



City of  
Westminster

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**THE CITY OF WESTMINSTER (SITE A CHURCH STREET)**

**COMPULSORY PURCHASE ORDER 2023**

**BUSINESS RELOCATION STRATEGY**

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## **1 INTRODUCTION**

- 1.1 Westminster City Council ("WCC") is seeking the comprehensive redevelopment of Site A of the Church Street Estate (the "Order Land") to facilitate its regeneration by the demolition of existing properties and the erection of mixed-use buildings providing flexible commercial use floorspace, market storage and infrastructure, residential units, landscape amenity space and car, motorcycle and cycle parking together with other associated works (the "CPO Scheme").
- 1.2 On 10 July 2023, WCC approved the use of compulsory purchase powers pursuant to s226(1)(a) of the Town and Country Planning Act 1990 (as amended) to enable WCC to acquire all property interests and rights in the Order Land necessary to deliver the CPO Scheme. Approval in principle to the use of compulsory purchase powers was initially given on 13 December 2021.
- 1.3 The regeneration of the Order Land and the wider area has been a key priority for WCC for a significant time. In January 2011, WCC commissioned and delivered the Futures Plan, a renewal plan for the Church Street area for the next 15- 20 years. This was followed in 2017 by the Church Street for All Masterplan with the central aspiration to facilitate estate renewal and economic growth, while making fundamental and lasting difference to the lives of its residents.
- 1.4 WCC's ambition is to make Church Street the most liveable ward in London, and the Church Street for All Masterplan is designed to deliver this transformational change.
- 1.5 Residents and businesses have been closely involved in the development of the Church Street for All Masterplan. The aim is to create a place where people want to live, where communities can thrive and enterprise can flourish.
- 1.6 This Strategy records WCC's approach to the acquisition of commercial interests comprised in the Order Land (the "Businesses") and the engagement, advice and assistance given to occupiers of commercial interests to relocate from the Order Land to an alternate location. It seeks to identify measures that are/will be put in place to help minimise the impacts of the Order on Businesses and the local community that they serve.
- 1.7 WCC has appointed Savills, a property consultancy with a specialism in compulsory purchase and compensation, to lead negotiations with affected businesses to purchase their interests by agreement.
- 1.8 This Strategy is an evolving document, which will be revised as and when further relevant information is available. WCC will monitor the effectiveness of the Strategy on a frequent basis. Feedback received from affected Businesses in respect of the

Strategy will be reviewed and where appropriate changes will be incorporated to respond to points raised.

## **2 THE PROPOSED DEVELOPMENT**

- 2.1 The first phase of the Church Street Estate Regeneration is limited to the Order Land (as shown edged red and shaded pink on the draft plan at Appendix 1). WCC is also seeking the acquisition of rights for oversailing and access for the purposes of construction and maintenance in respect of the area shown shaded blue on the draft plan. The draft plan is subject to amendment as the land reference process progresses.
- 2.2 The Order (if made) sets out to optimise use of the Order Land, addressing the need to deliver new, better quality homes for the residents of City of Westminster, providing community facilities and a newly-regenerated public realm that provides play space for children and families and accessible routes for visitors in the Church Street area (the "CPO Scheme").
- 2.3 The CPO Scheme will secure numerous public benefits including improving the Order Land's condition for market traders through improving natural connections and walking routes. In addition to the delivery of much-needed homes, the CPO Scheme will create high-quality outdoor space by carefully locating new well designed public spaces, which will link up with surrounding existing public spaces.
- 2.4 On 28 March 2023, the local planning authority resolved to grant planning permission (the "Planning Permission") in full for the Order Land and on 30 June 2023 the Planning Permission was granted. The Planning Permission comprises the demolition of all buildings on the Order Land and:
  - (a) The erection of buildings, including tall buildings ranging up to 14 storeys, that could deliver up to:
    - (i) 428 Residential Units (Use Class C3) or 37,114 sqm (GIA) of Residential Floorspace and ancillary residential facilities;
    - (ii) 605 sqm (GIA) of Community Floorspace (Use Class F1 and F2);
    - (iii) 341 sqm (GIA) of Commercial Floorspace (Use Class E).
    - (iv) 1,124 sqm (GIA) of Market Storage Floorspace (Use Class B8); and
    - (v) 2,603 sqm plant space (GIA) and 896 sqm (GIA) parking.; and
    - (vi) Alterations to the existing access road;
    - (vii) Streets, open spaces, landscaping, and public realm;
    - (viii) Car, motorcycle and bicycle parking spaces, and servicing spaces;
    - (ix) Market infrastructure and ancillary facilities; and
    - (x) Other works incidental to the proposed development.
- 2.5 Outline planning permission was granted for the proposed regeneration of the

wider Church Street Estate. The detailed component of the planning permission is the means by which it is proposed to deliver the CPO Scheme on the Order Land.

### 3 COMMERCIAL OCCUPIERS

3.1 The Businesses comprised within the Order Land are in the freehold ownership of WCC but there are multiple leasehold interests. The Businesses are in the main situated along the Church Street elevation from Penfold Street to Edgware Road with two fronting onto Edgware Road. The commercial stock is of poor quality and frequent complaints are made to WCC regarding e.g. leaks. Despite this, the Businesses are well used by the local community.

3.2 The current retail provision offered by the Order Land can be measured as follows:

- (a) Commercial units: 15 (inclusive of the Church Street Regeneration Base)
- (b) Total area: 2494m<sup>2</sup> or 26,845sqft

Of the 14 commercial units (i.e. discounting the Church Street Regeneration Base) there are 14 leaseholders of which:

- (c) 10 are small, independently owned businesses;
- (d) 10 are BAME owned businesses;
- (e) 3 are national corporations

3.3 The proposed acquisition will affect the following Businesses:

**Table 1:**

Unit No	Leaseholder/Occupier	Nature of Business	Nature of Occupier	Nature of Occupation	Negotiation Classification	Use Class
95	Lord High Admiral	Public House	PLC	Protected Lease	CPO	Sui Generis
101	Church Street Cafe	Café	Independent	Protected Lease	CPO	E
113-115	Collins Chemist	Pharmacy	Independent	Awaiting Relocation	CPO	E
119-123	One Price	Homeware	Independent	Vacant	CPO	E
382	Ladbrokes	Betting Office	PLC	Protected Lease	CPO	E
384-386	Sinbad Supermarket	Supermarket and Butcher	Independent	Protected Lease	CPO	Sui Generis
105-107	Tipaza	Supermarket and Butcher	Independent	Protection Lost	S25 - Ground F	E
109	Greggs	Convenience Food	PLC	Protected Lease	S25 - Ground F	E
125-127	Pound Superstore	Value retailer	Independent	Protected Lease	S25 - Ground F	E
97	City Carpets	Carpets and flooring	Independent	Unprotected Lease		E
99	CS Regeneration Base	Council Office	Local Authority	No Lease		E
103	Pound Place	Homeware	Independent	Unprotected Lease		E
111	Selections	Homeware	Independent	Unprotected Lease		E
117	Mulberry Fabrics	Fabric retailer	Independent	Unprotected Lease		E
r/o 384 (129)	The Discount Store	Value retailer	Independent	Vacant		E

3.4 As shown in Table 1 above, the Businesses within the Order Land fall in to three categories:

- (1) Those occupying premises under leases protected by the Landlord and Tenant Act 1954 ("LTA 1954") and in respect of which their leasehold interests will need to be acquired by agreement or pursuant to CPO ("Qualifying Businesses");
- (2) Those occupying premises under leases excluded by the LTA 1954; and
- (3) Those occupying premises under a lease in respect of which a notice pursuant to section 25 of the LTA 1954 has been served on the grounds that WCC intends to demolish/reconstruct which cannot reasonably be done without obtaining possession.

3.5 As to other commercial uses of the Order Land:

- (a) the Broadley Street Carpark located beneath Blackwater House on the Order Land contains 44 storage units occupied by a mix of market traders (21), local businesses (6), a local resident (1) and businesses/residents outside of the ward (3). Tenants occupy these units on Tenancy at Will agreements;
- (b) the surface level of Broadley Street Carpark was previously used by market traders and local retailers for storage. However, these storage units were vacated in February 2023 to facilitate some early demolition works with alternative storage provision offered locally.

#### 4 COMMERCIAL PROVISION WITHIN THE CPO SCHEME

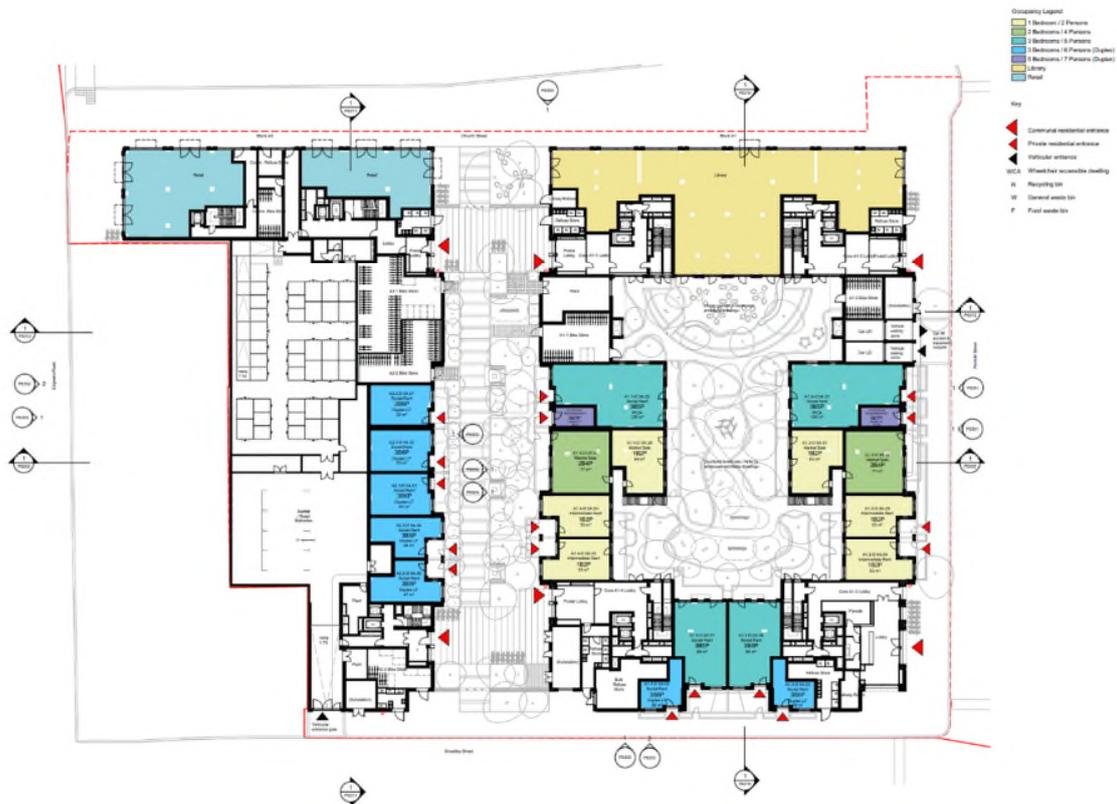
- 4.1 The provision of commercial floorspace in the CPO Scheme will be vastly reduced from that which is currently in existence.

**Table 2:**

Site A Commercial Provision	Floor Area (sqm)	Floor Area (sqft)
Current Total Commercial Floorspace	2,494	26,845
Proposed Total Commercial Floorspace	436	4,704
Loss of Commercial Floorspace	2058	22141
Loss as a percentage	82%	

- 4.2 The Order Land currently provides approximately 2,494 sqm of commercial floorspace in comparison to that proposed as part of the CPO Scheme, which offers just 436 sqm of commercial floorspace. This equates to a reduction of 2058 sqm or 82% in new floorspace provision.

- 4.3 The loss of commercial floorspace has in part been as a result of moving the Library onto Site A from Site B, which itself is 605 sq m and takes up the majority of the Church Street frontage. The Library was increased in size and designed all on one level to increase accessibility, responding to consultation responses on the planning application. The parameter plans for Sites B and C seek to maintain the commercial nature of the Church Street frontage along with creating a new commercial frontage along Venables Street..
- 4.4 The CPO Scheme proposes two large commercial units within the Order Land that are separated by an access route to a basement area. It is proposed that the basement area will be utilised by market traders. The two units can be seen shaded light blue on the top left of the plan below.



## 5 APPROACH

- 5.1 As detailed above, the CPO Scheme does not allow for existing business occupiers to relocate. Consequently, the Strategy is focussed on supporting existing occupiers find alternative accommodation so that they can maintain continuity of trade. WCC acknowledges that the Strategy cannot guarantee a successful relocation but a concerted effort is being made by WCC to give Businesses an opportunity to relocate through the identification of potentially suitable and available premises within the Borough. Businesses that move to existing WCC-

owned assets will be supported by WCC's Corporate Property and Regeneration Teams together with its commercial agents, Avison Young.

- 5.2 This Strategy is being implemented as WCC recognises that, whilst the CPO Scheme has the potential to deliver a significant number of benefits, bringing forward the redevelopment will require the displacement of a number of business interests.
- 5.3 It is the intention of WCC to acquire properties by agreement wherever possible. WCC will only use its compulsory purchase powers in the event that negotiated agreements cannot be reached and as a last resort. However, in accordance with the Guidance on Compulsory Purchase Process and the Crichel Down Rules (the "Guidance"), given the amount of time required to complete the compulsory purchase process, the Council has undertaken negotiations in parallel with initiating the formal procedure.
- 5.4 The Guidance recognises that the CPO process can cause anxiety for those affected and that providing advice and assistance to affected occupiers in respect of their relocation, together with details of available relocation properties where appropriate can assist. WCC has had regard to the Guidance when engaging with Businesses.
- 5.5 The aim of the Strategy is to work with those Businesses affected by the Order to:
  - (a) assist in identifying relocation options in a way that best meets their needs and minimises disruption to trading;
  - (b) retain the Businesses within the borough and, if possible, within proximity to the Order Land and the community that they serve (if this is their preference); and
  - (c) prepare for change; be this in terms of relocation (i.e. communicating the move to their client base, developing methods to stay in contact with their client base and/or marketing to a new client base) or, should they wish, extinguishment.

## **6 ENGAGEMENT**

- 6.1 Since 2016, WCC has used a vacant commercial unit in the Order Land as a dedicated regeneration office. The remit of the office is to:
  - (a) nurture long term relationships with residents, businesses, market traders and community groups;
  - (b) provide a local resource for information on the developing CPO Scheme;

- (c) function as a delivery mechanism for community engagement, consultation, activities and projects; and
  - (d) capture community feedback to inform the CPO Scheme's development.
- 6.2 The Church Street Regeneration Team has assisted local businesses immediately affected by the CPO Scheme by:
- (a) serving as a single point of contact for enquiries;
  - (b) coordinating and delivering consultations and engagement sessions and workshops (as to which, see paragraph 6.3 below);
  - (c) disseminating feedback, updates and information;
  - (d) managing relationships with internal and external parties (for example, fielding queries from leaseholders and liaising with the WCC's Corporate Property and Development Team, Savills and/or Avison Young as appropriate);
  - (e) taking the time to understand the needs and wants of the occupiers in relation to relocation requirements and compensation expectations; and
  - (f) created a Business Forum to centralise discourse providing an open forum for all (as to which, see paragraph 6.4 below).
- 6.3 The Businesses were consulted as part of the wider consultation on the proposed regeneration of the Church Street area. In particular, as part of the 2019 Options Consultation (7 March – 30 April 2019) businesses and market traders within the wider Church Street Estate were invited to a series of breakfast, lunch and evening meetings (12 February, 14 February and 26 February 2019) to meet with members of the multi-disciplinary team, review plans, artist impressions of the development and ask any questions. The Church Street Regeneration Team also held a Business Options Consultation Breakfast on 9 April at 35-37 Church Street, which was publicised in advance to businesses within the wider Church Street Estate. Businesses were invited to attend, discuss any issues directly with the Community Engagement team and the architects, planners and designers working on the potential options for re-development and complete a survey with their thoughts.
- 6.4 WCC has continued to engage with local businesses from across the Church Street Ward. In particular, a Business Forum was held quarterly from July 2018 to March 2020. Local businesses were able to book a place to attend the forums and hear details of the commercial strategy and how they could access support. It was also WCC's opportunity to hear from all businesses and market traders as to their views on the proposed regeneration. The Business Forums were widely publicised, with invitations (including translations) provided to businesses in the local area.

Since March 2020, WCC has adopted a one-on-one approach to engagement and negotiations with those Businesses affected by the CPO Scheme.

- 6.5 At the end of 2018, WCC appointed Tree Shepherd, a charity to work with Businesses to assist them in developing a robust business model necessary to successfully manage the transition away from the Order Land and ensure that the Businesses are sustainable in their new locations. At a meeting of the Business Forum on 19 February 2018, Tree Shepherd invited the Businesses to sign up for free business training workshops, one-to-one confidential advice, support with local opportunities and measures to help build resilient local trade networks. Businesses were invited to sign-up to sessions held at 382-386 Edgware Road in the morning, afternoon and evening on 22 January 2019 (how to grow your business), 28 February (how to protect your business and help it grow), 3 April (accounting and financial planning with smart technology) and 21 May 2019 (generating more sales via social media).
- 6.6 However, the businesses within the Order Land (and the Estate) expressed no interest in engaging with the services provided. Accordingly, Tree Shepherd's contract came to an end and was not renewed.
- 6.7 The Church Street Business Association was set up by two owners of local businesses within Site B (being part of the wider Church Street Estate but outside of the Order Land) to represent the businesses and market traders within the Church Street area. Prior to the end of its contract, Tree Shepherd assisted the Association with its incorporation. The Association is currently engaging with the programme via the newly created Church Street Regeneration Community Group.

## **7 RELOCATION**

- 7.1 Each Business has been written to in order to advise as to the proposals for the Order Land and the support available for Businesses that wish to relocate. In parallel with this, the Church Street Regeneration Team have reviewed the requirements of existing Businesses and held one-on-one meetings with occupiers that have continued on an informal basis. This continued engagement has and will allow the requirements and circumstances of individual Businesses to be amended and updated as the CPO process progresses.
- 7.2 Following discussions with Businesses on the Order Land to better understand their particular circumstances and ensure that the relocation proposals will seek to meet their ongoing needs and accommodation requirements, WCC's regeneration team has gained an understanding of their individual floor space requirements, rent, location and planning use class requirements. Broadly speaking, initial discussions with occupiers have outlined a preference to remain within Westminster. Based on the specific preference (i.e. to remain on Church Street, close to Church Street, an area like Church Street within Westminster or just anywhere within Westminster), the Church Street Regeneration Team has been

compiling data on suitable, available commercial units within Westminster's boundary.

- 7.3 Searches are conducted monthly via online portals such as Rightmove, Zoopla and Loop.net by the Regeneration Team and, once assessed, suitable premises are distributed to Businesses.
- 7.4 The search for suitable, available premises are conducted by the Regeneration Team having regard to the following parameters:
  - (a) Commercial/Retail Use
  - (b) Rent - £0 - £80k pa
  - (c) Size - 750sqft +
- 7.5 The above parameters are broad enough to ensure that the size and passing rent requirements of all occupiers are captured. The Regeneration Team has specifically requested feedback on the approach adopted to ensure that the above parameters continue to reflect the requirements of all Businesses at the Order Land. No feedback has been received. The Regeneration Team will continue to monitor the position.
- 7.6 Qualifying Businesses are prioritised in terms of assistance with relocation and having first refusal of suitable, available WCC-owned assets within the Church Street area and further afield. Once notified of a suitable, available premises, they are afforded one month to express an interest in the property prior to it being placed on the open market. It is at this point that other Businesses within the Order Land are notified of a potential available asset into which they may wish to relocate. The Regeneration Team remain available to assist all Businesses with their relocation away from the Order Land and support continuity of trade.
- 7.7 WCC has retained commercial agents, Avison Young to create particulars for possible replacement properties to include a rental figure which is deemed reasonable and acceptable having regard to market conditions. In the event that no interest is expressed in the relevant unit by the affected Business, the property is placed on the open market at the same rental level offered to the affected Business with no room for negotiation so as to ensure that Businesses are treated fairly.
- 7.8 WCC continue to undertake alternative site searches and consider suitable options should new sites become available. Initial analysis suggests that although some opportunities exist which may meet the requirements of the Businesses, there is a shortage of immediately available, suitable alternative sites.
- 7.9 As to more bespoke commercial interests within the Order Land, we refer to the following:

### *Pharma Medica*

- 7.10 Since February 2020 WCC has engaged with Pharma Medica, being a key community resource occupying (at that time) a double-unit within the Order Land. Given the service that the Business provides to the local community and the health and well-being benefits it offers, WCC was keen to retain the pharmacy in proximity to the Order Land. WCC has facilitated an introduction with Berkley Homes, being the developer of the neighbouring West End Gate development and an agreement has been reached for Pharma Medica to move into a unit within that development. Subject to completion of fitout works, the business will take occupation of the new unit in November/December 2023. In the meantime, it continues to trade from the Order Land.

### *Lord High Admiral*

- 7.11 The public house is located at the northern corner of the Order Land, at the junction of Church Street and Penfold Street and has historically experienced a high number of anti-social behaviour issues. Given the change in local demographics over the years (i.e. the growth in local population who do not consume alcohol) and a historic reputation for anti-social behaviour there has been a decline in patronage, which has been further exacerbated by the Covid 19 pandemic.
- 7.12 Despite the planning policy presumption in favour of protecting public houses, the leaseholder has expressed a wish to voluntarily extinguish the business, rather than to seek to relocate. This is consistent with the wishes of local residents who, via the various consultation exercises in respect of the regeneration proposals, have demonstrated that there is no local desire to retain the public house within the Order Land. The Planning Permission has also now been granted, accepting the principle of the loss of the public house.

### *Broadley Street Carpark Storage Users*

- 7.13 WCC has sought the views of market traders via the Business Forum and a series of breakfast, lunch and evening meetings to seek their views on the proposed regeneration and address any concerns. As a result of these engagement activities, it has become apparent that the main issues that the traders would like to see addressed through the CPO Scheme are the lack of appropriate storage, welfare facilities, access to water and designated parking. These issues have been considered and addressed via the design of the CPO Scheme.
- 7.14 WCC's intention is to rehouse the basement level occupiers of Broadley Street Carpark via an acquisition of the Church St Carpark, located on Site B (being land comprised within the wider Church Street Estate and for which regeneration proposals are planned to come forward at a later date). The freeholder for this site is WCC and it has now reached an agreement with the leaseholder of the Broadley Street Carpark to surrender its lease to enable the site to be used for this purpose.

- 7.15 In relocating these occupiers, priority will be given to market traders who have complied with the terms of their tenancy. Should the new carpark not be able to accommodate the required number of traders, WCC will then give preference to traders that have permanent licences and trade on the highest number of days (Mon – Sat) given their obvious benefit to the local community.
- 7.16 The demand for storage space by traders is extremely high and WCC foresees these units being used solely for the purposes of the market with no provision made for other users (i.e. residents or local businesses), current or future. The plans for the Order Land (per the CPO Scheme) include a new, purpose made market storage area in the lower level of Block A2 with a loading and unloading area and welfare facilities. Currently, provision is for 38 new storage units of varying sizes.
- 7.17 The surface-level occupiers of Broadley Street Carpark were vacated in February 2023. Working with the occupiers, WCC has managed to relocate some and are actively working to relocate the others. Priority has been given to occupiers in need of storage space, as others were able to make do without storage in the short term.

## **8 RELOCATION – NEXT STEPS**

- 8.1 To implement the Strategy going forward, WCC will continue to engage proactively and constructively with the Businesses in respect of their relocation, where relevant. In doing so, WCC will:
- (a) Continue to assess Businesses' needs through formal and informal meetings/1-2-1s and maintain a continuing dialogue with all those affected;
  - (b) On an ongoing basis, produce assessments of current alternative sites;
  - (c) Where a Business engages, meet with the proprietors to discuss the CPO Scheme, the compensation regime and answer any queries;
  - (d) If the CPO is made (and confirmed), seek to ensure that the lead-in times in respect of the acquisition of land will allow the Business sufficient time to plan and organise relocation; that Businesses will receive advanced warning of when they might need to relocate and a 'not before' date is given. Occupiers will be kept informed of the expected dates of when vacant possession of a property is required, enabling them to plan.

## **9 STRATEGY - ACQUISITION**

- 9.1 Every business within the Church Street Estate was written to by WCC back in February 2020 to advise of the then programme for regeneration and that WCC is committed to working positively with them in the context of discussions to acquire their interest. Businesses were advised that WCC had appointed Savills to advise on the compensation payable upon the acquisition of their leasehold interest,

together with any other compensation that they may be entitled to. Businesses were advised that Savills would be in touch and were signposted to the dedicated Church Street website and Business Forum meetings for further updates. Contact details were also provided for Tree Shepherd and Businesses were (again) invited to get in touch with them for free advice as to help during the regeneration process.

- 9.2 In August 2020 Savills contacted all leaseholders of Qualifying Businesses to confirm that it was appointed to agree terms for the voluntary acquisition of their leasehold interests which reflect their entitlement to compulsory purchase compensation. The letter invited those leaseholders of Qualifying Businesses to make contact with Savills to discuss WCC's proposals and open lines of communication.
- 9.3 Since the initial contact, Savills has met with leaseholders of all Qualifying Businesses to inspect and measure their premises for the purpose of informing valuations (to be undertaken by a RICS registered valuer) and liaised with those surveyors appointed by leaseholders in an effort to reach agreement on compensation. WCC has offered (and will continue to offer) to cover the reasonable fees associated with the professional advisers appointed by the leaseholders of Qualifying Business to allow occupiers to obtain professional CPO advice at no financial cost.
- 9.4 Savills has been in continued dialogue with those appointed by Qualifying Businesses to discuss the prospect and feasibility of their relocation and, where made available to it, has undertaken reviews of trading information to support the assessment of compensation. Forensic accountants, Moore Kingston Smith have also been appointed to undertake a forensic review of financial information provided by commercial leaseholders to assist with determining the offer of compulsory purchase compensation.
- 9.5 Where terms have been agreed for the acquisition of Qualifying Businesses, WCC has promptly instructed solicitors to effect the surrender of leases and promptly pay compensation.
- 9.6 WCC and Savills will continue to:
  - (a) make offers which reflect the entitlement to compulsory purchase compensation (to include the value of the leasehold interest, an estimate of claimable businesses losses, statutory loss payments and the reasonable costs associated with the leaseholder obtaining professional CPO advice);
  - (b) engage proactively and constructively with occupiers over relocation issues and (insofar as it is able) seek to help them mitigate the risk of loss;
  - (c) in respect of non-Qualifying Businesses, provide general advice and support in relocation process.

## **10 CHURCH STREET MARKET**

- 10.1 WCC recognises the value of the Church Street Market to residents and has made the commitment that this source of affordable food, clothing and employment will not disappear from Church Street. WCC is adopting policies to minimise the impacts of the development works on the trading abilities of the market stallholders. A Church Street Market Impacts and Risk Assessment ("CSMIRA") was developed to consider options for market traders during the redevelopment works and to ensure that the market can continue to operate as close to full capacity as possible whilst the regeneration of the surrounding area takes place.
- 10.2 The recommendations of the CSMIRA will allow stallholders to continue trading for as long as possible with trading suspensions only coming into effect for Saturday traders directly impacted by the phased public realm works. Weekday traders may be affected by heavy works or delivery of heavy plant machinery, in which case they may be relocated for a temporary period to Site B (within the wider Church Street Estate) or to the north kerb of the Order Land. Traders that need to be moved temporarily will be provided with as much advanced notice as possible of their proposed pitch number and market inspectors will be able to assist with relocations. Any traders unable to operate due to pitch suspensions will have their pitch fees waived for that period.
- 10.3 The noise of the works will be controlled via planning condition to ensure traders are not disrupted. The market will continue to be governed by the City of Westminster Act 1999, and as such, licence holders' rights and conditions will remain the same. WCC and the Church Street Regeneration Team will continue to inform, engage and update market traders as plans for the regeneration progress. Traders temporarily relocated for the purposes of undertaking the public realm works will be able to return to their pitch number, albeit the pitch maybe in a slightly different location.
- 10.4 An information leaflet was issued to traders in October 2021 to outline how WCC proposes to minimise disruption of building works, per the measures set out above.

## **11 EQUALITIES IMPACT ASSESSMENT**

- 11.1 WCC commissioned Aecom to complete an Equalities Impact Assessment ("EqIA") (June, 2023) in support of the Cabinet's resolution to make a CPO in respect of the Order Land.
- 11.2 The EqIA reviews the potential negative impacts of the redevelopment on those with protected characteristics as identified set out in the Equality Act 2010. The nine protected characteristics are as follows:
- (a) Age
  - (b) Disability

- (c) Gender reassignment
- (d) Marriage and civil partnership
- (e) Pregnancy and maternity
- (f) Race
- (g) Religion or belief
- (h) Sex
- (i) Sexual orientation

11.3 The conclusions in relation to commercial interests can be summarised as follows:

- (a) Potential closure of BAME owned businesses where businesses are not eligible for compensation;
- (b) Temporary or permanent loss of employment following closure or relocation of affected businesses, particularly amongst BAME employees;
- (c) A loss of shops and services providing current mix of culturally specific services and goods as well as potential loss of cultural and social connections. However, there is also the potential for positive effects as a result of the opportunity for new accommodation with improved facilities;
- (d) Loss of Church Street Café which provides an informal community hub for local residents; and
- (e) Anxiety and stress caused by uncertainty around development plans and relocation.

11.4 The EqIA acknowledged that the effects on protected characteristics are being managed through the support developed by the Council for businesses included in the Order Land, including pursuant to this Strategy.

11.5 The EqIA recommended the continued monitoring of the actions in this Strategy and the early release of compensation payments to support successful relocation. WCC will take these recommendations under consideration.

Appendix 1 – Draft Order Plan

