

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 the budget proposals and consider mitigating action.

Name or Brief Description of Proposal
<p>Townhill Park Regeneration Scheme</p> <p>Townhill Park Regeneration continues the momentum already achieved in delivering new homes in 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>In order to achieve comprehensive redevelopment it is necessary to relocate residents from their current homes and provide alternative suitable accommodation.</p>
Brief Service Profile (including number of customers)
<p>There are around 1300 households who live in and around Townhill Park Regeneration. In addition there are a number of pre-school nurseries and Moorlands Primary School and Townhill Park Infants and Junior School.</p> <p>The project has planning consent for the delivery of 665 new homes, including</p>

improvements to open space and Meggeson Avenue. However, the proposals directly affect around 300 households who are required to relocate.

Summary of Impact and Issues

This assessment's particularly focus is on the decommissioning of the remainder of the blocks affected by the regeneration proposals and its impact on residents, (subject of the June 2017 Cabinet report). Also included are some of the wider regeneration impacts.

Around 300 households are affected by the remaining decommissioning. This includes Council tenants (the majority), Council temporary tenancies, leaseholders and a number of private tenants.

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.

Existing residents who are not directly affected are still subject to the redevelopment process while adjacent sites are vacated, demolished and redeveloped.

The law requires the Council to satisfy a number of legal processes prior to the commencement of decommissioning.

Following Council practice a 12 week consultation on the decommissioning will be held. This will include written notification to all those affected including an invitation to complete a questionnaire. There will be a page on the Council's web site and residents will be invited to a couple of drop in meetings.

At the same time there is going to be a consultation on the new draft Decommissioning of Housing Stock Policy and the draft Acquisition and Compulsory Purchase Order policy. There is an Equality and Safety Impact Assessment (ESIA) completed for each of these policies.

Potential Positive Impacts

There is potential for specifying housing types that meet the housing needs of the people on the housing register.

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.

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.

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.

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.

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.

The new homes will be modern and energy efficient. The relationship between buildings and open space will be more efficient and useable.

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.

The traffic calming of Meggeson Avenue will create a more pedestrian friendly residential environment.

Responsible Service Manager	
Date	

Approved by Senior Manager	
Signature	
Date	

Potential Impact

Impact Assessment	Details of Impact	Possible Solutions & Mitigating Actions
Age	It is proposed that decants will be managed in accordance with the Council's new Draft Decommissioning of Housing Stock Policy and Draft Acquisition and Compulsory Purchase Policy Refer to the ESIA for each of these policies Appendices 3 & 4 of the Cabinet report June 2017	Refer to the ESIA for each of these policies Appendices 3 & 4 of the Cabinet report June 2017 Ensure consistent implementation of the Council's adopted policies and plans.

	<p>New affordable homes will be allocated as per Lettings Policy.</p>	<p>Ensure through design of the scheme that mobility and accessibility are maximised in both housing and the surrounding environment.</p> <p>There is potential for specifying housing types that meet the housing needs of the people on the housing register</p>
Disability	<p>It is proposed that decants will be managed in accordance with the Council's new Draft Decommissioning of Housing Stock Policy and Draft Acquisition and Compulsory Purchase Policy Refer to the ESIA for each of these policies Appendices 3 & 4 of the Cabinet report June 2017</p> <p>New affordable homes will be allocated as per Lettings Policy.</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>Refer to the ESIA for each of these policies Appendices 3 & 4 of the Cabinet report June 2017</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> <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>
Gender Reassignment	<p>It is proposed that decants will be managed in accordance with the Council's new Draft Decommissioning of Housing Stock Policy and Draft Acquisition and Compulsory Purchase Policy</p>	<p>Refer to the ESIA for each of these policies Appendices 3 & 4 of the Cabinet report June 2017</p> <p>Council's adopted policies and plans are publicly</p>

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Marriage and Civil Partnership	<p>It is proposed that decants will be managed in accordance with the Council's new Draft Decommissioning of Housing Stock Policy and Draft Acquisition and Compulsory Purchase Policy</p> <p>Refer to the ESIA for each of these policies Appendices 3 & 4 of the Cabinet report June 2017</p> <p>New affordable homes will be allocated as per Lettings Policy.</p>	<p>Refer to the ESIA for each of these policies Appendices 3 & 4 of the Cabinet report June 2017</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>
Pregnancy and Maternity	<p>It is proposed that decants will be managed in accordance with the Council's new Draft Decommissioning of Housing Stock Policy and Draft Acquisition and Compulsory Purchase Policy</p> <p>Refer to the ESIA for each of these policies Appendices 3 & 4 of the Cabinet report June 2017</p> <p>New affordable homes will be allocated as per Lettings Policy.</p>	<p>Refer to the ESIA for each of these policies Appendices 3 & 4 of the Cabinet report June 2017</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>
Race	<p>It is proposed that decants will be managed in accordance with the Council's new Draft Decommissioning of Housing Stock Policy and Draft Acquisition and Compulsory Purchase Policy</p> <p>Refer to the ESIA for each of these policies Appendices 3 & 4 of the Cabinet report June 2017</p> <p>New affordable homes will be</p>	<p>Refer to the ESIA for each of these policies Appendices 3 & 4 of the Cabinet report June 2017</p> <p>Council's adopted policies and plans are publicly available to view.</p> <p>Ensure consistent implementation of the</p>

	allocated as per Lettings Policy.	Council's adopted policies and plans.
Religion or Belief	<p>It is proposed that decants will be managed in accordance with the Council's new Draft Decommissioning of Housing Stock Policy and Draft Acquisition and Compulsory Purchase Policy</p> <p>Refer to the ESIA for each of these policies Appendices 3 & 4 of the Cabinet report June 2017</p> <p>New affordable homes will be allocated as per Lettings Policy.</p>	<p>Refer to the ESIA for each of these policies Appendices 3 & 4 of the Cabinet report June 2017</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>
Gender	<p>It is proposed that decants will be managed in accordance with the Council's new Draft Decommissioning of Housing Stock Policy and Draft Acquisition and Compulsory Purchase Policy</p> <p>Refer to the ESIA for each of these policies Appendices 3 & 4 of the Cabinet report June 2017</p> <p>New affordable homes will be allocated as per Lettings Policy.</p>	<p>Refer to the ESIA for each of these policies Appendices 3 & 4 of the Cabinet report June 2017</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>
Sexual Orientation	<p>It is proposed that decants will be managed in accordance with the Council's new Draft Decommissioning of Housing Stock Policy and Draft Acquisition and Compulsory Purchase Policy</p> <p>Refer to the ESIA for each of these policies Appendices 3 & 4 of the Cabinet report June 2017</p> <p>New affordable homes will be allocated as per Lettings Policy.</p>	<p>Refer to the ESIA for each of these policies Appendices 3 & 4 of the Cabinet report June 2017</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>
Community Safety	During the acquisition process, community safety risks could	Appropriate security measures will be provided

	<p>increase as a site becomes vacant.</p> <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>to keep tenants, residents, and the property itself as safe and secure as is reasonably possible.</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>
<p>Poverty</p>	<p>It is proposed that decants will be managed in accordance with the Council's new Draft Decommissioning of Housing Stock Policy and Draft Acquisition and Compulsory Purchase Policy Refer to the ESIA for each of these policies Appendices 3 & 4 of the Cabinet report June 2017</p> <p>New affordable homes will be allocated as per Lettings Policy.</p> <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>Refer to the ESIA for each of these policies Appendices 3 & 4 of the Cabinet report June 2017</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> <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>

<p>Other Significant Impacts</p>	<p>Decommissioning</p> <p>A large scale decommissioning project may have an impact on the availability of housing across the city, as large numbers of tenants could be displaced.</p>	<p>The Council retains the right to stop other housing register applications from bidding for properties in circumstances in which there is high housing demand due to decommissioning.</p>
	<p>Local Employment Opportunities</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 for the existing public transport within the traffic calming of Meggeson Avenue</p>
	<p>Health and Well-Being</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>Contribution To Local Economy</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</p>

		<p>for local residents.</p> <p>The construction of the scheme will make a positive impact on the local economy.</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>
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