

Equality Impact Assessment Form

Part 1: Screening

Name of Strategy/Policy/Project/Function:
Completing Officer's Name:
Completing Officer's Telephone Number:
Date Completed:

Stage 3 Marketfield Way Development
Cath Rose
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22/08/2018

Please send a copy of the completed form to the Equalities Group at equalities@reigate-banstead.gov.uk.

Section One: Identify Your Aims and Objectives

The purpose of an Equality Impact Assessment is to improve the work of the Council by making sure that we promote equality and do not discriminate. This method is used to ensure that individuals and teams consider the likely impact of their work on residents and take action to improve strategies, procedures, projects and functions where necessary.

What is the main purpose of this strategy?

The purpose of the Marketfield Way development is to deliver regeneration benefits to the town centre, provide an improved public realm, enhanced town centre offer and new housing in Redhill. The Executive Report in relation to Stage 3 of the development seeks agreement to progress detailed design, and sub-contractor procurement in advance of the scheme construction and completion.

List the main activities & objectives or main policy areas of this strategy

Outstanding stages:

- Detailed design
- Contractor/ sub-contractor procurement
- Construction
- Completion

Who are the main beneficiaries of this strategy?

Those who live, work or visit Redhill town centre are the main beneficiaries of the Marketfield Way development.

In what way are the main beneficiaries affected by this strategy?

Detailed design: The final design of the scheme will influence how accessible the development is to equality target groups. As part of the scheme's planning application, a Disabled Discrimination Audit was carried out, and Building Regulations will ensure that people are able to access all new buildings and their facilities
Contractor / sub-contractor procurement: N/A
Construction: those living, working or visiting in proximity to the development site may be disrupted by construction activities
Completion: users of the new development (residents, visitors, local workers) will benefit from enhanced retail and leisure choice in the town centre; new jobs will be created by the

development; new flats will be provided, the public realm will be enhanced and connectivity across the site and to the wider town centre improved.

Section Two: Consider Data and Research

Exploring available data and conducting research will help to give an indication as to what impact the strategy will have on equality and diversity.

Where data is limited or unavailable, managers should identify this as a limitation and identify ways to overcome this. This may include contacting specialist or other external organisations, or by conducting further research of existing regional and national data.

What data is available to help direct the EIA?

Mosaic data
Borough Profile data
Census data
Retail and leisure needs assessment

Are there any gaps in data that may require further research or consultation?

None identified

Section Three: Assess The Impact on Equality Target Groups

Assess where you think the strategy could have a negative impact on any of the equality target groups i.e. where it could disadvantage them. Also consider where the strategy could have a positive impact or could contribute to promoting equality, equal opportunities or improving relations with equality target groups.

Consider the following:

- *Publicity, including design, distribution and accessible communications issues*
- *Physical access*
- *Location, geography*
- *Poverty, deprivation and social exclusion issues*
- *Employment*
- *Safety*
- *Direct discrimination: does the strategy intentionally exclude a particular equality group? If so, is this exclusion justified? Are the strategy and its outcomes likely to be equally accessed by all (are there barriers that might inhibit access to the service for some people)?*

Lack of data may make completing this section difficult, but is not be a reason to halt the process. Please continue to complete this form.

Completing the table below will predict the likely impact on the target groups. You are not required to complete each box, only those that are relevant. Relevant boxes are those where there is a disproportionate or greater impact either way.

		Positive Impact	Neutral	Negative Impact	Reason
Age	Older people	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Low <input checked="" type="checkbox"/> <input type="checkbox"/> High	<p>Construction phase: Low negative – Car park closure and construction may result in it being more challenging for those with mobility or other age related difficulties to access parts of the town centre.</p> <p>On completion: Positive – Improved accessibility, public realm, and legibility making it easier for those with mobility or age related difficulties to access this part of the town centre.</p> <p>Increased vitality and choice leading to stronger communities helping reduce social isolation.</p>
	Younger people & children	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Low <input type="checkbox"/> <input type="checkbox"/> High	<p>On completion: Positive - Improved public realm and leisure opportunities for young people</p>
Disability <i>Long-term health impairment includes mental health problems, asthma, heart conditions, chronic fatigue etc</i>	Physical	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Low <input checked="" type="checkbox"/> <input type="checkbox"/> High	<p>Construction phase: low negative - Car park closure and construction may result in it being more challenging for those with mobility or other age related difficulties to access parts of the town centre; loss of three disabled parking spaces.</p> <p>On completion: Positive – Improved accessibility, public realm, and legibility making it easier for those with physical difficulties to access this part of the town</p>

					centre.
	Sensory	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Low <input checked="" type="checkbox"/> <input type="checkbox"/> High	Construction phase: low negative – those with visual impairment may be impacted if communications material is not provided in an accessible format. On completion: Positive – Improved accessibility, public realm, and legibility making it easier for those with physical difficulties to access this part of the town centre.
	Learning	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Low <input checked="" type="checkbox"/> <input type="checkbox"/> High	Construction phase: low negative – those with learning difficulties may be impacted if communications material is not provided in an accessible format. On completion: Positive – Improved accessibility, public realm, and legibility making it easier for those with learning difficulties to access this part of the town centre.
	Long-term Health Impairment	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Low <input checked="" type="checkbox"/> <input type="checkbox"/> High	Construction phase: low negative - Car park closure and construction may result in it being more challenging for those difficult for those with long term health impairments to access parts of the town centre; loss of three disabled parking spaces. On completion: Positive – Improved accessibility, public realm, and legibility making it easier for those with physical difficulties to access

					this part of the town centre. Replacement disabled parking spaces will be incorporated as part of the new development.
Gender	Women	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Low <input type="checkbox"/> <input type="checkbox"/> High	No specific disadvantage for women identified. The impact is considered to be neutral.
	Men	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Low <input type="checkbox"/> <input type="checkbox"/> High	No specific disadvantage for men identified. The impact is considered to be neutral.
Gender reassignment	Trans-men and -women	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Low <input type="checkbox"/> <input type="checkbox"/> High	No specific disadvantage for trans-men or trans-women identified. The impact is considered to be neutral.
Marriage and civil partnership	People who are married or in a civil partnership	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Low <input type="checkbox"/> <input type="checkbox"/> High	No specific disadvantage for those who are married or in a civil partnership identified. The impact is considered to be neutral.
Pregnancy and maternity	Mothers or women who are pregnant	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Low <input checked="" type="checkbox"/> <input type="checkbox"/> High	Construction phase: Low negative - Car park closure and construction may result in it being more challenging for those difficult for pregnant women or women with small children, prams etc to access parts of the town centre On completion: Positive – Improved accessibility, public realm, and legibility making it easier for pregnant women or women with small children, prams etc to access this part of the town centre.
Race <i>These categories are those used in</i>	Asian	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Low <input checked="" type="checkbox"/> <input type="checkbox"/> High	Construction phase: Low negative – Those who do not have
	Black	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Low <input checked="" type="checkbox"/> <input type="checkbox"/> High	

the 2001 census	Mixed race	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Low <input checked="" type="checkbox"/> High <input type="checkbox"/>	English as a first language may be impacted if communications material is not provided in an accessible format On completion: Neutral – no specific benefit or dis-benefit identified
	White	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Low <input checked="" type="checkbox"/> High <input type="checkbox"/>	
	Chinese	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Low <input checked="" type="checkbox"/> High <input type="checkbox"/>	
	Other racial or ethnic groups (specify)	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Low <input checked="" type="checkbox"/> High <input type="checkbox"/>	
Religion or belief <i>Consider faith groups individually and collectively</i>	Faith groups	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Low <input type="checkbox"/> High <input type="checkbox"/>	No specific disadvantage for any faith group identified. The impact is considered to be neutral.
Sexual orientation	Heterosexuals, lesbians, gay men and bisexuals	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Low <input type="checkbox"/> High <input type="checkbox"/>	No specific disadvantage for any sexual orientation group. The impact is considered to be neutral.

If you have indicated that there is a potential negative impact on any target group, are these Intentional and/or of a High Impact?

Intended? i.e. can be justified in terms of legislation e.g. concessionary fares older people Yes No

High Impact? i.e. it is or may be discriminatory against one or more groups Yes No

*Is the negative impact **NOT INTENDED** and/or of **HIGH IMPACT**?*

- *If **YES**, a full assessment is required. Please complete the **Equality Impact Assessment Form Part 2: Full Assessment**.*
- *If **NO**, complete the rest of this form. Do not ignore low impacts- these could help you to develop services in the future.*

Section Four: Improvement Planning

It is important to consider any influence that the strategy is having, or could potentially have, on the individual strands of equality. The strategy should be examined for its effectiveness in:

- *Promoting equality*

- *Eliminating discrimination*
- *Achieving equality*

Could negative impacts be removed or minimised? Could positive impacts be improved and if so, how?

Analysis must be undertaken with the strategic objectives of the Council in mind and the questions should reflect legal requirements, the emerging Local Development Framework and population needs.

Use the table below to record how you could minimise or remove any low negative impact or improve the positive impact of the strategy.

Issue	Action
Detailed design stage: Ensure new development is accessible as possible to all groups	Require, as part of the detailed design phase, appropriate consideration to be given to ensuring the scheme is accessible to all groups, and compliant with building regulations.
Contractor /sub-contractor procurement	Require (as part of Council contracts) contractors / sub-contractors to promote equality, and not to discriminate.
Construction phase: Construction may result in it being more challenging for those with limited mobility, physical disabilities, pregnant women or women with small children (prams etc) to access parts of the town centre	Require (as part of Council contracts) accessibility to be maintained as far as possible; and construction activities to be considerate of all town centre users Deliver a comprehensive communications strategy to provide information about activities and clear signage about access and parking during construction activities
Construction phase: Those with visual impairments, learning difficulties or who do not have English as a first language may be impacted if communications material is not provided in an accessible format	Deliver a comprehensive communications strategy to provide information about activities and clear signage about access and parking during construction activities, including in accessible formats
Parking	Require, as part of the detailed design stage, re-provision of disabled parking spaces

If there is no evidence that the strategy promotes equality, equal opportunities or improved relations, could it be adapted so that it does? If so, how?

N/A

Section Five: Monitoring and Reviewing

What data do you have that monitors the impact of the strategy on protected groups?

None at the moment as project has not been advanced to detailed design or construction stages

How is this data used?

N/A

If there is no data, explain how you intend to continue monitoring the impact of this strategy:

Detailed design: Require consideration of accessibility for target groups to be demonstrated by contractor

Construction phase: Feedback from town centre users to the Council / on-site office and appropriate responses / mitigation measures implemented

On completion: Feedback from development users

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