

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 proposal to market the former Leisure Centre site for sale.
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	Teams across the council including Finance, Procurement, Planning, Estates, Legal, Communications and Regeneration have been regularly engaged. A Member Briefing took place on 23 June 2025 to provide all members with an opportunity to review the approach to market the site and find a new investor to facilitate its redevelopment. No concerns have been raised.
3	Have previous consultations highlighted any concerns about the policy or project from an equality impact perspective?	No	Local residents have been consulted extensively on the potential use of the site as part of the emerging Local Plan. Proposals for the former Leisure Centre site were included in Reg 18 LP public consultation and proposals for the former Leisure Centre (Policy W10) were also reconsulted on in the Reg 19 LP public consultation. The council held an engagement event on 26 June 2025 to advise stakeholders and residents on the council's process for finding a new investor for the site and the constraints around this.

		Yes/No	Please provide details
			[No concerns have been highlighted from an equality impact perspective – UPDATE IF REQUIRED FOLLOWING ENGAGEMENT EVENT AND RETURN OF FEEDBACK FORMS]
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	Throughout the marketing process, the council will ensure due regard is given to equality, diversity and inclusion (EDI) as set out in the council's EIA policy and guidance. This is particularly relevant to the procurement of a marketing agent, the marketing of the site and evaluation of the bids, as well as engagement with residents and stakeholders.
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	<p>Council officers have experience of undertaking land sales, whereby EDI measures to minimise equality impacts have been applied. This is particularly relevant to ensuring a best practice approach is applied to the procurement process for a marketing agent, and engagement with residents and stakeholders.</p> <p>As part of the process to find a new investor, the council will be looking for bidders to demonstrate best practice in regard to EDI, to give confidence that they can apply their past experiences to the redevelopment.</p>
7	Are there any other issues that you think will be relevant?	No	

Section 2 - Your EqIA form

Directorate: Ken Baikie	Your Service Area: Projects	Team:	Officer responsible for this assessment: Emma Taylor	Date of assessment: 21/05/2025
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	Question	Please provide details
1	What is the name of the policy or project that is being assessed?	Future of former Leisure Centre Site
2	Is this a new or existing policy?	The decision relates to a land sale transaction.
3	Briefly describe the aim and purpose of this work.	<p>The former Leisure Centre is currently held as a council asset which is surplus to requirements.</p> <p>The council has considered options for the site and determined that finding a new partner that can invest in the site is the preferred option.</p> <p>The council is now seeking approval to market the site for sale in order to find a new investor to facilitate its redevelopment.</p> <p>Subject to this approval, the council will procure an agent to market the site, take the site to market and evaluate the bids received. At this stage a recommendation to approve the sale of the site to the preferred bidder will be brought back to Cabinet.</p> <p>Throughout this process, the council is committed to ensuring all residents and relevant stakeholders are kept informed and have a proper say in the site's future use.</p>
4	What are the associated objectives of this work?	To secure a future for the site in keeping with corporate policies and priorities and generate a capital receipt for the council.
5	Who is intended to benefit from this work and in what way?	The redevelopment of this site would support the economic development of the city in line with the council's Green

		<p>Economic Development Strategy. Once the development is defined, it will bring construction and jobs to the area.</p> <p>Ensuring the skate park and bowling club stays open, and maintaining public access to areas outside the site, including Hyde Abbey Gardens, the North Walks Recreation Ground and the tennis courts, and hence passive recreational activities such as walking, picnics and running will promote healthy communities and benefit a wide range of residents from parents and the young, to the elderly.</p>
6	What are the outcomes sought from this work?	The sale of the site by way of long lease will secure its future in a deal which offers the new use of the land in fitting with the council's corporate priorities, and at an appropriate price point.
7	What factors/forces could contribute or detract from the outcomes?	If the proposal to market the site for sale is not supported, delay to the implementation of the project is likely to result in further deterioration of the building, and may result in a loss of interest from potential investors.
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"> • Ken Baikie • Emma Taylor • Geoff Coe • Richard Wadman <p>The project will also require support from teams across the council including Finance, Procurement, Planning, Estates, Legal, Communications and Regeneration.</p> <p>The following external resources will be required to market the site:</p> <ul style="list-style-type: none"> • Marketing agents

		<ul style="list-style-type: none"> • Technical consultants to undertake surveys
9	Who implements the policy or project and who or what is responsible for it?	<p>The council will market the site for sale in order to find a new investor with support from external agents / consultants as listed above.</p> <p>The implementation of the redevelopment will be undertaken by the new investor.</p>

		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>This will be a consideration for certain elements of the process proposed – for example, the procurement of a marketing agent, marketing the site and the evaluation of bids - the choice of how information 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 which will impact on ability to participate. This is also relevant to any engagement undertaken to ensure residents and relevant stakeholders are kept informed.</p>		

		It is not possible to comment on the potential to affect individuals or communities on the basis of race in relation to the redevelopment until a future use has been determined.		
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?	<p>Perceptions about how gender influences performance at work can result in potential barriers to procurement. This is particularly relevant in relation to women, such as the likelihood of maternity leave and/or 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. This is relevant to the procurement of a marketing agent and the evaluation of bids for the site.</p> <p>It is not possible to comment on the potential to affect individuals or communities on the basis of sex in relation to the redevelopment until a future use has been determined.</p>		
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> • <i>Independent living equipment</i> 	Y	N	

	<ul style="list-style-type: none"> • <i>Content of interview</i> 			
12b	What existing evidence (either presumed or otherwise) do you have for this?	<p>The council is committed to ensuring all residents and relevant stakeholders are kept informed at all stages of the land sale and have a proper say in the site's future use, and there are a number of sensory, learning and physical disabilities which could impact on a person's ability to engage. For example, the choice of how and where information is shared has the potential to negatively impact disabled people with accessibility issues or visual impairment. There is 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. This is also relevant to the procurement of a marketing agent and the marketing of the site.</p> <p>The land sale has the potential to limit parking. Some members of the public rely on the carparking spaces here to visit adjacent public space and neighbouring properties where on street parking is limited and permit controlled. Some people with disabilities will be more reliant on vehicular access and therefore have a greater need for parking.</p> <p>It is not possible to comment fully on the potential to affect individuals or communities on the basis of disability in relation to the redevelopment until a future use has been determined. Where appropriate, the new investor will need to ensure sufficient consideration is given for the needs of those living with a disability, for example building design and access.</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>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. This is relevant to the procurement of a marketing agent and the evaluation of bids for the site.</p> <p>It is not possible to comment on the affect on an individual or group of the community on the basis of sexual orientation in relation to the redevelopment until a future use has been determined.</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>The council's commitment to ensuring all residents and relevant stakeholders are kept informed will require some consideration for potential 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 may be less likely to have internet access so could be disadvantaged if information is shared solely online.</p> <p>It is not possible to fully comment on the potential to affect individuals or communities on the basis of age in relation to the redevelopment until a future use has been determined.</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>Perceptions and assumptions that are made about how people from different religious beliefs behave and conduct themselves could be a barrier to the procurement of a marketing agent and the evaluation of bids for the site, and have an influence on the decision making process.</p> <p>With regards to resident and stakeholder engagement, 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.</p> <p>It is not possible to comment on the potential to affect individuals or communities on the basis of religious belief in relation to the redevelopment until a future use has been determined.</p>		
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?	<p>Assumptions that are made about gender reassignment could be a barrier to procurement of a marketing agent and the evaluation of bids for the site because of the personal views of the person making the decision.</p> <p>It is not possible to comment on the potential to affect individuals or communities on the basis of gender</p>		

		reassignment in relation to the redevelopment until a future use has been determined.		
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?	<p>An individual's perception about how marital status influences performance at work could result in a potential barrier during the procurement of the marketing agent and the evaluation of bids for site. 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.</p> <p>It is not possible to comment on the potential to affect individuals on the basis of marriage and civil partnership in relation to the redevelopment until a future use has been determined.</p>		
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?	<p>The procurement process for the marketing agent 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. This is also relevant to the evaluation of bids for the site.</p> <p>It is not possible to comment on the potential to affect individuals on the basis of pregnancy and maternity in</p>		

		relation to the redevelopment until a future use has been determined.		
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, there is potential to 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 answer opposite against the relevant protected characteristic.	Y	N	Race: Y Sex: Y Disability: Y 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?	<p>Throughout the marketing process, the council will ensure due regard is given to equality, diversity and inclusion (EDI) as set out in the council's EIA policy and guidance. This is particularly relevant to the procurement of a marketing agent, the marketing of the site and evaluation of the bids, as well as engagement with residents and stakeholders.</p> <p>Specifically in regard to procurement and evaluating bids for the site, the council will ensure bidders are able to demonstrate that best practice in regard to diversity and inclusion is embedded in their organisation and able to articulate how this has been considered in their proposal, that sufficiently satisfies the requirements set out in the council's EIA policy.</p>		

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.
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Signed by completing officer	Rachel Robinson
Signed by Service Lead or Corporate Head of Service	Emma Taylor