

Winchester City Council

Equality Impact Assessment Template (EIA)

Section 1 - Data Checklist

When undertaking an EIA for your policy or project, it is important that you take into consideration everything which is associated with the policy or project that is being assessed.

The checklist below is to help you sense check your policy or project before you move to Section 2.

		Yes/No	Please provide details
1	Have there been any complaints data related to the policy or project you are looking to implement?	No	There have been no complaints data related to the procurement of a Development Partner for the Central Winchester Regeneration (CWR) site.
2	Have all officers who will be responsible for implementing the policy or project been consulted, and given the opportunity to raise concerns about the way the policy or function has or will be implemented?	Yes	The CWR Project Team are regularly engaged on progress – no concerns have been raised.
3	Have previous consultations highlighted any concerns about the policy or project from an equality impact perspective?	No	Extensive consultation has been undertaken for the CWR development to date. No concerns regarding the procurement of a Development Partner for the CWR have been highlighted.
4	Do you have any concerns regarding the implementation of this policy or project? <i>(i.e. Have you completed a self-assessment and action plan for the implementation of your policy or project?)</i>	No	As part of their response to the ITPD, the recommended Development Partner articulated their approach to ensuring that best practice in regard to how diversity and inclusion is embedded in their approach to partnering and procurement. The recommended Development Partner will need to

		Yes/No	Please provide details
			ensure due regard is given to equality, diversity and inclusion (EDI) throughout the delivery of the whole development site. Any potential impacts identified will need to be assessed and then addressed appropriately. The council will ensure where appropriate and it is able to, support is provided to the recommended Development Partner to facilitate. This will be closely monitored by the council's officers to ensure due process is followed.
5	Does any accessible data regarding the area which your work will address identify any areas of concern or potential problems which may impact on your policy or project?	No	Not at this stage. See above.
6	Do you have any past experience delivering similar policies or projects which may inform the implementation of your scheme from an equality impact point of view?	Yes	Officers have implemented regeneration projects before and are experienced in informing the outcomes to meet the needs of the people who will work there, live there and use the space for leisure. As above, this experience influenced the requirements placed on the recommended Development Partner.
7	Are there any other issues that you think will be relevant?	No	

Section 2 - Your EIA form

Directorate: John East / Dawn Adey	Your Service Area: Projects	Team: Central Winchester Regeneration (CWR)	Officer responsible for this assessment:	Date of assessment: 01/02/23
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	Question	Please provide details
1	What is the name of the policy or project that is being assessed?	Procurement of a Development Partner for CWR
2	Is this a new or existing policy?	New Project
3	Briefly describe the aim and purpose of this work.	<p>The transformation of the central Winchester regeneration (CWR) site is of key strategic importance to the Council and the people of Winchester. The vision for the area is for a mixed-use, pedestrian friendly quarter that reflects the distinctive character of Winchester City Centre, supports a vibrant retail and cultural / heritage offer which is set within an exceptional public realm and incorporates the imaginative re-use of existing buildings.</p> <p>The Council is procuring a Development Partner to turn this vision into reality.</p>
4	What are the associated objectives of this work?	<p>The CWR Supplementary Planning Document (SPD) sets out nine objectives for the site:</p> <ul style="list-style-type: none"> Objective 1 Vibrant Mixed-Use Quarter Objective 2 "Winchesterness" Objective 3 Exceptional Public Realm Objective 4 City Experience Objective 5 Sustainable Transport Objective 6 Incremental Delivery Objective 7 Housing for All

Objective 8 Community

Objective 9 Climate Change and Sustainability

The investment objectives below incorporate the themes identified in the SPD and a Competitive Positioning Study (carried out by Strategic Advisors to the council - JLL) and are specific to the defined site:

1 Work

Provide creative, flexible workspaces to help grow start-up businesses and allow like-minded professionals to support each other by sharing skills, ideas and resources.

2 Live

Provide housing suitable for a range of people, including young people and families. A mix of private and affordable housing (40%) is needed with new homes for key workers and homes for rent.

3 Play

Create high quality exceptional public places where people want to spend time, to enjoy outside spaces, to experience new things, to celebrate heritage and culture and to get involved in something that interests them.

4 Student and young person experience

Create a mix of uses which is attractive to students and young people, which encourages them to visit the centre of Winchester, instead of going elsewhere, and gives them reason to want to stay in the City beyond their time at university or in other forms of education.

		<p>5 Overnight tourism Create an attractive night-time offering to complement the existing City quarters and encourage residents and tourists to visit the area in the evening.</p> <p>6 Sustainable development Work towards the City carbon neutrality target through choice of building materials, measures to minimise energy use, re-use of buildings where appropriate and encouraging suitable modes of transport.</p> <p>The Council has declared a climate emergency and is intending for the Winchester district to be carbon neutral by 2030. The Green Economic Development Strategy (Council Plan 2021) sets out the Council's latest policy objectives:</p> <ol style="list-style-type: none"> 1. Increased business density and diversity 2. Higher skills and productivity 3. Reduced socio-economic and spatial inequality 4. More affordable, sustainable, and flexible housing stock 5. Net CO2 emissions reduced to zero 6. Greener transport and less congestions 7. More local renewable energy 8. Increased biodiversity and green infrastructure
5	Who is intended to benefit from this work and in what way?	<p>Winchester is a proven tourist destination, the city is visited by 5.6 million people each year. By 2028 the population of Winchester is projected to increase from 95,025 (in 2018) to 101,279.</p> <p>Whilst those between the ages of 15-24 make up 14% of the population which is above the UK average, only c.10% of</p>

		<p>the population are between the ages of 25-34, which is below the UK average.</p> <p>The CWR development will transform the centre of our historic county city, bringing homes for local families, providing jobs for local people and making a visit to this heritage city one which will be remembered. There is a particular focus on the retention of Winchester's younger generation, enabling them to stay – to build a career in their home district, to live, work and play. However residents across the Winchester district will benefit from the redevelopment as well as those visiting the city.</p>
6	What are the outcomes sought from this work?	<p>The procurement of a Development Partner for the CWR defined site will enable the transformation of the area. CWR is of key strategic importance to the Council and the people of Winchester. The vision for the area is for a mixed-use, pedestrian friendly quarter that reflects the distinctive character of Winchester City Centre, supports a vibrant retail and cultural / heritage offer which is set within an exceptional public realm and incorporates the imaginative re-use of existing buildings.</p> <p>The redevelopment will contribute to improved quality of living, employment opportunities, increased footfall to the area and overnight tourism resulting in additional spend in the local economy.</p>
7	What factors/forces could contribute or detract from the outcomes?	<p>Appointing a Development Partner who has a diverse team and takes on a wide opinion of people views, and who can make the site work for all peoples needs could contribute to our outcomes.</p> <p>Conversely, a non-diverse team, or team with no listening</p>

		skills, would likely create a project where outcomes were limited to the types of people who designed and built it.
8	Who are the key individuals and organisations responsible for the implementation of this work?	<p>Winchester City Council:</p> <ul style="list-style-type: none"> • John East • Dawn Adey • Veryan Lyons • Rachel Robinson • Lydia Mawdsley <p>Developing Partner – pending Decision.</p>
9	Who implements the policy or project and who or what is responsible for it?	See above.

		Please select your answer in bold . Please provide detail here.		
10a	Could the policy or project have the potential to affect individuals or communities on the basis of race differently in a negative way?	Y	N	
10b	What existing evidence (either presumed or otherwise) do you have for this?	<p>With regards to procurement of sub-contractors and recruitment of staff / team members, the media choice of how information about an opportunity is shared has the potential for a negative impact on individuals or groups on the basis of race because an assumption is made about the level of competence in written and spoken English and having access to the internet.</p> <p>With regards to engagement with stakeholders and the local community, there are a number of issues individuals or groups may face which may make it harder for them to</p>		

		respond to engagement on the basis of race. This could include language barriers, cultural barriers making people less likely to access 'official' spaces where engagement events are carried out/advertised.		
11a	Could the policy or project have the potential to affect individuals or communities on the basis of sex differently in a negative way?	Y	N	
11b	What existing evidence (either presumed or otherwise) do you have for this?	With regards to procurement of sub-contractors and recruitment of staff / team members, an individual's perception about how gender influences performance at work can result in a potential barrier to recruitment. In particular, issues relating to the recruitment of women, such as the likelihood of maternity leave, needing to take time off for child care making them less flexible or because of their married status, following their husband's career. This can lead to unlawful discrimination where perception leads to a recruitment decision which amounts to unfair treatment. It will be important for the recommended Development Partner to consider gender imbalances particularly within sectors such as the construction industry.		
12a	<p>Could the policy or project have the potential to affect individuals or communities on the basis of disability differently in a negative way?</p> <p><i>you may wish to consider:</i></p> <ul style="list-style-type: none"> • <i>Physical access</i> • <i>Format of information</i> • <i>Time of interview or consultation event</i> • <i>Personal assistance</i> • <i>Interpreter</i> • <i>Induction loop system</i> 	Y	N	

	<ul style="list-style-type: none"> • <i>Independent living equipment</i> • <i>Content of interview)</i> 			
12b	What existing evidence (either presumed or otherwise) do you have for this?	<p>With regards to procurement of sub-contractors and recruitment of staff / team members, the choice of media for sharing information about an opportunity has the potential to negatively impact disabled people with a visual impairment. Commonly held perceptions about disabled people, such as higher sickness levels, going to find doing the job difficult, and the legal requirement to carry out adjustments in the workplace may also be a barrier.</p> <p>With regards to engagement with stakeholders and the local community, there are a number of sensory, learning and physical disabilities which could impact on a person's ability to engage. There is also a need to hear and understand the views of disabled people in order to ensure events etc. are not shaped in ways that are detrimental to them.</p>		
13a	Could the policy or project have the potential to affect individuals or communities on the basis of sexual orientation differently in a negative way?	Y	N	
13b	What existing evidence (either presumed or otherwise) do you have for this?	<p>With regards to procurement of sub-contractors and recruitment of staff / team members, assumptions that are made about a person's actual or perceived sexuality can be a barrier to recruitment and have an influence on the decision because of the personal views of the person making the decision.</p>		
14a	Could the policy or project have the potential to affect individuals on the basis of age differently in a negative way?	Y	N	
14b	What existing evidence (either presumed or otherwise) do you have for this?	<p>With regards to procurement of sub-contractors and recruitment of staff / team members, an individual's</p>		

		<p>perception about how age influences performance at work may be a barrier to recruitment. These perceptions, have the potential for a negative impact on younger and older applicants and when allowed to influence recruitment decisions, they result in unfair treatment, unlawful discrimination. Examples of this include the view that an applicant who is younger than the majority of applicants for a job would be insufficiently experienced to fill a role and therefore is rejected for interview despite having the qualifications to do it, or an older person is not worth the investment in time and training.</p> <p>With regards to engagement with stakeholders and the local community, there may be some barriers associated with age which prevent people from participating in engagement events / accessing information. For example, younger people may be less likely to attend 'official' spaces where engagement events are sometimes carried out and may be put off by formal or complex language. Older people are less likely to have internet access so could be disadvantaged if information is shared solely online.</p>		
15a	Could the policy or project have the potential to affect individuals or communities on the basis of religious belief differently in a negative way?	Y	N	
15b	What existing evidence (either presumed or otherwise) do you have for this?	<p>With regards to procurement of sub-contractors and recruitment of staff / team members, perceptions and assumptions that are made about how people from different religious beliefs behave and conduct themselves can be a barrier to recruitment and have an influence on the decision.</p>		
16a	Could this policy or project have the potential to affect individuals on the basis of gender reassignment differently	Y	N	

	in a negative way?			
16b	What existing evidence (either presumed or otherwise) do you have for this?	With regards to procurement of sub-contractors and recruitment of staff / team members, assumptions that are made about gender reassignment can be a barrier to recruitment because of the personal views of the person making the decision.		
17a	Could this policy or project have the potential to affect individuals on the basis of marriage and civil partnership differently in a negative way?	Y	N	
17b	What existing evidence (either presumed or otherwise) do you have for this?	With regards to procurement of sub-contractors and recruitment of staff / team members, an individual's perception about how marital status influences performance at work can result in a potential barrier to recruitment. For example, following their partner's career. This can lead to unlawful discrimination where perception leads to a recruitment decision which amounts to unfair treatment.		
18a	Could this policy or project have the potential to affect individuals on the basis of pregnancy and maternity differently in a negative way?	Y	N	
18b	What existing evidence (either presumed or otherwise) do you have for this?	With regards to procurement of sub-contractors and recruitment of staff / team members, an individual's perception about pregnancy and maternity influences performance at work can result in a potential barrier to recruitment. Such as needing to take time off for maternity leave and child care. This can lead to unlawful discrimination where perception leads to a recruitment decision which amounts to unfair treatment.		
19	Could any negative impacts that you identified in questions			Without mitigation or control, the project could

	10a to 15b create the potential for the policy to discriminate against certain groups on the basis of protected characteristics?	Y	N	discriminate against certain groups on the bases of protected characteristics. Question 20 is not answered as in this context these controls are in place, negating this negative impact.
20	Can this negative impact be justified on the grounds of promoting equality of opportunity for certain groups on the basis of protected characteristics? Please provide your answer opposite against the relevant protected characteristic.	Y	N	Race: Sex: Disability: Sexual orientation: Age: Gender reassignment: Pregnancy and maternity: Marriage and civil partnership: Religious belief:
21	How will you mitigate any potential discrimination that may be brought about by your policy or project that you have identified above?	<p>As part of their response to the ITPD, the recommended Development Partner has articulated their approach to ensuring that best practice in regard to how diversity and inclusion is embedded in their approach to partnering and procurement.</p> <p>The recommended Development Partner will need to consider a number of factors to ensure due regard is given to equality, diversity and inclusion (EDI) throughout the delivery of the whole development site. The recommended Development Partner has been made aware that any potential impacts identified will need to be assessed and then addressed appropriately. The council will ensure where appropriate and it is able to, support is provided to the recommended Development Partner to facilitate. This will be closely monitored by the council's officers to ensure due process is followed.</p>		
22	Do any negative impacts that you have identified above	Y	N	N/A

	impact on your service plan?			
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Signed by completing officer	Rachel Robinson
Signed by Service Lead or Corporate Head of Service	Veryan Lyons 

