

Winchester City Council

Equality Impact Assessment (EqIA)



Section 1 - Data Checklist

When undertaking an EqIA 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 Development Delivery Plan (DDP) 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, and in most recent years, Jigsaw has undertaken comprehensive engagement. No concerns regarding the production of the Updated Business Case or its contents have been highlighted from an equality, diversity and inclusion (EDI) perspective.
4	Do you have any concerns regarding the implementation of this policy or project?	No	As part of their tender response, Jigsaw articulated their approach to ensuring best practice in regard to EDI. Jigsaw have ensured due regard is given to EDI in the production of the Planning Application and the DDP highlights how this will be embedded throughout their

		Yes/No	Please provide details
	<i>(i.e. Have you completed a self-assessment and action plan for the implementation of your policy or project?)</i>		approach to the delivery of the site. Any potential impacts identified will be assessed and then addressed appropriately by Jigsaw. The Council will ensure where appropriate and it is able to, support is provided to Jigsaw 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.
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	Jigsaw is experienced in delivering similar redevelopment projects. Their past experiences regarding EDI and ensuring a best practice approach will be applied to the delivery of this development. Council officers have implemented regeneration projects before, whereby EDI measures to minimise equality impacts have been applied. Where appropriate and it is able to, the Council will ensure support is provided to Jigsaw to inform / implement mitigation measures.
7	Are there any other issues that you think will be relevant?	No	

Section 2 - Your EqlA form

Directorate: Ken Baikie / Simon Hendey	Your Service Area: Regeneration	Team: Central Winchester Regeneration (CWR)	Officer responsible for this assessment: Emma Taylor	Date of assessment: August 2026
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	Question	Please provide details
1	What is the name of the policy or project that is being assessed?	Central Winchester Regeneration (CWR) Updated Business Case
2	Is this a new or existing policy?	New
3	Briefly describe the aim and purpose of this work.	The transformation of the 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. Extensive work was undertaken to develop a Development Brief that sets out the Council's vision and objectives for the project. In March 2023, the Council appointed Jigsaw as its Development Partner to bring this vision to life. The Development Agreement (DA) was subsequently signed in April 2024, with the first key milestone being the approval of the Development Delivery Plan (DDP), achieved in March 2025. Following GKRL's exit from the Partnerships & Places Consortium in late 2025, Cabinet approved the change in consortium composition in January 2026.

		The next major milestone is the submission of the Updated Business Case. Subject to its approval, Jigsaw will be able to submit a planning application by Winter 2026.
4	What are the associated objectives of this work?	The CWR Supplementary Planning Document (SPD) sets out nine objectives for the site: 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 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 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. 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. 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. The DDP reorganises the original structure provided by the Council to put Sustainability and Social Value at the forefront as tangible outcomes aligned to these six Investment Objectives. Making Sustainability and Social Value the starting point for the DDP demonstrates a clear signal about the priorities for
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		CWR, which is not simply a commercial proposition but also how the site will be used to deliver wider benefits back to Winchester. This is aligned to the Council's Green Economic Development Strategy and includes such things as; climate resilience, active travel, low carbon development, reuse, opportunities for local start-ups in affordable workspace, addressing housing affordability. The policy objectives in the Council's Green Economic Development Strategy are set out below: 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?	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. Whilst those between the ages of 15-24 make up 14% of the population, which is above the UK average, only c.10% of the population are between the ages of 25-34, which is below the UK average. 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. The development will transform the centre of our historic cathedral 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 an emphasis on provision of housing of all tenures as well as improved design of buildings and public realm to increase legibility and accessibility, delivering a positive benefit to protected groups whether, living in, working or visiting the City.
6	What are the outcomes sought from this work?	CWR is of key strategic importance to the Council and the people of Winchester. The development 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. The next major milestone is the submission of the Updated Business Case. Subject to its approval, Jigsaw will be able to submit a planning application by Winter 2026.
7	What factors/forces could contribute or detract from the outcomes?	The approval of the Updated Business Case will provide the necessary authority and assurance to proceed with the next phase of the project, including the progression towards a planning application and delivery. It will also confirm the project's financial viability, governance arrangements, and alignment with the Council's strategic objectives.

		Without approval of the Updated Business Case, the project cannot progress to the next stage, and key milestones such as the submission of a planning application will be delayed or potentially halted altogether.
8	Who are the key individuals and organisations responsible for the implementation of this work?	Winchester City Council: • Simon Hendey • Ken Baikie • Emma Taylor • Ellie Driscoll • Duncan Faires Jigsaw
9	Who implements the policy or project and who or what is responsible for it?	Jigsaw

		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?	The Updated Business Case sets out the justification for progressing the project into design, planning, procurement, and construction. Following approval, the project will move into detailed design and the preparation and submission of a planning application. Once planning consent is secured, the focus will shift to procurement and construction through competitive tendering.		

		Stakeholder and community engagement will continue throughout. Care must be taken to ensure communication is inclusive, as assumptions about English language proficiency or digital access may limit participation for some groups.		
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?	Perceptions about how gender influences performance at work can result in potential barriers to procurement. Once a planning application has been submitted, Jigsaw will move to the procurement and construction phase, where considerations for gender imbalances will be important. This is particularly relevant in relation to women, such as the likelihood of maternity leave, needing to take time off for childcare, 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 procurement decision which amounts to unfair treatment.		
12a	Could the policy or project have the potential to affect individuals or communities on the basis of disability differently in a negative way? <i>you may wish to consider:</i> • <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	

	• <i>Independent living equipment</i> • <i>Content of interview</i>			
12b	What existing evidence (either presumed or otherwise) do you have for this?	The Updated Business Case confirms Jigsaw's commitment to ongoing community and stakeholder engagement throughout the development process. A range of sensory, learning, and physical disabilities may affect an individual's ability to engage, and it is important that the views of disabled people are actively sought to ensure activities and events are inclusive and accessible. Following Updated Business Case approval, the project will move into the design and planning phase, including detailed design and preparation for planning submission. If accessibility is not adequately considered in the design of buildings, public realm, and access, there is a risk of negative impacts on people with disabilities. As the project progresses into procurement, the methods used to communicate opportunities must also be carefully considered, as certain formats may disadvantage individuals with visual impairments.		
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?	During the procurement phase, Jigsaw will undertake a competitive tender process for each contract or phase of work. Potential assumptions made about a person's actual or perceived sexuality can be a barrier to procurement and have an influence on the decision because of the personal views of the person making the decision.		

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?	The Updated Business Case confirms Jigsaw's commitment to ongoing community and stakeholder engagement throughout the development process. Barriers linked to age may affect how people participate in engagement activities or access information. For example, younger people may be less inclined to attend formal engagement events or may be discouraged by complex language, while older people may be disadvantaged if information is shared primarily through digital channels due to lower levels of internet access.		
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?	Perceptions and assumptions that are made about how people from different religious beliefs behave and conduct themselves could be a barrier during the procurement phase and have an influence on the decision making process. Jigsaw intends to continue community and stakeholder engagement throughout the development process. Religious belief could have an impact on an individual's motivation and time available to participate in an engagement activity / event due to religious practices / days. Depending on specific beliefs and interpretations, religious belief can also limit participation in certain activities deemed incompatible with their faith.		
16a	Could this policy or project have the potential to affect individuals on the basis of gender reassignment differently in a negative way?	Y	N	

16b	What existing evidence (either presumed or otherwise) do you have for this?	A competitive tender process will be undertaken for each contract or phase of work, once a planning application has been submitted. Assumptions that are made about gender reassignment can be a barrier to procurement 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?	An individual's perception about how marital status influences performance at work could result in a potential barrier during the procurement process. For example, following their partner's career. This can lead to unlawful discrimination where perception leads to a procurement 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?	The procurement process could be subject to potential barriers where an individual's perception about how pregnancy and maternity influences performance at work. Such as needing to take time off for maternity leave and childcare can lead to unlawful discrimination where perception leads to a procurement decision which amounts to unfair treatment.		
19	Could any negative impacts that you identified in questions 10a to 15b create the potential for the policy to discriminate against certain groups on the basis of protected characteristics?	Y	N	Without mitigation or control, the project could discriminate against certain groups on the bases of protected characteristics.
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			Race: Y
				Sex: Y
				Disability: Y

	answer opposite against the relevant protected characteristic.	Y	N	Sexual orientation: Y
				Age: Y
				Gender reassignment: Y
				Pregnancy and maternity: Y
				Marriage and civil partnership: Y
				Religious belief: Y
21	How will you mitigate any potential discrimination that may be brought about by your policy or project that you have identified above?	The DDP articulates Jigsaw's approach to ensuring best practice with regard to how EDI is embedded in their approach to delivery, with particular attention paid to stakeholder and community engagement, and procurement. Jigsaw is aware that any potential impacts identified will need to be assessed and appropriately addressed. The Council will ensure where appropriate and it is able to, support is provided to Jigsaw to facilitate. This will be closely monitored by the Council's officers to ensure due process is followed.		
22	Do any negative impacts that you have identified above impact on your service plan?	Y	N	Proceed with mitigations Proposal can proceed with mitigations above to reduce any adverse impacts.

Signed by completing officer	<i>Edriscoll</i>
Signed by Service Lead or Corporate Head of Service	<i>[Signature]</i>