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| Manor Street Regeneration Project  EQUALITY IMPACT ASSESSMENT  April 2018 |

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**Introduction**

The Equality Act 2010 sets out specific duties relating to public sector organisations including local authorities. The public sector Equality Duty came into force across Great Britain on 5 April 2011. It means that public bodies have to consider all individuals when carrying out their day-to-day work – in shaping policy, in delivering services and in relation to their own employees.

It requires that public bodies have due regard to the need to:

Eliminate discrimination

Advance equality of opportunity

Foster good relations between different people when carrying out their

It provides legal protection against discrimination on grounds of

* + - * age
* being or becoming a transsexual person
* being married or in a civil partnership
* being pregnant or on maternity leave
* disability
* race including colour, nationality, ethnic or national origin
* religion, belief or lack of religion/belief
* sex
* sexual orientation

**Initial Screening**

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| --- | --- |
| Name of Policy, Strategy or Function being assessed | Manor Street Regeneration Project |
| Is this a new or existing Policy, Strategy or Function? | New |
| Person responsible for the assessment | Andrew Hull – Interim Head of Projects |
| Service Area | Strategic Investment |
| Manager | Andrew Hull - Interim Head of Projects |
| Head of Service | Jon Hayden - Head of Sustainable Development |
| Date | April 2018 |

**2.1 What is the main purpose of the Policy, Strategy or Function?**

The proposed scheme can be considered a first phase of the Council’s ambitions for the wider improvement of Braintree Town Centre. As the regeneration site represents the Council’s only significant landholding in the area, the proposed physical regeneration scheme will act as a catalyst for wider enhancements. The proposed scheme comprises:

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| Use | Detail |
| Healthcare Facility | 1,598m2 GIA |
| Pharmacy | 174m2 GIA |
| Hotel | 70 rooms with Restaurant |
| Residential Units | 35 apartments |
| Bus Interchange | 9 stands |
| Car Park | 110 spaces of which 6 disabled |
| Public Realm | Shared design language with wider Town Centre vision |
| Café/Retail Unit | 179m2 GIA |
| Retail Unit | 96m2 GIA |

**2.2 Who are you delivering your service to/who will be affected by the Strategy, Policy or Function?**

Delivery of this project will have a significant beneficial and positive impact on residents through the delivery of a healthcare facility, town centre businesses and users and local residents.

The main stakeholders for the project include:

* Private individuals/residents of Braintree District
* Immediate local residents
* Essex Police
* Local businesses/employers
* Essex Passenger Transport
* Braintree District Museum
* Braintree Library
* Braintree Job Centre Plus
* Essex County Council
* Bus operator companies
* Taxi operator companies
* Braintree market
* Braintree Chamber of Trade & Commerce
* Braintree Pensions Action Group
* Braintree & District Access Group
* NHS and Mid Essex CCG

**2.3 The genesis of the scheme design has been a consultative process, with the Project Team meeting monthly since inception, regular liaison on key operational issues with appropriate Council colleagues and regular updates to Management Board, Portfolio Holders and Cabinet.**

A successful exhibition, including specific sessions for Cabinet, Members, key stakeholders, the media and public occurred on 15th June 2017. A further exhibition, to show the detailed design proposals, was held on the 10th January 2018. Please see appendix 2.

## Specific consultations have been undertaken with the following bodies:

* Historic England – 2nd November 2017
* Pre-application with Council Planners, including ECC Historic Building Advisor – 20th June, 4th October 2017 and 16th January 2018
* Public Exhibition – 15th June 2017 and 10th January 2018
* Essex Highways – Regular meetings with formal advice received 3rd November 2017
* Essex Passenger Transport – 7th March 2017, 24th July 2017, 11th October 2017 and 12th December 2017
* Mount Chambers surgery – 2nd May 2017, 1st June 2017 and 26th October 2017
* Chairman of Braintree District Hackney Carriage Association – 12th June 2017
* Essex Police Secured by Design Officer – 14th November 2017

**2.5 When the planning application is submitted, the local planning authority will undertake a period of consultation where views on the proposed development can be expressed. The formal consultation period will normally last for 21 days, and the local planning authority will identify and consult a number of different groups.**

**Appraisal of the Manor Street Regeneration Project**

**3.1. The following symbols have been used in the appraisal of the draft Manor Street Regeneration Project general appraisal where the project is considered as a whole:**

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| **Key** | |
| **++** | The Manor Street Regeneration Project is likely to have significant effect upon the protected group |
| **+** | The Manor Street Regeneration Project is likely to have positive effect or not prejudice the protected group |
| **/** | The forward slash denotes a mixed effect upon the protected group |
| **0** | The Manor Street Regeneration Project is considered to have a neutral effect. |
| **-** | The Manor Street Regeneration Project could have a negative effect upon a protected group |
| **--** | The Manor Street Regeneration Project could have a significant negative effect upon a protected group |

**3.3 Assessment of the Manor Street Regeneration project taken as a whole**

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| **Does the Manor Street Regeneration as a whole Improve access to public transport, promote car pools, car sharing, and encourage cycling and walking?** | From the view point of: | | | |
| Equality Group | | Supporting Comments | Evidence |
| Age | **++** | Delivery of this scheme will have a significant beneficial and positive impact on existing and future residents, town centre businesses.  Access to public transport will be enhanced via the delivery of a modern bus interchange with increased capacity.  The development will also deliver a new hotel, enhanced car parking together with high quality public realm.  Within the car park there will be a number of electric charging points, secure bike storage, and potential car club scheme. | Systra Technical Note – Braintree Bus Station Proposals Review – April 2018 |
| Gender | **0** |
| Race | **0** |
| Gender Reassignment | **0** |
| Pregnancy or Maternity | **+** |
| Sexual Orientation | **0** |
| Religion or Belief | **0** |
| Disability | **++** |
| Marriage or Civil Partnership | **+** |

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| **Does the Manor Street Regeneration as a whole Protect, enhance and manage quality and diversity of natural environment and habitats of Braintree District?** | From the view point of: | | | |
| Equality Group | | Supporting Comments | Evidence |
| Age | **+** | Bat surveys have been undertaken on the site and emergence surveys recorded no bats. Swift boxes will be incorporated in the scheme.  Enhanced public realm will be created at the heart of the town centre with high quality hard and soft landscaping. | RPS – Bat Survey Report – November 2017  AHR Global Architect – Landscaping plans |
| Gender | **+** |
| Race | **+** |
| Gender Reassignment | **+** |
| Pregnancy or Maternity | **+** |
| Sexual Orientation | **+** |
| Religion or Belief | **+** |
| Disability | **+** |
| Marriage or Civil Partnership | **+** |

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| **Does the Manor Street Regeneration Project as a whole Protect and enhance tourist and visitor facilities and infrastructure?** | From the view point of: | | | |
| Equality Group | | Supporting Comments | Evidence |
| Age | **+** | The protection and enhancement of tourist facilities and infrastructure could potentially benefit all equality groups providing employment and recreational opportunities. The provision of a hotel positively impacts on tourism in the District – giving visitors good quality hotel accommodation in a town centre location in close proximity to a wedding venue and museum.  High quality accessible public realm will benefit all equality groups. | Cabinet Report 16th May 2018 – giving details of the scheme |
| Gender | **+** |
| Race | **+** |
| Gender Reassignment | **+** |
| Pregnancy or Maternity | **+** |
| Sexual Orientation | **+** |
| Religion or Belief | **+** |
| Disability | **+** |
| Marriage or Civil Partnership | **+** |

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| **Does the Manor Street Regeneration Project as whole Improve employment opportunities in Braintree District?** | From the view point of: | | | |
| Equality Group | | Supporting Comments | Evidence |
| Age | **+** | The project broadens employment opportunities with a new healthcare facility, pharmacy, hotel, café/restaurant and retail premises. This could positively impact on all equality groups improving accessibility to employment opportunities and supporting the economy of the Braintree Town. The Council seeks a flexible and broadly skilled workforce to support the economy. This could assist those people who would benefit from flexible working conditions including parents with children, retired persons and carers. | Cabinet Report 16th May 2018 – giving details of the scheme |
| Gender | **+** |
| Race | **+** |
| Gender Reassignment | **+** |
| Pregnancy or Maternity | **+** |
| Sexual Orientation | **+** |
| Religion or Belief | **+** |
| Disability | **+** |
| Marriage or Civil Partnership | **+** |

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| **Does the Manor Street Regeneration Project as a whole Provide affordable housing?** | From the view point of: | | | |
| Equality Group | | Supporting Comments | Evidence |
| Age | **+** | The scheme will deliver 35 high-quality, well-designed new homes comprising 35 apartments:  13 1-bed  20 2-bed  2 3-bed  This includes refurbishment of an existing building together with a new purpose-built residential building.  The Council’s planning policy requires residential developments of 10 units or more to deliver 30% affordable homes. The provision of affordable housing could benefit younger people (unable to access to private ownership), elderly, those on low incomes, people with disabilities and key workers. . The location of affordable housing is an important factor. The Local Plan seeks to ensure they are located in close proximity to local services. | The 2017 Draft Local Plan – Policy LPP10 |
| Gender | **+** |
| Race | **+** |
| Gender Reassignment | **+** |
| Pregnancy or Maternity | **+** |
| Sexual Orientation | **+** |
| Religion or Belief | **+** |
| Disability | **+** |
| Marriage or Civil Partnership | **+** |

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| **Does the Manor Street Regeneration Project as a whole Ensure that the services and facilities required meet the future needs of the community?** | From the view point of: | | | |
| Equality Group | | Supporting Comments | Evidence |
| Age | **+** | The key stakeholders (residents of the District, Town Centre users and businesses, health service users) will greatly benefit from this new scheme through improved health provision, public transport connectivity, and delivery of new homes and provision of improved public realm. There will also be a hotel offer, which is currently lacking in the town.  As part of the project a Community Toilet Scheme will be implemented, this will operate as a partnership between the local authority and local business. The establishment of a Braintree Town Centre Community Toilet Scheme could effectively replace the existing Manor Street WCs, complement the George Yard WCs and provide additional clean, safe and publicly available toilets. | Cabinet Report 16th May 2018 – giving details of the scheme  Transport Statement, Travel Plan, Transport Strategy - Systra |
| Gender | **+** |
| Race | **+** |
| Gender Reassignment | **+** |
| Pregnancy or Maternity | **+** |
| Sexual Orientation | **+** |
| Religion or Belief | **+** |
| Disability | **+** |
| Marriage or Civil Partnership | **+** |

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| **Improve health, and promote healthy lifestyles?** | From the view point of: | | | |
| Equality Group | | Supporting Comments | Evidence |
| Age | **+** | An important, high profile Town Centre site would be regenerated providing a modern and attractive healthcare facility, new homes, hotel and enhanced car parking together with high quality public realm. Access to public transport will be enhanced via the delivery of a modern bus interchange with increased capacity. All new buildings will be constructed to prevailing regulations and standards as a minimum. It is expected that the healthcare facility will meet BREEAM ‘Excellent’ certification for environmental performance. A number of electric vehicle charging points will be provided in the new car park and secure bike storage.  As part of the project a Community Toilet Scheme will be implemented, this will operate as a partnership between the local authority and local business. The establishment of a Braintree Town Centre Community Toilet Scheme could effectively replace the existing Manor Street WCs, complement the George Yard WCs and provide additional clean, safe and publicly available toilets. | Systra Technical Note – Braintree Bus Station Proposals Review – April 2018  AHR Global Architect – Landscaping plans  Air Quality Assessment – Phlorum  Transport Statement, Travel Plan, Transport Strategy – Systra  Sustainability Statement – Mlm Group  Right of Light Report – Right of Light Consulting |
| Gender | **+** |
| Race | **+** |
| Gender Reassignment | **+** |
| Pregnancy or Maternity | **+** |
| Sexual Orientation | **+** |
| Religion or Belief | **+** |
| Disability | **+** |
| Marriage or Civil Partnership | **+** |

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| **Create environments which are safe and reduce crime & fear of crime?** | From the view point of: | | | |
| Equality Group | Supporting Comments | | Evidence |
| Age | **+** | We are working closely with Essex Police to achieve Safer by Design accreditation across the scheme which would positively impact across all the equality groups, providing a safe and accessible environment.  The establishment of a Braintree Town Centre Community Toilet Scheme could effectively replace the existing Manor Street WCs, complement the George Yard WCs and provide additional clean, safe and publicly available toilets. | AHR Global Architect – Landscaping plans  Cabinet Report 16th May 2018 – giving details of the scheme |
|  |  |
| Gender | **+** |
| Race | **+** |
| Gender Reassignment | **+** |
| Pregnancy or Maternity | **+** |
| Sexual Orientation | **+** |
| Religion or Belief | **+** |
| Marriage or Civil Partnership | **+** |

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| **Secure the maximum possible use of renewable energy, recycled and or energy efficient building materials and design and waste recycling facilities?** | From the view point of: | | | |
| Equality Group | Supporting Comments | | Evidence |
| Age | **+** | All new buildings will be constructed to prevailing regulations & standards as a minimum. It is expected that the healthcare facility will meet BREEAM ‘very good’ certification for environmental performance. A number of electric vehicle charging points will be provided in the new car park. Providing energy efficient homes could particularly benefit the elderly and those on lower incomes, reducing fuel bills. | Site Waste Management Plan – AHR Global  Energy Strategy – Max Fordham  Air Quality Assessment – Phlorum  Sustainable Urban Drainage & Foul Sewage Assessment – Conisbee  Sustainability Statement – mlm Group | |
| Gender | **+** |
| Race | **+** |
| Gender Reassignment | **+** |
| Pregnancy or Maternity | **+** |
| Sexual Orientation | **+** |
| Religion or Belief | **+** |
| Disability | **+** |
| Marriage or Civil Partnership | **+** |

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| **Minimise land, water, air, light and noise pollution?** | From the view point of: | | | |
| Equality Group | | Supporting Comments | Evidence |
| Age | **+** | Minimising all forms of pollution could positively benefit all the equality groups. Reducing air pollution could impact positively on the very young, elderly and those with certain disabilities.  Within the car park there will be a number of electric charging points, secure bike storage, and potential car club scheme. | Sustainable Urban Drainage & Foul Sewage Assessment – Conisbee  Air Quality Assessment – Phlorum  Sustainability Statement – mlm Group  Transport Statement, Travel Plan, Transport Strategy - Systra  Right of Light Report – Right of Light Consulting |
| Gender | **+** |
| Race | **+** |
| Gender Reassignment | **+** |
| Pregnancy or Maternity | **+** |
| Sexual Orientation | **+** |
| Religion or Belief | **+** |
| Disability | **+** |
| Marriage or Civil Partnership | **+** |

**Monitoring and Review Arrangements**

The Equality Impact Assessment (EQIA) will be reviewed at the following key stages of the programme:

* Submission of planning application
* Approval of planning application
* Commencement of development
* Completion of development
* Any major changes to the project

**Appendix 1**

Table of equality groups contacted during the Local Plan consultation.

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| Braintree Chamber of Trade and Commerce |
| Braintree District Museum |
| Braintree and District Access Group |
| Braintree District Council employees |
| Braintree District Council Members |
| Braintree Job Centre Plus |
| Braintree Library |
| Braintree Market |
| Braintree Pensions Action Group |
| Bus operator companies |
| Essex County Council |
| Essex Passenger Transport |
| Essex Police |
| Immediate local residents |
| Local businesses/employers |
| Private individuals/residents of Braintree District |
| Taxi operator companies |

**Appendix 2**

Manor Street Exhibition 10th January 2018 – Consultation Feedback

