

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	TO REGEAR A LEASE and SUBDIVIDE THE RETAIL WAREHOUSE OF A COUNCL INVESMENT PROPERTY HELD IN THE INVESTMENT FUND PORTFOLIO
Brief Service Profile (including number of customers)	
<ul style="list-style-type: none"> ▪ This relates to the Southampton City Council Freehold properties at 241 and 271 Winchester Road, Southampton, SO16 6TP. ▪ The whole of No 271, being some 50,000sq.ft. in size, is currently leased to Wickes on 20-year lease with approximately 3 years remaining. Since 2021, Wickes have been seeking to subdivide their premises into two units to better fit their current requirements of units in the region of 25,000sq.ft. ▪ Aldi have expressed a strong interest in taking 20,516 sq. ft. ▪ Wickes is seeking to enter into a new 15-year lease and Aldi will enter into a new 20-year lease. ▪ The Council do not have funds to contribute towards the cost of the works to subdivide the Wickes space, which cost were in total in the region of £1.837m as of 2021. ▪ Wickes and Aldi have proposed that the subdivision proceed with Aldi to fund the buildout costs to subdivide the Wickes space. The Council will reimburse Aldi in the negotiated amount of £1.700,740 in equal instalments throughout the term of the new lease with Aldi. 	
Summary of Impact and Issues	
<ul style="list-style-type: none"> ▪ The summary of the impact is that the existing unit occupied by Wickes will be split into two. One half occupied by Wickes and the other by Aldi. ▪ As explained in the report this is a financially beneficial arrangement for the Council and will lead to an increase in income over the period of the leases. ▪ The introduction of Aldi into this retail park will bring low-cost food to an area with a large residential catchment area. 	

- As part of the planning application factors such as transport, parking, noise and other potentially negative implications have been addressed and mitigations outlined. This report is not focused on the planning matters as these have been addressed by the Planning and Rights of Way Panel.

Potential Positive Impacts

- In addition to making the retail unit more appropriate to current market conditions and requirements, the development will result in the provision of a low-cost food retail unit to service a large residential area.

Responsible Service Manager	Amal Uddin
Date	3 Dec 2024
Approved by Senior Manager	Tina Dyer-Slade
Date	3 rd December 2024

Potential Impact

Impact Assessment	Details of Impact	Possible Solutions & Mitigating Actions
Age	No negative impact	
Disability	No negative impact	
Gender Reassignment	No negative impact	
Care Experienced	No negative impact	
Marriage and Civil Partnership	No negative impact	
Pregnancy and Maternity	No negative impact	
Race	No negative impact	
Religion or Belief	No negative impact	
Sex	No negative impact	
Sexual Orientation	No negative impact	
Community Safety	No negative impact	
Poverty	Provision of a low-cost food store in a large residential catchment area. Improved access to low cost food.	
Health & Wellbeing	Improved access to low-cost food.	
Other Significant Impacts	Aldi advise that the development will create 30-40 new jobs.	

Impact Assessment	Details of Impact	Possible Solutions & Mitigating Actions
	<ul style="list-style-type: none"> <li data-bbox="502 273 963 488">▪ Aldi advise that the plans include a new 2.5m high acoustic fence around the service yard boundary to reduce noise for neighbouring properties. <li data-bbox="502 528 963 891">▪ The proposals include additional parking spaces and both active and passive electric vehicle charging spaces, thereby future proofing the site. The conclusion from Highways has been based on evidence of parking requirements from other Aldi stores. <li data-bbox="502 967 963 1075">▪ Highways improvements will be secured by a s106 agreement. 	