

The **public sector Equality Duty** (Section 149 of the Equality Act) requires public bodies to have due regard to the need to eliminate discrimination, advance equality of opportunity, and foster good relations between different people carrying out their activities.

The Equality Duty supports good decision making – it encourages public bodies to be more efficient and effective by understanding how different people will be affected by their activities, so that their policies and services are appropriate and accessible to all and meet different people’s needs. The Council’s Equality and Safety Impact Assessment (ESIA) includes an assessment of the community safety impact assessment to comply with section 17 of the Crime and Disorder Act and will enable the council to better understand the potential impact of the budget proposals and consider mitigating action.

<p><b>Name or Brief Description of Proposal</b></p>	<p><u>Townhill Park Regeneration:</u></p> <p>Townhill Park Regeneration continues the momentum already achieved in delivering improvements to a number of council estates.</p> <p>The aim of the Townhill Park Estate Regeneration project is to comprehensively regenerate the area. The project aims to redevelop all the blocks in the area over a ten year period and re-provide with a mix of new apartment blocks and houses of mixed tenure. The new homes will be designed to modern standards and be energy efficient.</p> <p>In addition, the external environment will be improved for the benefit of both existing residents and those occupying the new homes. Environmental proposals include a new green space in the centre of the development with play facilities a meeting place and new convenience store. There is also improved walking, cycling and access to neighbouring green spaces. A series of improvements to Meggeson Avenue, is planned, to calm the traffic and provide a more pedestrian friendly environment.</p> <p>The project will provide a much improve living environment for the new and existing residents of Townhill Park.</p> <p>This assessment focuses particularly, but not exclusively, on the impact of the following areas of the regeneration project (subject of the March 2017 Cabinet report):</p> <ul style="list-style-type: none"> <li>• proposal to redevelopment Plots 1 and 2 (formerly known as Phase 1).</li> <li>• approval for future demolition of the further redevelopment plots in order to achieve Estate Regeneration objectives.</li> <li>• approval for implementation of the statutory process in order to set up the programme and decant process for the remainder of the estate involving circa 300 households.</li> </ul>
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<p><b>Brief Service Profile (including number of customers)</b></p>	<p><u>Estate Regeneration Objectives</u></p> <p>The Council's Estate Regeneration programme aims to identify the potential within Southampton's council housing estates for the development of new modern energy efficient homes and to deliver mixed tenure communities.</p> <p>A range of models for development and funding are therefore being considered and it is proposed that the Council will develop ongoing relationships with a number of development and funding partners with models replicated across the city.</p> <p>Opportunities to increase density and the mix of housing to include affordable homes and those for market rent or sale (including shared ownership and starter homes) will be pursued.</p>
<p><b>Summary of Impact and Issues</b></p>	<p>The new homes will be built to a modern high specification which provides an improvement on the existing homes. They will have better energy efficiency, which means reduced running costs for the properties.</p> <p>New homes also avoid the need for temporary decants and disruption to tenants, as in the case of older properties in need of major repair</p> <p>The new homes on Plot 1 will be charged at Affordable Rent level (80% of the local market rent). This is higher than the current rents of many existing Council properties and combined with a number of welfare benefit changes may be a consideration when Council tenants are deciding whether or not they wish to consider moving to the properties. However, this will be offset by the homes being new and having lower running costs</p> <p>Plot 2 homes are likely to be a mixture of Affordable Rent and Private Rent. Due to higher rents these may not be as attractive to existing Council tenants, but will help to achieve the objective of diversifying the tenure mix on the estate. There is general agreement that residential areas that offer a mix of tenures provides the basis for a more sustainable community.</p> <p>In order to achieve maximum regeneration benefit it is necessary to demolish the existing properties on plots to be redeveloped. This is a disruptive process for affected residents. Council tenants require to be decanted and allocated new homes and leaseholder properties purchased by the Council, with leaseholders and, in some cases their tenants finding new homes. Seven out of the 8 blocks of existing flats in Phase 1 have already been decanted and demolished.</p> <p>Existing residents who are not directly affected are still subject to the redevelopment process while adjacent sites are vacated, demolished and redeveloped.</p>
<p><b>Potential</b></p>	<p>There is potential for specifying housing types that meet the</p>

<b>Positive Impacts</b>	<p>housing needs of the people on the housing register.</p> <p>The general mix of homes will be based on current and future needs, better enabling the housing on the estate to meet the requirements of local residents.</p> <p>A more diverse tenure mix in the area will provide a wider range of choice for residents and has the potential to create a more sustainable community.</p> <p>Experience from previous estate regeneration schemes has shown that only a small proportion of residents that are decanted wish to return to the redeveloped properties.</p> <p>Once the first plots start to build this should create opportunities for tenants decanting from future redevelopment plots to be relocated in Townhill Park in the new build properties, rather than relocating elsewhere in the city.</p> <p>The implementation of the Townhill Park regeneration is being phased to lessen the impact on residents and also to provide continuous convenience store access for local residents.</p> <p>The new homes will be modern and energy efficient. The relationship between buildings and open space will be more efficient and useable.</p> <p>The New Village Green will be a focus for the whole community and the improved walking, cycling and access to open spaces will benefit all residents.</p> <p>The traffic calming of Meggeson Avenue will create a more pedestrian friendly residential environment.</p>
<b>Responsible Service Manager</b>	<u>Sue Jones</u>
<b>Date</b>	<u>15.03 17</u>

<b>Approved by Senior Manager</b>	<u>Mark Bradbury</u>
<b>Signature</b>	
<b>Date</b>	<u>15.03 17</u>

### Potential Impact

Impact Assessment	Details of Impact	Possible Solutions & Mitigating Actions
<b>Age</b>	New affordable homes will be allocated as per Lettings Policy. Decants will be managed in accordance with the Council's Decant Policy. (Note the current Decant Policy is under review)	<p>Ensure consistent implementation of the Council's adopted policies and plans.</p> <p>Ensure through design of the scheme that mobility and</p>

Impact Assessment	Details of Impact	Possible Solutions & Mitigating Actions
	Potential for specifying housing types that meet the housing needs of the people on the housing register	accessibility are maximised in both housing and the surrounding environment.
<b>Disability</b>	<p>New affordable homes will be allocated as per Lettings Policy. Decants will be managed in accordance with the Council's Decant Policy. (Note the current Decant Policy is under review)</p> <p>The Council has a range of policies and procedures which support the Council's equality and diversity standards</p> <p>Where required a Vulnerability Assessment can be completed with tenants and the Council's Specialist Assessment Unit can provide support and advice to Housing Management.</p> <p>Potential for specifying housing types that meet the housing needs of the people on the housing register.</p> <p>The project will follow the Council's disability policy</p>	<p>Ensure consistent implementation of the Council's adopted policies and plans.</p> <p>Ensure through design of the scheme that mobility and accessibility are maximised in both housing and the surrounding environment.</p> <p>Council guidelines on wheelchair liveable homes to be followed and set out in the specification.</p>
<b>Gender Reassignment</b>	<p>New affordable homes will be allocated as per Lettings Policy. Decants will be managed in accordance with the Council's Decant Policy. (Note the current Decant Policy is under review)</p> <p>The Council has a range of policies and procedures which support the Council's equality and diversity standards</p>	<p>Council's adopted policies and plans are publicly available to view.</p> <p>Ensure consistent implementation of the Council's adopted policies and plans.</p>
<b>Marriage and Civil Partnership</b>	New affordable homes will be allocated as per Lettings Policy. Decants will be managed in accordance with the Council's Decant Policy. (Note the current Decant Policy is under review)	<p>Council's adopted policies and plans are publicly available to view.</p> <p>Ensure consistent implementation of the Council's adopted policies and plans.</p>
<b>Pregnancy and Maternity</b>	New affordable homes will be allocated as per Lettings Policy. Decants will be managed in accordance with the Council's Decant Policy. (Note the current Decant Policy is under review)	There will be a good range of family units provided on the new schemes
<b>Race</b>	<p>New affordable homes will be allocated as per Lettings Policy. Decants will be managed in accordance with the Council's Decant Policy. (Note the current Decant Policy is under review)</p> <p>The Council has a range of policies and procedures which support the Council's equality and diversity standards</p>	<p>Council's adopted policies and plans are publicly available to view.</p> <p>Ensure consistent implementation of the Council's adopted policies and plans.</p>

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<b>Religion or Belief</b>	<p>New affordable homes will be allocated as per Lettings Policy. Decants will be managed in accordance with the Council's Decant Policy. (Note the current Decant Policy is under review)</p> <p>The Council has a range of policies and procedures which support the Council's equality and diversity standards</p>	<p>Council's adopted policies and plans are publicly available to view.</p> <p>Ensure consistent implementation of the Council's adopted policies and plans.</p>
<b>Sex</b>	<p>New affordable homes will be allocated as per Lettings Policy. Decants will be managed in accordance with the Council's Decant Policy. (Note the current Decant Policy is under review)</p> <p>The Council has a range of policies and procedures which support the Council's equality and diversity standards</p>	<p>Council's adopted policies and plans are publicly available to view.</p> <p>Ensure consistent implementation of the Council's adopted policies and plans.</p>
<b>Sexual Orientation</b>	<p>New affordable homes will be allocated as per Lettings Policy. Decants will be managed in accordance with the Council's Decant Policy. (Note the current Decant Policy is under review)</p> <p>The Council has a range of policies and procedures which support the Council's equality and diversity standards</p>	<p>Council's adopted policies and plans are publicly available to view.</p> <p>Ensure consistent implementation of the Council's adopted policies and plans.</p>
<b>Community Safety</b>	<p>Good design will be sought to 'design out crime' through Secured By Design Secured by Design criteria to be followed and set out in the specification for developers to adhere to.</p>	<p>Ensure through design of the scheme that security is maximised and minimise potential for anti-social behaviour in any new housing on the site and comply with the Secured By Design criteria.</p>
<b>Poverty</b>	<p>The Indices of Multiple Deprivation show that a proportion of residents in Townhill Park are affected by poverty.</p> <p>Development has been phased to allow for the continuous delivery of a local convenience store for local residents</p> <p>The increase in rents to the affordable rent model may cause difficulties for those residents identified as being in poverty.</p>	<p>Council services work together to maximise the social and economic benefits of the project.</p> <p>The council works with partner organisations to identify and support those most vulnerable. These measures include information and advice along with support into employment and training opportunities.</p>
<b>Other Significant Impacts</b>	<p><b>Local Employment Opportunities</b></p> <p>There are resident in the area who are unemployed and regeneration brings opportunities to promote employment for local people</p>	<p>An Employment and Skills Plan will accompany any planning consent and ensure the construction phase includes opportunities for local employment and training.</p> <p>Provision continues to be made</p>

Impact Assessment	Details of Impact	Possible Solutions & Mitigating Actions
		for the existing public transport within the traffic calming of Meggeson Avenue
	<p><b>Health and Well-Being</b></p> <p>There is a link between quality homes and state of health</p>	<p>Improved specification and energy efficiency of homes and access to well-connected green spaces and opportunities to walk and cycle will contribute to residents' health and well-being.</p> <p>Ensure through design of the scheme that mobility and accessibility are maximised in both housing and the surrounding environment.</p>
	<p><b>Contribution To Local Economy</b></p> <p>The proposal allows for a new retail/convenience provision and possible café facility</p>	<p>The redevelopment has been phased to allow continued provision of the existing convenience store for local residents.</p>