

Step 1: Clarifying Aims

Q1.

The decision to explore commercially viable development options for Bollo Lane was taken by TfL as part of a strategic business plan review to help establish revenue streams to support the wider operational network across London and to meet this target.

In addition, TfL has set itself the target of starts on sites by March 2021 to deliver 10,000 homes. After an initial filtering exercise, it was identified that Bollo Lane has the potential to deliver c. 800+ new homes and will help mitigate any risk to not achieving the starts on site target.

On 10th July 2018 CDIC approved budgeted spend of £325,200 to undertake detailed feasibility work on Bollo Lane and Acton Museum Depot. A design team was procured to establish a deliverable proposal on the sites, in order to de-risk the opportunities prior to launching to market.

The design response to these sites has been to adopt a masterplan approach which has allowed us to establish a clear framework of how we will overcome key issues such as vacant possession, planning policy such as local industrial and employment use, nature conservation and ecology, transport and construction phasing.

The focus of the design proposals has been about good placemaking and improving connectivity, particularly down the west side of Bollo Lane where there is currently no continuous pedestrian route from Acton Town Station to Chiswick Park. Our plans include a much improved and re-interpreted green corridor that links Bollo Lane to Acton Museum Depot.

The proposals adopt the draft London Plan's approach to density and massing, which encourages good quality, high density development close to public transport hubs. The building heights range from twenty-five storeys at the south of the site to five storeys close to the Grade II listed Acton Town Station.

The site is currently occupied by various operational and 3rd party uses, the current proposals re-provide 9,000m² of accommodation to mitigate against their loss. This includes new train crew accommodation with reduced walking times, office space and carparking for existing operations and the creation of non-operational work spaces and commercial units at street level along Bollo Lane to provide activation of the lower ground floor. This approach has been adopted to satisfy Ealing's requirement for the Locally Significant Industrial Site (LSIS) designation.

The reinterpretation of the green corridor and the introduction of a wide pedestrian route from Acton town Station to Acton Works improves connectivity, safety and promotes good quality placemaking. This is further complemented by a combination of public and private amenity space at the end of established roads which separates the buildings and helps soften the massing.

Servicing of the residential development is via a new road that runs adjacent to the LUL track, accessed from existing junctions on Bollo Lane, which enables a good separation between vehicles and pedestrians. This has the added benefit of providing sufficient exclusion space between the railway and the buildings.



Q2. Does this work impact on staff or customers? Please provide details of how.

Staff

The Bollo Lane site is currently occupied by various operational and third party uses. The current proposals re-provide circa 9,000m² of accommodation to mitigate against this loss. This includes new train crew accommodation with reduced walking times, office space and carparking for existing operations.

A vacant possession strategy is currently being developed that will identify a number of receiver sites inside/outside the red line boundary with each occupiers' operational requirements. Workshops have been held with incumbent operational staff to ensure that they are aware of the proposed development and have the opportunity to comment or raise any issues which have been responded to.

There will be construction adjacent to Acton Town Station which may impact upon LUL station staff during construction of Phase 1. A construction method statement will be submitted with the application will identify the potential impacts of the construction phase on staff and identify mitigations to prevent negative impacts.

It is anticipated that post construction impacts will occur to station staff, primarily through the increased number of passengers using the station who will be living and working on the Bollo Lane development.

Customers

On 16/17th October 2019 we are due to carry out two days of public consultations on the development which are aimed to capture the views of the local community and customers in order to shape the development and design. The consultation will be held in Acton Gardens Community Centre adjacent to the proposed development and will be extensively advertised by TfL and the council including online and via leaflet drop and post. The consultation location will be accessible.

All comments and issues raised at the consultation will be captured and fed back directly to the design team for them to be incorporated into the developing design. A further consultation on the development will be proposed in January 2020 prior to the submission of the hybrid planning application.

Minimal disruption to the customers is expected during the construction period, with access to the station entrance remaining uninterrupted and key pedestrian linkages remaining open wherever possible. A phasing strategy is to be developed to ensure that safe access to incumbent occupiers is maintained throughout, with decant occurring only once their receiver facility has been completed. A construction method statement will be provided with the planning application identifying how issues relating to noise, dust and other construction issues will be mitigated.

Overall it is anticipated that the development will have a positive impact upon customers with an enhanced green corridor and public realm with a new pedestrian link to Acton Works and Chiswick Park Station. The development will create a number of new jobs and homes in the local area that will support and add vibrancy to local community.



Step 2: The Evidence Base

Q3. Record here the data you have gathered about the diversity of the people potentially impacted by this work. You should also include any research on the issues affecting inclusion in relation to your work

Consider evidence in relation to all relevant protected characteristics;

- Age
- Disability including carers¹
- Gender
- Gender reassignment
- Marriage/civil partnership
- Other – refugees, low income, homeless people
- Pregnancy/maternity
- Race
- Religion or belief
- Sexual orientation

To date, the concept of development has been established and we have consulted with key officer and elected representatives of the GLA and the London Borough of Ealing as well as from around Transport for London. We are also due to carry out an early stage consultation with the local community which was aimed at assessing support for the development and what uses that the community would like to see included on the site.

Further to the initial consultation scheduled with the local community, we are intending to carry out a further detailed programme of engagement with local groups and residents are represented starting in October 2019. We will continue work with our communications consultants, borough contacts and stakeholder engagement team to identify stakeholder groups including equality groups in the local area which are harder to reach, and we will update future EQIA's with our method and progress.

We have sourced demographic data from a range of locations (including Census, LB Southwark Data, the GLA published and the NHS) This data has revealed key statistics which it will be important to take into account of in all stages of the proposed development.

Age

LB Ealing data states that the population of Ealing is currently 342,000 in mid-2018. The age profile for the ward is largely younger, with higher proportions in the 0-5 years and 25-40 years age bands. Reflecting a steadily ageing population, the median age of Ealing's population rose up to 36.7 years in 2018 from 36.3 years in 2017, although still much younger than the 2018 England and Wales median age of 40.0 years.

The age structure of Ealing's population means that the Old Age Dependency Ratio (OADR), which is the ratio of 65+ population to the population of those aged 15-64 is 19.2 in the borough (up from 18.5 last year), higher than the 17.3 in London but substantially lower than the 28.7 for the UK overall. The development must take account of these age groups.

Disability

The ONS 2011 Census stated that there were 50,090 people in Ealing with long term health problem or disability. This makes up 14.2% of the adult population which is less than London (16.2%) and less than England (19.2%).

Approximately 8% of those with limiting long term health problems or disability were within the working age group of 16-64 years, with 3.3% saying that they had their activities limited a lot. About two thirds (61.4%) of the non-disabled population was of working age.

¹ Including those with physical, mental and hidden impairments as well as **carers** who provide unpaid care for a friend or family member who due to illness, disability, or a mental health issue cannot cope without their support



Gender

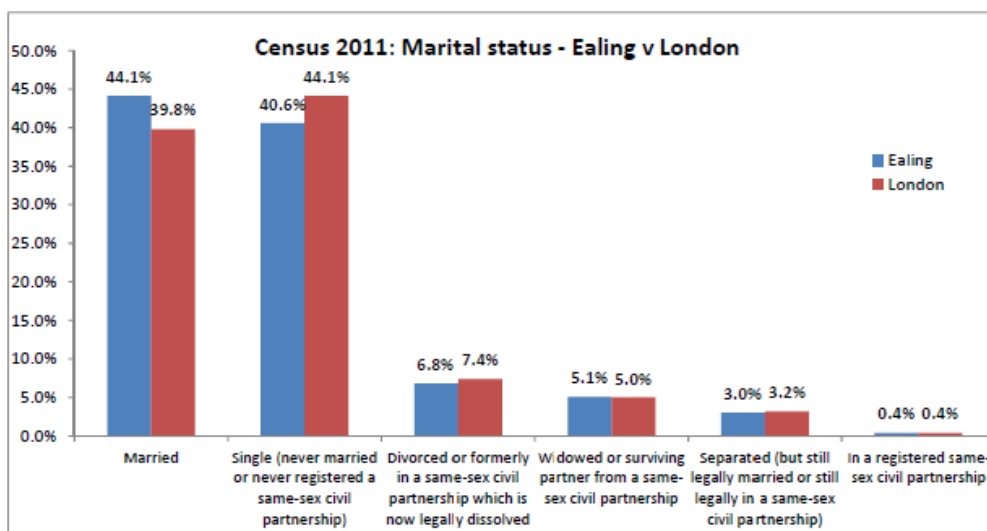
2011 Census data shows the borough's population consists of a total of 338,449 individuals, 169,175 of which are male and 169,274 are female. This is almost a 50:50 ration of males to females.

Gender Reassignment

The Census does not gather data on gender reassignment. Although there has been some work to estimate the number of transgender people in the UK population, estimates vary enormously from 1 in 200 to 1 in 1000 and there is no publicly available statistical data on which to make reliable estimates.

Marriage and Civil Partnership

2011 Census data for Ealing identified the following:



Pregnancy/Maternity

ONS data identifies the number of live births to mothers in Ealing has decreased in recent years. In 2015 there were 5,210 live birth to mothers living in Ealing. Of these, 3,714 (70%) babies were born to mothers out of the UK.

Race

2011 Census date for 2011 identified the following:

3 Ethnic group population			
	No.	%	
White	165,818	49.0%	
Mixed	15,066	4.5%	
Asian or Asian British	100,439	29.7%	
Black or Black British	36,860	10.9%	
Arab or other	20,266	6.0%	

Religion

2011 Census data identified that Ealing has 43% Christian, 16% Muslim, 9% Hindu, 8% Sikh, 1% Buddhist, 2% other, 15% No religion at 7% Not Stated.

Sexual Orientation

There is no data on Sexual orientation.



Step 3: Impact

Q4. Given the evidence listed in step 2, consider and describe what potential short, medium and longer term negative impacts this work could have on people related to their protected characteristics?

Protected Characteristic		Explain the potential negative impact
Age	Y/N	<p>Short Term – the elderly may become confused with temporary site logistics and how this affects their movement patterns around the site</p> <p>Medium Term – none currently</p> <p>Long Term – none currently</p>
Disability including carers	Y/N	<p>Short Term – movement around any site perimeter may increase pedestrian journey times.</p> <p>Medium Term – none currently</p> <p>Long Term – None, but these will be monitored during the development process</p>
Gender	Y/N	<p>Short Term – None, but these will be monitored during the development process</p> <p>Medium Term – None, but these will be monitored during the development process</p> <p>Long Term - None, but these will be monitored during the development process</p>
Gender reassignment	Y/N	<p>Short Term – None, but these will be monitored during the development process</p> <p>Medium Term – None, but these will be monitored during the development process</p> <p>Long Term - None, but these will be monitored during the development process</p>
Marriage/civil partnership	Y/N	<p>Short Term – None, but these will be monitored during the development process</p> <p>Medium Term – None, but these will be monitored during the development process</p> <p>Long Term - None, but these will be monitored during the</p>



		development process
Other – e.g. refugees, low income, homeless people	Y/N	<p>Short Term – None, but these will be monitored during the development process</p> <p>Medium Term – None, but these will be monitored during the development process</p> <p>Long Term - None, but these will be monitored during the development process</p>
Pregnancy/maternity	Y/N	<p>Short Term – None, but these will be monitored during the development process</p> <p>Medium Term – None, but these will be monitored during the development process</p> <p>Long Term - None, but these will be monitored during the development process</p>
Race	Y/N	<p>Short Term – None, but these will be monitored during the development process</p> <p>Medium Term – None, but these will be monitored during the development process</p> <p>Long Term - None, but these will be monitored during the development process</p>
Religion or belief	Y/N	<p>Short Term – None, but these will be monitored during the development process</p> <p>Medium Term – None, but these will be monitored during the development process</p> <p>Long Term - None, but these will be monitored during the development process</p>
Sexual orientation	Y/N	<p>Short Term – None, but these will be monitored during the development process</p> <p>Medium Term – None, but these will be monitored during the development process</p> <p>Long Term - None, but these will be monitored during the development process</p>



Q5. Given the evidence listed in step 2, consider and describe what potential positive impacts this work could have on people related to their protected characteristics?

Protected Characteristic		Explain the potential positive impact
Age	Y/N	<p>A safer more secure environment for everyone</p> <p>A pedestrian route to be created down the east boundary of the site providing safe access</p> <p>Affordable work space for young start-up businesses</p>
Disability including carers	Y/N	<p>The proposal will provide level access across the site and cater for less-abled people throughout the building. A full accessibility strategy will be developed as design progresses.</p>
Gender	Y/N	<p>None specific to this characteristic over an above general positive impacts considered for the community</p>
Gender reassignment	Y/N	<p>None specific to this characteristic over an above general positive impacts considered for the community</p>
Marriage/civil partnership	Y/N	<p>None specific to this characteristic over an above general positive impacts considered for the community</p>
Other – e.g. refugees, low income, homeless people	Y/N	<p>None specific to this characteristic over an above general positive impacts considered for the community</p>



Pregnancy/maternity	Y/N	None specific to this characteristic over an above general positive impacts considered for the community
Race	Y/N	None specific to this characteristic over an above general positive impacts considered for the community
Religion or belief	Y/N	The office development and indeed the civic space on the ground and first floors could include faith rooms to facilitate daily religious practices.
Sexual orientation	Y/N	None specific to this characteristic over an above general positive impacts considered for the community



Step 4: Consultation

Q6. How has consultation with those who share a protected characteristic informed your work?

List the groups you intend to consult with or have consulted and reference any previous relevant consultation? ²	If consultation has taken place what issues were raised in relation to one or more of the protected characteristics?
	We are preparing strategy with communications consultants (Further detail tbc)

² This could include our staff networks, the Independent Disability Advisory Group, the Valuing People Group, local minority groups etc.



Q7. Where relevant, record any consultation you have had with other projects / teams who you are working with to deliver this piece of work. This is really important where the mitigations for any potential negative impacts rely on the delivery of work by other teams.

London Underground

We are in regular communication with LU colleagues and station staff and have formal lines of communication with Infrastructure Protection (IP) in order to mitigate the impact of the development during and post construction.

We are also consulting with Operational Property to ensure that any re-provision of operational facilities meets the requirements of the business and mitigate over or under provision and future proof the requirements.

LB Ealing

Essential to a successful planning application will be the engagement from LBE Planners. So far this has been lacking and despite rigorous engagement we are still awaiting to get approved pre-app advice and the PPA signed. This is a major risk to the current programme.



Step 5: Informed Decision-Making

Q8. In light of the assessment now made, what do you propose to do next?

Please select one of the options below and provide a rationale (for most EqIAs this will be box 1). Please remember to review this as and when the piece of work changes

<p>1. Change the work to mitigate against potential negative impacts found</p>	<p>Many of the negative impacts will be mitigated through the design process or during construction. Any main contractor working on this project will need to sign up to the Considerate Constructors Scheme (CCS).</p> <p>A Construction management plan will be produced prior to start on site. We will ensure continuous consultation with stakeholders complies with the Ealing development engagement charter policy document and any third-party JV partner will be required to sign up to all of these principles.</p>
<p>2. Continue the work as is because no potential negative impacts found</p>	
<p>3. Justify and continue the work despite negative impacts (please provide justification)</p>	
<p>4. Stop the work because discrimination is unjustifiable and no obvious ways to mitigate</p>	



Step 6: Action Planning

Q9. You must address any negative impacts identified in step 3 and 4. Please demonstrate how you will do this or record any actions already taken to do this. Please remember to add any positive actions you can take that further any positive impacts identified in step 3 and 4.

Action	Due	Owner
<p>Age</p> <p><i>1) the elderly may become confused with temporary site logistics and how this affects their movement patterns around the site</i></p> <p>Mitigation:</p> <p>Additional signage at key nodes</p> <p>Maps to show “you are here”</p> <p>Pedestrian movement surveys</p>	As part of the CPMP	Contractor
<p>Disability</p> <p><i>1) movement around the site perimeter may increase pedestrian journey times.</i></p> <p>Mitigation:</p> <p>Hoarding line to take into consideration preferred routes</p> <p>Consider phasing the hoarding/perimeter requirements to limit to areas being used</p> <p>Additional signage to aid wayfinding</p>	As part of the CPMP	Contractor

