

Equality and Safety Impact Assessment

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 proposals and consider mitigating action.

Name or Brief Description of Proposal	The Development of the Former Oaklands School Site
Brief Service Profile (including number of customers)	
Delivery of 103 new affordable homes on the site of the Former Oakland’s School including, landscaping and public realm works, parking and play facilities.	
Summary of Impact and Issues	
<p>Whilst the former Oakland’s School has been demolished, there are still the floors slabs of the building on the site and these will be removed as part of the ground works.</p> <p>During the removal of the slab and the construction of the new homes and public realm there will be some noise and dust inconvenience.</p> <p>There is currently no traffic movement on and off this site so both during the construction and once complete there will be an increased traffic flow to and from the site.</p> <p>An existing cycle way/footpath will be closed and this will be rerouted through the site to improve the visibility of those using the route.</p>	
Potential Positive Impacts	
The completed scheme will offer 103 new homes which will all be affordable. This will be a mix of affordable rent and shared ownership. The site will	

provide homes for those currently on the councils housing register and for those wishing to take the first step into home ownership.

Some of the properties will be designed specifically for disabled people. It is anticipated some of the homes on the site will be used by adult social care as supported housing.

Currently the site which is surrounded by fencing and hoarding is unattractive in the local community and the development will result in significant improvement to the local environment.

There will be an improved cycle route to the housing behind the site.

There will be new play facilities for children living on the site.

Responsible Service Manager	Tina Dyer-Slade Service Lead for Capital Assets
Date	25 th June 2019
Approved by Senior Manager	Denise Edghill
Date	27 th June 2019

Potential Impact

Impact Assessment	Details of Impact	Possible Solutions & Mitigating Actions
Age	No impact	The site will provide opportunities for play for children living on the development.
Disability		Some of the homes are specifically designed to improve access for disabled people. These units and others are anticipated to be used by Adult Social Care for supported housing.
Gender Reassignment	No impact	
Marriage and Civil Partnership	No impact	
Pregnancy and Maternity	No impact	
Race	No impact	

Impact Assessment	Details of Impact	Possible Solutions & Mitigating Actions
Religion or Belief	No impact	
Sex	No impact	
Sexual Orientation	No impact	
Community Safety	Whilst the site is fenced and hoarded there has still been issues of damage and trespass which has caused concern to the local community.	<p>To develop homes on these sites will once completed improve the quality of the local environment.</p> <p>New homes overlooking footpaths which are currently isolated will improve the safety of the area.</p> <p>The scheme to comply with secure by design guidelines and s.17 of the Crime and Disorder Act 1998.</p> <p>There will be a cycle path rerouted through the site which will provide enhanced supervision and improved route.</p>
Poverty	There are currently insufficient affordable homes in the city and as a result there are approximately 8,600 households on the housing register.	This site will provide a significant number of affordable homes. By providing shared ownership properties this provides the opportunity for some households to take the first step into home ownership.
Health & Wellbeing		Moving people out of temporary accommodation and into a home has the potential to significantly improve the quality of life of those residents.

Impact Assessment	Details of Impact	Possible Solutions & Mitigating Actions
		<p>Residents will have the opportunity to benefit from living very close to community facilities including the Oaklands Community Pool.</p> <p>There are also several schools nearby.</p>
Other Significant Impacts	<p>There will be some noise and inconvenience caused by the construction and traffic to and from the site.</p>	<p>Contractors will be required to operate under the “considerate construction scheme” to mitigate the impact as far as possible or a comparable scheme.</p> <p>They will be required to provide information about the project implementation, the impact locally and contact details to local residents, the local schools and other relevant organisations.</p>