

Equality Impact Assessment

The purpose of an assessment is to understand the impact of the Council's activities* on people from protected groups and to assess whether unlawful discrimination may occur. It also helps to identify key equality issues and highlight opportunities to promote equality across the Council and the community. The assessment should be carried out during the initial stages of the planning process so that any findings can be incorporated into the final proposals and, where appropriate, have a bearing on the outcome.

(*Activity can mean strategy, practice, function, policy, procedure, decision, project or service)

Name of person completing the assessment	Rachel Harper	Date of assessment	23 May 2024
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Name of the proposed activity being assessed	Appointment of Wates Construction Limited as the Council's Development Partner, to deliver the Guildford Park Road Re-development	Is this a new or existing activity?	New
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Who will implement the activity and who will be responsible for it?	Wates will be appointed by the Council, to deliver the activity (the re-development). The activity will take place on the Council's Land
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1. Determining the relevance to equality

What are the aims, objectives and purpose of the activity?	The main purpose of the activity is to redevelop the existing car park site at Guildford Park Road to provide new housing. As part of this, pedestrian access routes through the site will be improved.
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Is this a major activity that significantly affects how services or functions are delivered?	Yes	Who will benefit from this activity and how?	People on housing register will benefit from new affordable housing; Residents generally from new housing being provided; University staff and students from improved access routes through the site
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Does it relate to a function that has been identified as being important to people with particular protected characteristics?	No	Who are the stakeholders? Does the activity affect employees, service users or the wider community?	Wider community, University of Surrey, people on housing register
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Based on the above information, is the activity relevant to equality?

Yes – continue to section 2	Yes
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2. Is the proposed activity accessible for all the protected groups listed below?
(Consider in what ways the activity might create difficulties or barriers to parts of the workforce, community or protected groups. How might one or more groups be excluded because of the activity?)

Protected groups	Yes	No	Evidence
Disability		✓	Access routes are poorly defined, uneven, badly lit etc which may make it more difficult for people with disabilities to use them
Race	✓		
Gender	✓		
Sexual orientation	✓		
Age		✓	Access routes are poorly defined, uneven, badly lit etc which may make it more difficult for older people to use them
Religion or belief	✓		
Transgender or transsexual	✓		
Marriage and civil partnership	✓		
Pregnancy or maternity		✓	Access routes are poorly defined, uneven, badly lit etc which may make it more difficult for people who are pregnant to use them

3. Is it likely the proposed activity will have a negative impact on one or more protected groups?

Protected groups	Yes	No	Evidence
Disability	✓		
Race		✓	
Gender		✓	
Sexual orientation		✓	
Age	✓		
Religion or belief		✓	
Transgender or transsexual		✓	
Marriage and civil partnership		✓	
Pregnancy or maternity	✓		

4. What action can be taken to address any negative impact? What measures could be included to promote a positive impact? (*Consider whether it is possible to amend or change the activity due to the likely adverse impact whilst still delivering the objective. Is it possible to consider a different activity which still achieves the aims but avoids an adverse impact? Is an action plan required to reduce any actual or potential adverse impact?*)

At present, the route for pedestrians particularly is quite poor as there are sections which are poorly defined (e.g. no footpath) or not step free which could cause difficulties for people with disabilities, older people or people who are pregnant in particular. The new scheme proposals will improve this considerably. Routes will be clearly defined, with appropriate footpaths, lighting and crossing points. A bus route runs through the site and the new scheme will include a new bus stop, and consideration will be given in its design to ensure that it is accessible for all whether this is being able to get on and off the bus or accessing information about the bus timetable.

A temporary route through the site will be maintained during the construction phase and Wates will be required to consider accessibility for all users.

New housing will be provided that is wheelchair accessible or designed specifically for wheelchair users and disabled parking will be provided throughout the site for residents and visitors to the site.

5. What are the main sources of evidence that have been used to identify the likely impacts on the different protected groups? (*Use relevant quantitative and qualitative information that is available from sources such as previous EIA's, engagement with staff and service users, equality monitoring, complaints, comments, customer equality profiles, feedback, issues raised at previous consultations and known inequalities*).

Previous consultation has been carried out with the community regarding proposals to redevelop the site and the poor quality of the existing route has been raised as an issue in general.

6. Has any consultation been carried out (e.g. with employees, service users or the wider community)? Please provide details

Previous consultation has been carried out with the community regarding proposals to redevelop the site and the poor quality of the existing route has been raised as an issue. Proposals to improve this as part of the redevelopment have been welcomed.

7. Is further consultation required as a result of any negative impact identified? If so, what groups do you intend to engage with and how?

Do not believe there is a negative impact but Wates will carry out further consultation as they develop the new proposals for the site. They have undertaken extensive stakeholder mapping to identify consultees and will develop a detailed stakeholder engagement plan.

8. Conclusion of Equality Impact Assessment - please summarise your findings

Continue with the activity: The activity will help to address the needs of people who may be disadvantaged due to disability, age or pregnancy. The redevelopment of the site will provide safe, clearly defined routes through the site for all users ensuring these are accessible for all. The redevelopment will also provide new homes that are accessible for people with disabilities, and for wheelchair users. The new buildings will be provided with lifts to all floors, and there will be disabled parking throughout the site.

Name of person completing assessment: Rachel Harper

Date: 23 May 2024

Job title: Programme Manager

Signature:

Senior manager name: Abi Lewis

Date: 26 June 2024

Signature:

Appendix 3

Assessing the impact of your activity* on equality

