

Old Oak West

Supplementary Planning Document Equity, Diversity and Inclusion Statement

October 2023



1. Introduction

1.1. OPDC has prepared a Draft Old Oak West Supplementary Planning Document (SPD). The SPD provides additional information and detail on how OPDC will implement policies in the Local Plan while also reflecting local community aspirations. This statement provides a summary of how the SPD supports equity, diversity and inclusion (EDI).

EDI Strategy 2022-27

1.2. OPDC recognises the important role that our organisation has in supporting EDI. EDI is an integral part of how our organisation works which is set out in our EDI Strategy 2022-27 (see Vision and Definitions below), including in our capacity as a local planning authority.

Vision: Our Equity, Diversity and Inclusion vision is to be an organisation that identifies, prioritises, enables and champions equitable opportunities for everyone – both staff and our communities – regardless of background, race, age, gender identity, gender expression, sexual orientation or ability and to ensure that the area’s regeneration is accessible and inclusive which helps to create a more level playing field.

Definitions:



Equality

Means equal rights and opportunities are afforded to all. The 2010 Equality Act protects those with protected characteristics from direct and indirect discrimination in the workplace.



Equity

Recognises that treating everyone equally has shortcomings when the playing field is not level. An equitable approach emphasises that everyone should not be treated the same, but according to their own needs.



Diversity

Refers to demographic differences of a group often at team or organisational level. Often, diversity references protected characteristics in UK law: age, disability, gender reassignment, marriage, and civil partnership pregnancy and maternity, race, religion, or belief, sex and sexual orientation.



Inclusion

Is often defined as the extent to which everyone at work, regardless of their background, identity or circumstance, feels valued, accepted and supported to succeed at work.



Intersectionality

Refers to the interconnected nature of social categorisations such as race, class, and gender as they apply to a given individual or group, regarded as creating overlapping and interdependent systems of discrimination and disadvantage.

- 1.3. A key objective underpinning the vision in OPDC’s EDI Strategy is to plan for a welcoming, accessible and inclusive place. The built environment has a strong influence on our everyday lives and how it’s shaped can affect how we experience the world. Therefore, the design and planning of development needs to proactively support equitable opportunities for everyone.
- 1.4. Old Oak West and the wider OPDC area is one of the most richly diverse areas in the UK, home to many different communities, ethnicities, identities and cultures. Areas in and around OPDC are also some of the most deprived areas in the country. We want to embed diverse and inclusive experiences, opinions and voices into everything we do and at all levels – working with our Board, our staff and our communities. Only by doing this, will we deliver the world class regeneration we aspire to.
- 1.5. Table 1 sets out some key contextual information related to EDI. The rest of this Statement explains how EDI considerations have been embedded into the Old Oak West SPD from the start and reflect community suggestions.

Table 1 Key contextual information for Old Oak West relating to EDI

<p>Demographics and communities</p>	<ul style="list-style-type: none"> • Age – the majority of people fall within the 25-64 age range and have a relatively young population with a higher proportion of residents aged 0-24 compared to London figures. Old Oak West has the lowest proportion of residents aged 65 and over at 9%. • Country of birth - 50.3% of people are born outside the UK which is considerably higher than London (38%). The majority of residents born outside the UK are from EU countries or the Middle East and Asia. • Disability – 12.6% of people reported having a disability. This is slightly below the London average of 13.2%. • Ethnicity – the Black, Black British, Black Welsh, Caribbean or African data group is the largest minority group accounting for approximately 23.3% compared to the 13.5% London average. Asian, Asian British or Asian Welsh is the second largest group at 15.6% compared to the 20.7% London average with Other ethnic groups and Mixed or Multiple ethnic groups comprising 18% compared to the 12% London average. • Gender identity – an average of 1.31% of people identified as having a gender identity different from sex registered at birth. This is above the London average of 1%. • Language – the percentage of households with at least one adult having English as a main language is 11.6% which is nearly three times higher than London’s average of 4.3%. The amount of households with no adults or children holding English as a main language is 21.4%. This is significantly higher than the London average of 5%. • Marriage and civil partnership – 59.5% of residents have never been married or registered a civil partnership compared to the 46.2% London average. • Pregnancy and maternity – the live birth rate for Brent was the highest at 14.1 per 1000, followed by Ealing at 13.1 and Hammersmith and Fulham at 11.1. London’s rate is 12.4 births per 1000. • Religion or belief – Christianity is the most widely observed religion at 44%, followed by those responding with No Religion at 36.7% with the
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	<p>Muslim population at 17.7% and Hindu population at 2.9%. Other religions and beliefs were recorded at each below 1%.</p> <ul style="list-style-type: none"> • Sex – females make up 52.3% with males at 47.7%. The female majority is above the London average of 51.5%. • Sexual orientation – 5% of people identified as not being straight or heterosexual comprising 2.2% Gay or Lesbian, 2.1% as Bi and 0.7% as all other sexual orientations. 84.2% identified as straight or heterosexual. <p>The above information is derived from Census 2021 data, ONS 2018, 2020, 2021 and 2022 data, English Indices of Multiple Deprivation 2019, Public Health England Local Authority Health Profiles.</p>
<p>Socio-Economic</p>	<ul style="list-style-type: none"> • Income and employment – The proportion of economically active residents is 62% which is lower than the London average at 66.2%. Higher levels of unemployment are seen at 7.1% compared with London at 4.8%. The average 2018 income before housing cost was £33,100 which is lower than the London average of £38,293. Professional occupations make up the highest proportion of all occupation types in OOW at 21.3%. Other key occupation type in OOW and surrounding comparator areas include elementary occupations, associate professional and technical occupations, managers, directors, and senior officials as well as caring, leisure and other service occupations. • Education levels – Qualifications obtained at Level 4 and above make up the highest proportion of all the qualifications, accounting for 39.4% of the total levels of qualification. This is lower than the London average at 46.7%. • Local business size and type – 85% of the enterprises are micro-enterprises with 0.4% being large enterprises. There are a total of 2,685 private enterprises. The highest concentration of enterprises is in professional, scientific & technical industry (13.2%) followed by retail (11%), information & communication (9.5%), construction (9.5%), wholesale (9.1%), business administration (8.9%), accommodation and food (6.9%) and arts, entertainment, recreation and other services (5.6%). • Deprivation – 2021 Census data aggregates deprivation based on four dimensions of deprivation: Employment, education, health and disability, and household overcrowding. Old Oak West shows that 36.4% of households are deprived in one dimension. This is higher than the 32.9% average. The 2019 Indices of Multiple Deprivation shows the presence of high deprivation associated with the following dimensions: <ul style="list-style-type: none"> ○ Low income ○ Employment ○ barriers to housing and local services. • Health – The 2019 Indices of Multiple Deprivation shows lower levels of health-related deprivation. Across the three boroughs, the average life expectancy for females is 83.4 years similar to the London average (83.5) while the average expectancy for males is 78, lower than the London average of 79. In terms of mental health, data showed that the mental health status was majorly positive based on NHS information.

- **Housing** – there is a higher proportion of 1-person households compared to London which has a higher proportion of 2-people households. The most common housing tenure was private rented followed by social rented and owned homes compared to London which have a higher share of owned houses. Household composition data for vulnerable groups shows there is a relatively lower share of households with elderly residents (7.8%) and dependent children (10.8%) and the highest share of households with no people disabled under the Equality Act (76.3%).

The above information is derived from Census 2021 data, [ONS 2018, 2020, 2021 and 2022 data](#), English Indices of Multiple Deprivation 2019, Public Health England Local Authority Health Profiles.

2. Embedding EDI considerations into the draft SPD

2.1. Early community engagement took place between February and June 2023 to understand people’s priorities to help shape the future of Old Oak West. The outcome of this engagement is set out in detail in the [Community Engagement Summary Report](#). We have also taken the draft SPD to our Place Review Group and Community Review Group who provided recommendations to shape the draft SPD. The reports of these groups will be published with the papers presented to OPDC Planning Committee who will consider the approval of the draft SPD for public consultation.

2.2. A significant number of community suggestions and review group recommendations related to EDI consideration and these have been included in the draft SPD. A summary of key components of the draft SPD that support EDI is set out in table 2.

Table 2: Summary of EDI elements in the draft Old Oak West SPD

Chapter	Summary of how the SPD embeds content to support EDI
Spatial Vision	<ul style="list-style-type: none"> • Focuses on sustainability and inclusion recognising local identities and cultures to shape lifetime neighbourhoods to deliver benefits for existing and future communities.
Good Growth	<ul style="list-style-type: none"> • Defines Social Value in relation to Good Growth. • Provides guidance to: <ul style="list-style-type: none"> ○ deliver social value and secure equitable outcomes for everyone living and working in Old Oak West. ○ secure planning obligations for community based projects building on the art, culture and heritage of the area.
Transport	<ul style="list-style-type: none"> • Provides guidance to deliver: <ul style="list-style-type: none"> ○ a safe, inclusive, accessible and efficient movement network that supports active travel in green streets. ○ inclusive and equitable designed streets, stations and public transport routes. ○ art-based wayfinding installations that reflect local identities and cultures. ○ improvements, lighting and artwork to ensure underpasses and bridges provide safe environments for pedestrians, cyclists and mobility aid users. ○ accessible cycle parking and hire facilities

Environment and utilities	<ul style="list-style-type: none"> ● Provides guidance to deliver: <ul style="list-style-type: none"> ○ inclusive and safe green streets and multifunctional open spaces that: <ul style="list-style-type: none"> ▪ act as community focal points. ▪ provide access to nature to support health and well-being. ▪ provide a range of planting and maintenance approaches. ▪ contain spaces for quiet and individual activities. ▪ contain spaces for community and social activities. ▪ deliver seating designed to support social interaction. ▪ create opportunities for food growing. ▪ contain space for outdoor gyms, recreation and sports to be used by all ages. ▪ deliver drinking fountains. ▪ deliver accessible public toilets for all gender identities and baby and feeding facilities. ▪ providing opportunities for community involvement in management and maintenance of spaces. ○ early activation open spaces to support existing communities. ○ zero carbon development to help address energy costs and fuel poverty. ○ planting to provide respite from extreme weather events. ○ a range of types of lighting to provide safe and welcoming spaces for everyone.
Housing	<ul style="list-style-type: none"> ● Provides guidance to deliver: <ul style="list-style-type: none"> ○ a variety of high quality housing tenures, typologies, sizes and specialism to meet diverse housing needs. ○ at least 25% family sized homes and prioritising these homes at the ground or first floor of developments with direct access to a garden. ○ accessible, adaptable and wheelchair user homes. ○ affordable housing at 50% of all new homes overall, including maximising the level of social rent or London Affordable Rent. ○ other forms of housing including older persons housing, Community Led Housing and Work/Live units. ○ healthy and climate change resilient homes
Employment	<ul style="list-style-type: none"> ● Provides guidance to deliver: <ul style="list-style-type: none"> ○ a variety of employment spaces in terms of size, typologies and affordabilities suitable for a range of employment sectors that enable existing and new local businesses to grow and thrive. ○ and secure access to training, employment and economic opportunities for local people.
Town centre and community uses	<ul style="list-style-type: none"> ● Provides guidance to deliver: <ul style="list-style-type: none"> ○ Different town centre character areas to reflect the different needs of communities across different phases of development. ○ A range of town centre uses to enable people to access services and social infrastructure ○ a range of social infrastructure and communities uses including: <ul style="list-style-type: none"> ▪ a new 3-form entry primary school near to Channel Gate Local Park. ▪ a new primary care health facility and a potential second facility. ▪ three new supernurseries.

	<ul style="list-style-type: none"> ▪ a new community hub, with a potential for a second, providing a range of facilities including library space. ▪ three new neighbourhood police facilities. ▪ community cafés and community rooms for hire. ▪ internal and external spaces for community use. <ul style="list-style-type: none"> ○ spaces for markets to showcase local food and drink producers and support social interaction ○ meanwhile uses to support existing communities. ○ Cultural uses to celebrate local identities and cultures ○ Opportunities for local businesses. ○ Affordable indoor and outdoor sport and leisure facilities including swimming pools.
Design	<ul style="list-style-type: none"> ● Provides guidance to deliver: <ul style="list-style-type: none"> ○ high quality accessible and inclusive design that reflects local character and diverse cultural identities. ○ positive and active frontages to support safe and welcoming streets. ○ public art that celebrates local character and heritage
Delivery and implementation	<ul style="list-style-type: none"> ● Provides guidance to secure development and infrastructure to meet the needs of local communities in a timely and integrated manner.