with the Draft Affordable Workspace SPD policy) which is double the amount required to be provided by planning policy;

- Supports relocation of existing tenants either through the phasing strategy or through a wider relocation strategy to be secured through the development agreement. This objective will also be supported through the council's work to help businesses to progress on to different spaces in Brixton and the wider borough.
- Guarantees all jobs related to the delivery and ongoing operation of the development are required to pay the London Living Wage;
- Secures the delivery of significant employment and skills benefits including providing jobs, paid work experience, internships and apprenticeships during the planning, construction and operational phases of the development as part of a locally relevant employment and skills strategy.
- Ensures 25% or more of the construction and end-user jobs/apprenticeships are prioritised for local people in line with Lambeth Local Plan requirements.
- Maximising local community benefits and participation through commitments around engagement and co-design in respect of the planning, delivery and operation of the scheme.
- Commitments to a range of initiatives which will reduce inequalities including those affecting Black, Asian and Minority Ethnic groups in the local area by creating opportunities and driving the delivery of benefits for these groups through the development, e.g. through appointing a diverse project team and sub-consultants as well as supporting BAME-led businesses to benefit from supply-chain opportunities.
- The delivery of around 235 homes of which 50% will be delivered as affordable housing (70% social rent/ 30% shared ownership/London Living Rent) in line with Lambeth Local Plan requirements. A high proportion of these homes will be of family sized accommodation in line with Lambeth Local Plan requirements and local housing need.
- The delivery of street market infrastructure to support Brixton's street markets including a market trader car park/storage space and the re-provision of a waste compound facility.
- The delivery of street improvements including tree planting and soft landscaping on Brixton Station Road and Popes Road that will contribute to the council's wider efforts to support active travel and the wider network of safer and healthier streets as well as climate change adaptation.

- Supporting the council's targets for carbon neutrality and tackling climate change by achieving a net zero development.
- Securing a capital receipt in consideration for a long leasehold interest in the sites which will be directed to the council's capital programme.

The council will also secure Community Infrastructure Levy funding, s106 contributions, council tax and business rates income as part of the development of the sites.

Procurement process - evaluation criteria

To ensure proposals made by potential delivery partners can deliver on the council's minimum requirements, values and aspirations, the evaluation criteria for the procurement exercise is weighted as follows:

Table 1 – Proposed Evaluation criteria

Section A – Quality			55%
	A1 – Economic Strategy	25%	
	A2 – Partnership, engagement and co-design	10%	
	A3 –Equalities, Diversity & Inclusion	10%	
	A4 - Land Use, Sustainability, Urban Design and Architectural Approach	10%	
Section B – Financial			35%
	B1 – Land Payment	30%	
	B2 – Overages	5%	
Section C – Legal			10%

The evaluation criteria have been informed by Lambeth's Responsible Procurement Policy, a document that sets out the general principles that the Council will follow across all of its procurement and commissioning activities to ensure that they deliver value for money, meet the needs of residents and achieve additional economic, social and environmental benefits for its residents in compliance with the Public services (Social Value) Act 2012; the Equalities Act 2010 and other relevant legislation. The Responsible Procurement Policy has in turn been informed by the Lambeth Borough

Plan, Lambeth Equalities Commission recommendations and other relevant policies and plans.

Next steps

Following a successful procurement exercise, the contract award with the preferred bidder will be subject to a future Cabinet decision.

The contractual relationship between the council and the delivery partner will be set out and controlled via a Development Agreement and subject to the minimum requirements set out above. These include ensuring that the partner delivers activities and outcomes in line with the strategies submitted as part of the procurement exercise as follows:

- A Workspace strategy;
- An Employment and skills strategy;
- A Partnership, engagement and co-design strategy;
- An Equalities, diversity and inclusion strategy;
- A Land Use, Sustainability, Urban Design and Architectural strategy

A future scheme will be subject to a planning application to be determined by the Local Planning Authority in accordance with the adopted Development Plan at a future date. The planning application will be brought forward by the successful delivery partner identified through the procurement exercise.

The council will retain the freehold of the sites and granting the preferred partner a long leasehold of at least 250 years on practical completion of the development.

Q1b. Who is approving the decision?

Full Cabinet decision on the 8 February 2021.

Q2a. What do we know about the people who will be impacted by this change?

Whilst the proposals will affect sites located in the Coldharbour Ward, given Brixton's role as a major administrative, retail, employment and cultural centre in the borough, impacts are also likely to be felt by residents, businesses and workers more widely. Therefore, the wider Brixton context has been outlined followed by an analysis of available equalities data at the Coldharbour/Brixton/Lambeth level in assessing how local people will be impacted by the proposed changes.

Wider Brixton Context

Brixton is an extremely diverse place comprising of 4 wards namely:

- Coldharbour Ward
- Brixton Hill Ward
- Ferndale Ward

- Tulse Hill Ward

The following summary sets out a general demographic analysis of Brixton, incorporating data for the aforementioned wards and in some cases, adjacent wards such as Herne Hill.

This data has been drawn from a variety of sources, including Office of National Statistics data, the Black Caribbean Community Research (*Equinox Consulting, 2013*), Lambeth Commercial Office Baseline, Report Department for Work and Pensions, HM Revenues ,Local Data Company and data from the Greater London Authority. The four wards have a combined population of around 66,800 (*GLA Population Projection data and Mid-year estimates, 2015*).

Lambeth is an extremely diverse borough, with roughly 60% of its population coming from a Black, Asian and Minority Ethnic (BAME) background. Brixton shares the same trend with 49% of Brixton's population classed as BAME, which exceeds the average for the borough (GLA 2015). More specifically, 33% of these residents come from Black/African/Caribbean/Black British background (*ONS 2011*). As reported in the 2011 census, other large minority ethnic groups within the area identified as 'Brixton' are Other White, mixed ethnicity including white and Asian, white and black Caribbean, white and black African and other mixed and Asian/Asian British (*ONS 2011*).

As shown in Black Caribbean Community Research, Black People (including Black Caribbean, Black African and Other) are known to disproportionately experience challenges such as income deprivation, employment deprivation and barriers to housing and housing services (*Equinox 2013*). The pandemic has been widely cited as exacerbating these pre-existing issues.

Brixton's population, like Lambeth, is overwhelmingly made up of working age people – aged 16-65. The four wards average 76% of people of working age, higher than the Lambeth (74%) and London averages (67%). Children (0-16) make up an average of 17.5% of the population of 'Brixton' as referenced, lower than the Lambeth and London Average (GLA Mid-Year statistics 2015).

Religion is prominent within Brixton's communities, with over 60% of residents in the 5 wards identifying as having a religion. This can be broken down to 52% identifying as Christian; 7.1% identifying as Muslim and less than 1% identifying as Buddhist, Hindu, Jewish and Sikh (*ONS 2011*).

Equalities Data

People - Deprivation

The key sites identified as part of the deliver partner procurement process at 49 Brixton Station Road and 6 Canterbury Crescent are located within the Coldharbour ward. Much of the Coldharbour Ward and the entirety of the sites fall within a 'Strategic Area of Regeneration' as classified by the Mayor of London in the London Plan (Draft London Plan Intend to Publish version December 2019, Policy SD10), meaning there are concentrations of deprivation that rank amongst the worst 20% in England. Levels of deprivation in Coldharbour are particularly acute with the ward containing 40% of

Lambeth's LSOA's that rank amongst the most deprived 10% in England (*Indices of Multiple Deprivation, 2019*).

People - Employment

Residents in Coldharbour Ward faced significant employment challenges before the Covid-19 crisis. In 2015, the claimant rate of key out-of-work benefits for those at working age was 18.4% compared to 12.6% for the wider borough. The claimant rate of employment allowance support was at 6.2% in comparisons to 4.7% for the borough and the rate of job seekers allowance claimants was at 5.6% compared to 3.4% in the rest of the borough (Department for Work and Pensions, 2015). These figures have increased significantly in Coldharbour since then, exacerbated by the COVID-19 pandemic and widening existing levels of social and economic exclusion experiencing by local people.

In March 2020, Coldharbour ward had the largest number of out of work benefits claimants (740) and highest percentage of the population claiming out of work benefits (5.9%) of all Lambeth wards.

December 2020 figures show that 5850 people were recorded as job seeking claimants in the wider Brixton area (including Coldharbour, Ferndale, Herne Hill, Tulse Hill and Brixton Hill). This number that has continued to rise month on month from 2435 in January 2020 [Nomis/ONS].

More generally, it has been recently noted in the Lambeth Economic Resilience Strategy (2020) that specific groups of local residents are more likely to experience challenges in accessing good quality employment opportunities, including:

- Lambeth's black residents are four times more likely to be unemployed than their white neighbours
- Less than half of disabled residents are in employment
- The proportion of Lambeth residents starting an apprenticeship is only half the national average
- Almost 1 in 5 working residents are in low paid jobs
- Start-up businesses were more likely to secure investment to grow if they were run by men rather than women

People - Age

20% of the Coldharbour are children, higher than the Lambeth average (17.8%) and in line with the London (20%) average (GLA 2015).

In contrast, the population of older people (65+) is relatively low (6.4%) in the wider Brixton area and lower than the Lambeth (7.7%) and London averages (11%) (GLA 2015).

People - Income/Housing

Household deprivation is another challenge evident in Coldharbour ward. The percentage of dependent children in out of work households is at 27.6% in comparison

to 20.9% in the borough (*HM Revenues, 2014*) and the percentage of lone parent's not in employment is at 51.7% in comparison to 47.3% in the borough (*HM Revenues, 2014*). Experiencing a jobless household in childhood is viewed as a marker of disadvantage with potential short and long term challenges for those children accessing health, housing, education, justice and other private services such as culture, sport and leisure, as well as lack of role models.

It is also evident that affordability of housing is a particular challenge in Coldharbour compared with the rest of the borough. The median household income in Coldharbour is £32,220 lower to the Lambeth average of £48,610 (2013). However, the median house price in Coldharbour ward is £560,000 (to year end Dec 2017, London Data Store, GLA) – more than 13 times the median annual gross full-time salary in Lambeth which has dropped from 2013 levels to approximately £42,000 (provisional ONS figures for 2020). This makes accessing local housing challenging for local residents.

As of the 1st December 2020 there were 12,431 active bidders on the council's housing register, including over 3,000 in the wards of Ferndale, Coldharbour, Herne Hill, Tulse Hill, and Brixton Hill. With just over 24% of people on the housing waiting list in Brixton, there is a clear need for provision of high-quality affordable homes to meet this local demand.

Private rental value relative to income levels in Coldharbour ward are further issues facing residents. Median rent levels range between £1768-£2395 (Valuation Office Agency – Lettings Information Database, Office for National Statistics 2020) suggesting this is an unaffordable area for private renters on more modest salaries.

People - Business

The diversity of local economies in terms of sectors, alongside the affordability and the availability of commercial space all have a knock-on effect on the opportunities available to local residents and a lack of diversity alongside issues with availability and affordability of commercial space mean fewer job opportunities can be created/sustained.

Brixton's economy is currently characterised by a narrow range of sectors including retail, food and drink and the night-time economy as set out in the Brixton Economic Action Plan (2017). Following the first Covid lockdown, it was recorded that Brixton had the largest number of units which remain temporarily closed (62 units), accounting for 17.5% of total units, (*Local Data Company Oct 2020*). This demonstrates the vulnerability of the local economy to economic shocks.

In terms of the wider economic context, Lambeth has consistently seen a reduction in office space and the associated jobs over the last 10 years and suffers especially from a lack of variety in office accommodation across the borough into which businesses can stretch and grow. Brixton (like Lambeth) has low vacancy rates at 2.1% over the last 10 years, which indicates a lack of supply and consistently strong demand (as set

out in the JLL Lambeth Commercial Office Baseline Report, October 2020). The current office stock in Brixton is relatively low quality, with constrained space.

People – Existing site tenants/occupants

The 49 Brixton Station Road site currently accommodates several temporary uses including Pop Brixton, a market trader car park, a 'Pay and Display' car park and a waste compactor compound.

Pop Brixton is a temporary hub for local innovation and entrepreneurship, the food & beverage businesses, creative businesses and a venue for local community activities, events and markets. It is subject to a lease with Makeshift until November 2022. Recent Pop Brixton data states that 37 businesses were currently operating with 200 FT/PT jobs. 40% of member enterprises originate from Brixton and 63% of members reside in Lambeth (Pop Brixton Quarterly Report: Makeshift March 2020)

The car parks to the north and east of the site comprise general car parking provision as well as spaces specifically leased to support the operation of Brixton's street markets. The market trader area is currently leased to the Brixton Market Traders Federation. Additionally, a waste compound facility ran by the council and its contractors to the east of the site ensures the town centre and street markets benefit from a clean and attractive trading environment.

6 Canterbury Crescent, known as International House, is an 11/12-storey office block built in the 1980s and is part of the Brixton Recreation Centre complex. It is subject to a 5-year lease with 3space, an affordable workspace provider, who will operate it until September 2023. It is London's first 'Living Wage Building' providing a range of workspaces focused on the creative and digital industries which host several successful and growing social impact businesses and local social enterprises. 3space undertook a recent survey covering the period June 2019 - December 2019 - this indicated that there are 337 individuals working within the building of which 117 are Lambeth residents.

Q2b. How will they be impacted by the change?

The impact of the decision to procure a delivery partner to deliver the redevelopment of the two council owned sites in line with the council's objectives and minimum requirements is twofold. Firstly, there will be a potential medium-term impact on the current tenants/occupants of the sites. Secondly, there will be medium to longer-term public benefits that will result for the wider local community through the scheme that will be developed as result of a successful procurement exercise.

Overall, medium to longer-term impacts are expected to be positive for a wide range of local stakeholders and the objectives of the procurement exercise have been shaped to respond positively to the challenges and equalities data set out in Q2a. The procurement exercise is expected to lead to securing a delivery partner that will work with the council and local community to deliver and secure a range of public benefits which will have a direct and indirect impact on levels of deprivation as well as create new opportunities for residents and businesses.

Current tenants/occupants on the sites may experience temporary disruption as the sites will need to be vacated in order to allow for development to take place. However, appropriate mitigations to alleviate potential impacts on existing tenants are set out in Section 3b.

With regard to groups with Protected Characteristics (as set out in the Equality Act 2010), likely high-level impacts of a successful procurement exercise are set out in table 2 below.

Table 2 – Overview of impacts on Protected Characteristic Groups

Group	positive	neutral	negative
Age			
Disability			
Gender reassignment			
Marriage and civil partnership			
Pregnancy and maternity			
Race			
Religion			
Sex			
Sexual Orientation			

Language

Overall impact: Positive impacts

Lambeth is an extremely diverse borough with around 150 different languages spoken overall. Aside from English, the main languages spoken are Spanish, Portuguese and African languages. Households where English is a second language tend to be less well informed of changes and opportunities in their local areas. Therefore, it is expected that a Partnership, engagement and co-design Strategy set out as part of the procurement process will address these requirements and ensure that engagement and communications activities and materials are made accessible as required.

Q3a. How do you plan to promote and deliver any positive impacts of your proposal?

As this decision relates to running a procurement exercise, the focus of this section is on how the community will be engaged in the procurement process and later phases of the development as well how the procurement process is structured to promote and ensure the successful future delivery of positive impacts that would result from the future redevelopment of the sites.

Community Engagement

The council is clear that the community of Brixton must understand and feel a sense of ownership of the outcomes and public benefits that a future scheme on the sites will deliver. For this to happen, it is essential that they are meaningfully involved in the proposals as they develop.

The future development of the sites has been the subject of previous public consultation exercises, alongside other key sites in Brixton town centre, through successive versions of the Lambeth Local Plan and earlier council-led work including the Future Brixton Masterplan (2009), Brixton SPD (2013) and the Brixton Central Masterplan (2014/2015). In recent years, the council has also undertaken proactive engagement work to understand, develop and support the potential of Brixton's local economy. This includes engagement activities and workshops used to feed into the priorities set out in the Brixton Economic Action Plan (2018) and the Brixton CEZ Bid and subsequent Brixton CEZ Action Plan (2019).

Together, these policies, plans and strategies and the engagement and consultation that underpin them have informed the development objectives for this procurement exercise as set out above in section Q1a and 2.4 of the main Cabinet report.

The council is committed to building on this earlier work through fresh engagement with local stakeholders regarding the procurement exercise and it is considered critical that the community feels fully engaged in the project as it moves through different stages of development as follows: Phase 1 – Partner Procurement; Phase 2 – Design Development, Planning & Construction; Phase 3 – Management & operation of completed development..

Phase 1 engagement activities will be council-led and include working with key local groups of residents and businesses that will be directly impacted by the proposals, including Brixton market traders, tenants of local businesses including International House and Pop Brixton and residents of nearby properties. Engagement activities will also target young people as key beneficiaries of the future development as well as raise awareness of the project amongst those who do not traditionally get involved in development proposals and groups representing people with Protected Characteristics.

Community engagement is also expected during Phase 1 through 'Meet the Bidders/Community Days' where it is anticipated that bidders will present their proposals and local stakeholders will be able to comment and provide feedback.

In line with the development objective of 'Maximising local community benefits and participation through commitments around engagement and co-design in respect of the planning, delivery and operation of the scheme' set out under 2.3, the council has placed significant emphasis within the evaluation criteria that will be used to select a future partner on approaches to 'Partnership, engagement and Co-design' with 10% of the available marks allocated toward this area as part of the overall evaluation.

Bidders' will be expected to set out clear commitments and a convincing strategy for ensuring successful and inclusive consultation, engagement and co-design in both the development of the scheme and in its later operation (Phases 2 and 3). Within this strategy, it will be necessary for bidders to set out specific proposals in respect of setting up engagement structures that will allow the community to meaningfully feed into the proposals on an on-going basis as they develop. The council will provide oversight over the delivery of these commitments as well as the overall project through a proposed Joint Delivery Board (as set out under 2.26).

Evaluation Criteria

Consideration is given below to how the 4 main quality criteria that will be used in the evaluation of the proposals will generate positive impacts for those with Protected Characteristics. The full evaluation criteria are set out at Table 1 above with the quality criteria as follows:

- Economic Strategy,
- Partnership, Engagement and Co-design,
- Equalities, Diversity and Inclusion
- Land Use, Sustainability, Urban Design and Architectural Approach.

Where neutral impacts on groups with Protected Characteristics have been identified in Table 2, they have not been addressed again in the tables below.

Table 3 – Economic Strategy: Overview of support for Protected Characteristic Groups

Group	How does the procurement approach support those with protected characteristics?
Age	<p>The procurement exercise prioritises the delivery of new workspace, jobs, apprenticeships and training and skills opportunities for local people with young people, care leavers and the long-term unemployed through a requirement for workspace and employment and skills strategies.</p> <p>Those claiming job seekers allowance, out of work benefits are all more likely to be working age (as set out in section 2a), therefore supporting employment opportunities for these groups is a key priority and expected benefit.</p> <p>The delivery partner is expected to engage with local social enterprises, charities and social value tenants already delivering employment programmes for local young people and the long-term unemployed.</p>
Disability	<p>People with disabilities will be a key target beneficiary group for proposals set out in respect of the future workspace and employment and skills strategies required by the procurement process.</p>
Race	<p>Targeted employment and skills schemes for BAME groups as well as long-term unemployed across construction to end development jobs are expected through the workspace and employment and skills strategies.</p> <p>25% or more of the construction and end-user jobs/apprenticeships are prioritised for local people in line with Lambeth Local Plan requirements.</p> <p>It is recognised that BAME-led businesses should benefit from targeted opportunities and support within the Workspace and</p>

	Employment and skills Strategies including supply-chain opportunities.
Sex	It is recognised that females and female-led businesses are groups that should benefit from targeted opportunities and Support within the Workspace and Employment and skills Strategies. Working with organisations that improve employment outcomes amongst single-parent families is also likely to be included as part of a comprehensive approach.

Table 4 – Partnership, Engagement and Co-design: Overview of support for Protected Characteristic Groups

Group	How does the procurement approach support those with protected characteristics?
Age	Young people and older people as well as representative groups will be identified as key target groups to be supported to take part in engagement and co-design activities.
Disability	People with disabilities as well as representative groups will be identified as a key target group to be supported to take part in engagement and co-design activities.
Race	People from BAME backgrounds as well as representative groups will be identified as a key target group to be supported to take part in engagement and co-design activities.
Religion or Belief	Faith groups will be identified as a key target group to be supported to take part in engagement and co-design activities.
Sex	Engaging with stakeholders that work to support groups disproportionately impacted by socio-economic exclusion is encouraged. This is likely to include groups working with single-parent families.
Sexual Orientation	Groups that work to support inclusion for the LGBTQI+ community will be identified as a key target group to be supported to take part in engagement and co-design activities.

Table 5 - Equalities, Diversity and Inclusion: Overview of support for Protected Characteristic Groups

Group	How does the procurement approach support those with protected characteristics?
Age	Broad based initiatives to support young people are required to be set out in the Equalities, Diversity and Inclusion Strategy. Jobs created in the construction and end development must guarantee the London Living Wage.
Disability	As above. It will also be necessary for bidders to evidence good practice/relevant accreditations in their own internal EDI approach with reference to people with disabilities.

	Bids must also include an approach to promoting and securing diversity in the core delivery team of consultants and sub-consultants in the future proposal, with reference to specific organisations EDI practices and policies within the lead organisations and relevant workplace accreditations.
Race	As above in relation to BAME groups.
Sex	As above with reference to creating and encouraging balanced gender representation.
Sexual Orientation	As above with reference to supporting LGBTQI+ inclusive employment practices

Table 6 - Land Use, Sustainability, Urban Design and Architectural approach: Overview of support for Protected Characteristic Groups

Group	How are positive Sustainability & Design impacts to be promoted?
Age	High quality public realm improvements that provide healthy streets and improves the pedestrian experience and provide inclusive spaces for all users including children and young people and older people.
Disability	Proposals for any new development will be expected to comply with London and Local Plan policies seeking to ensure well designed, safe, accessible infrastructure and built environments for all users including those with disabilities. Development should benefit those with a range of disabilities by providing inclusive access to public realm, communal and residential amenity spaces, disabled parking and Lifetime Homes.
Race	50% new affordable homes of which 70% are social rent and 30% shared ownership. It is expected that social housing will benefit those from BAME backgrounds who make up the significant proportion of the population in Brixton and Lambeth.

Q3b. How do you plan to address and mitigate any negative affect of your proposal?

The main potential area for negative impacts from the proposals will be through temporary disruption caused to the current tenants and occupiers of the sites as well as wider local stakeholders during the actual construction process that would follow a successful procurement exercise and grant of a future planning application.

The Council would like to see the legacy of diversity, inclusiveness, and innovation which has been championed by both Makeshift at Pop Brixton and 3space at International House to continue within the new development at 49 Brixton Station Road and 6 Canterbury Crescent. The procurement process requires a future partner to set out a business relocation strategy as part of its workspace strategy and commit to

supporting the relocation of existing tenants from Pop Brixton and International House wherever possible. The council will also seek to take a leading role in supporting relocation by using its own assets and policy tools alongside the commitments made by the partner which will be secured through mechanisms within the development agreement.

It is also a requirement that the street market facilities are reprovided in the new development – including a market trader car parking/storage facility and waste compound. This will support wider and continued efforts being led by the council to improve the immediate environment of the street markets and ensure it has the right supporting infrastructure to operate sustainably. Potential delivery partners will be expected to work with the council and market traders to develop proposals to support this ambition and contribute toward the realisation of the Brixton Street Markets Masterplan & Action Plan.

Any negative impacts that may result from the future development proposed as a result of the procurement process will be mitigated through the planning decisions process. A planning submission for development on this site will be evaluated against the relevant planning policies, including the Local Plan, Affordable Workspace SPD etc, each of which have undergone a robust equalities analysis to review the impact of development on communities.

Any potential temporary negative impacts/ disruption caused to existing tenants, business and residents by the development during construction will be controlled via planning conditions, e.g. a construction management plan that demonstrates arrangements for accessible alternative routes, for residents, businesses and vehicles including construction traffic arrangements and how environmental and amenity impacts will be minimised.

The council will also monitor progress of the delivery of the scheme through a Joint Delivery Board to support timely scheme delivery.

Q4. How will you review or evaluate your proposal and/or mitigations actions and who will be responsible for this?

Work to review and evaluate the proposals and mitigation actions can be divided into three distinct time periods – those occurring during the procurement process, those related to the contract management provisions that will be put take place following a successful procurement exercise and on-going monitoring work.

Procurement Process

The council's Neighbourhood Regeneration team will be responsible for leading the overall procurement process with the support of a cross-departmental steering group of officers. This will include engagement work to ensure local stakeholders and groups representing people with Protected Characteristics are aware of and can engage in proposals for the future development.

Work on the council's wider efforts to support business relocation and the reprovision of the market facilities will be undertaken with the council's Business, Culture and

Inward Investment Team as well as the council's Markets Team alongside local stakeholders.

Contract Management

Following a successful procurement exercise, Council officers will continue to play a key role in ensuring the effective monitoring and delivery of the provisions and mitigations contained within the winning bid, including the implementation of the various strategies which will have been secured through the contract/Development Agreement.

The successful delivery partner will be required to work with the council through a Joint Delivery Board, this will serve as a partnership working body for both the partner and council representatives. It will monitor progress of the delivery of the overall requirements in the development agreement as well as its associated strategies. It will be required to sign off certain contractual matters and meet on a bi-monthly basis throughout the life of the project and five years into the operational development phase of the finished development to ensure effective delivery of the desired public benefits.

A council appointed and partner funded Project Monitor is also required to monitor progress toward delivery of the requirements of the development agreement.

KPI's will be developed in relation to proposed strategies/council's minimum requirements and these will be reported by the partner on a quarterly basis through the Council's electronic contract management system and monitored through the Joint Delivery Board and an identified Project Monitor.

Ongoing Monitoring

It is expected that the Neighbourhood Regeneration will also work alongside wider corporate teams to collate equalities data for the Brixton area and Coldharbour ward in order to better understand the impact of its wider programme of activity. Data collected in the process of managing the contract will feed into this monitoring.