

# Equality and Diversity Impact Assessment

**Equality Impact Subject:**

Levelling Up Fund Cannock Town Centre Regeneration Project

**Date of Completion:**

30.05.2023

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# EQUALITIES IMPACT ASSESSMENT

## Introduction

Cannock Chase District Council (the “Council”) is under a duty pursuant to section 149 of the Equalities Act 2010 requiring it to have due regard to the need to (i) eliminate unlawful discrimination, harassment, victimisation and other conduct prohibited by or under the Equality Act 2010; (ii) advance equality of opportunity between persons who share a protected characteristic and persons who do not share it; and (iii) foster good relations between persons who share a protected characteristic and persons who do not share it.

Council has therefore undertaken and produced this Equality Impact Assessment (“EqIA”) setting out how the Council has had regard to its public sector equality duty in the context of the preparation of a Compulsory Purchase Order (“CPO”) which went implemented will facilitate delivery of the proposed redevelopment of Cannock Town Centre (the “Scheme”).

### 1. What is the overall purpose and intended outcomes of the CPO?

The Council is proposing to deliver the Scheme as part of the delivery of Levelling Up Funding proposals and has been awarded £20m funding to do so.

The Scheme will regenerate part of the Town Centre and deliver a wider choice of Cultural and Leisure opportunities, new managed workspace facilities and potential Civic Hub relocation. These would be positive outcomes in what is currently a struggling, deteriorating, and constrained Town Centre.

The CPO is being promoted by the Council to aide land assembly to deliver the Scheme and the positive regeneration benefits this will bring.

### 2. Who will the CPO affect?

- Employees
- Wider Community
- Service Users

Other (Please provide details) e.g. Members, businesses

The CPO has been prepared following a land referencing process which has identified all /any potential third parties with a legal interest in the land the subject of the CPO. The land referencing work was carried out by professionally qualified suppliers.

All parties with a legal interest in the land affected by the CPO have been listed in the Schedule that forms part of the CPO. It is all these parties who may be directly affected by the CPO - the extent of the effect will range from minor to significant.

The majority of the parties with a legal interest are businesses occupying and trading from premises within the proposed CPO area.

Furthermore residents will be affected by the CPO insofar as the Scheme which it will enable will change the Town Centre facilities and offering. The proposals are geographically targeted within

the Cannock South Ward and therefore Cannock residents, present and future, will be most affected but it may affect those from further afield that travel to use the current existing facilities or would travel to use the regenerated facilities proposed.

In addition, users of the existing facilities may experience disruption during the construction period.

This is a special project being delivered as part of the Economic Development Service at Cannock Chase Council.

### **3. Describe how the main aims of the CPO will support the Equality Duties outlined below and how any impacts will be mitigated**

The Scheme is intended to provide a modern leisure and cultural hub and public realm improvements for use by the local and wider public community regardless of any protected characteristics.

The Prince of Wales theatre (which will be incorporated within the new leisure and cultural hub) already reaches a wide demographic of participants - the Scheme will therefore enhance and build on the positive impact of existing cultural engagement.

The public realm improvements are expected to benefit residents including some with protected characteristics, for example by increasing accessibility for disabled or older people with reduced mobility.

The construction of new and improved floorspace is expected to positively impact upon all users in the Community (including some with protected characteristics).

The requirement to accommodate suitable disabled car parking bays provision is also addressed through the scheme and its proposals, making sure beneficial changes are introduced is important to the Scheme. Provision will continue to meet the needs of the local community, whilst relocated disabled parking provision will not be lost.

The construction works for the Scheme will take place in a defined geographical area and be subject to appropriate industry standard mitigation techniques to minimise disruption to all members of the Community, for example, where appropriate works would take place behind hoardings. All works will go through defined consultation procedures, and it will be in conjunction with any statutory bodies e.g. Staffordshire County Council as Highways Authority.

The planning application for the Scheme is expected to include an outline of the techniques that will be used to minimise disruption locally to all sections and users within the Community during construction. Mitigation of any potential negative impacts will be considered and incorporated at that stage and through engagement with the businesses and users directly affected – such mitigation may for example include.

- Careful design, planning and programming of the works to ensure public safety at all times and that access to businesses to trade is maintained.
- Works to be designed to future proof and prevent consequential unplanned risk e.g., fire or flood.
- Works to be planned to be as least disruptive to the public/users in their design and methodology e.g., construction being carried out during least busiest times and on Sundays, disabled bays and their temporary/permanent arrangements.

- Works to be as least disruptive to trading businesses (including offering temporary relocation to avoid closure or service disruption e.g., Prince of Wales Theatre).

Despite these measures there is the potential for disruption arising from construction to adversely affect people with limited mobility or vision who may be more vulnerable to changes in the local environment and who may possess the age and disability protected characteristic. It will be important therefore when developing and implementing construction mitigation to monitor its effectiveness for persons with those protected characteristics and to take corrective action where required.

Once the redevelopment is completed, users of the facilities in the Town Centre will see positive improved physical amenities that better serve their needs e.g., disability friendly and accessibility compliant provision (e.g. ramps, access into and through buildings) and clarity and positive inclusion (e.g. inclusive signage and CCTV), providing safer, cleaner and more attractive spaces to spend time in (and with more surveillance).

Any works will be undertaken to modern environmental and access standards in accordance with Planning and Building Regulation requirements. Building Regulations Part M sets out minimum requirements to ensure that a broad range of people are able to access and use facilities within buildings.

The design consultants engaged by the Council will be obliged to comply with and deliver the Scheme in line with the Council's equalities duties (see response to Question 4 below). The design of the development coming forward for planning will be expected to consider the needs of people with and without protected characteristics.

If the CPO is confirmed, the compulsory purchase of the land required to deliver the Scheme has the potential to disrupt and/or displace the businesses and communities that currently use the existing facilities. This would be mitigated through ongoing engagement with businesses including on the timing of when the Council will require the land and, where mutually acceptable, seeking to support the relocation of affected businesses which in turn will mitigate adverse effects to the communities that use them. The Council is working with adjacent owners of vacant premises in order to offer tenants who will potentially be displaced by the CPO to stay in the immediate locality. However, the communities affected through the proposals and scheme are not disproportionately drawn from one of the protected characteristic groups and are not considered therefore to have any 'indirect' discriminatory effects. The facilities being lost are not considered to have any direct effect on a particular protected characteristic as they do not directly serve particular users but generic facilities to the wider population.

Public drop-in sessions were held during October 2022, giving businesses and communities, the opportunity to come and personally see the proposals and discuss any property or interest they hold in the CPO land.

All those that own land or have an interest in the CPO land will continue to be engaged with throughout the formal CPO process and will have the opportunity to make representations or object at the relevant time.

Furthermore, the Council will continue to seek to negotiate the acquisition of all the land and interests required by agreement, which if successful will limit the need to implement the compulsory purchase powers. The Council therefore seeks to make the CPO as a contingency to ensure the Scheme can be delivered if it is not able to assemble the land required in a timely fashion through negotiation.

A further round of consultation will be carried out as part of the planning process providing opportunity for all those affected (whether they be businesses or members of the community) to comment on and influence the emerging design proposals. Once the design is then finalised and the planning application(s) submitted, there will be the opportunity to formally comment or object to the proposals.

A Statement of Community Involvement (which will form part of the planning application) will document how people were consulted, their responses and how the proposals have been influenced by stakeholders.

The number of respondents to consultation events and how the demographics of those respondents compare to the current demographics will be undertaken and monitored regularly.

#### **4. Is this project due to be carried out wholly or partly by contractors or through commissioned services?**

Yes                      No

*If 'yes', have you done any work to include equality considerations into the contract already? You should set out how you will make sure that any third party you work with complies with equality legislation.*

SCC colleagues have approved and overseen procurement documentation used by the Council regarding multi-disciplinary consultant appointments.

Checks will ensure all appropriate obligations are built into tender specifications accordingly for any associated development, highway, public realm, car parking works or changes related to delivery of this project.

A JCT contract form has been used for appointments and procurement to date - all and any sub-contractors working on associated delivery of this project are required to meet contractual obligations that extend and cover equality and diversity matters.

Specific JCT clauses include obligations on suppliers/consultants working on the project, such as:

*The Consultant shall perform its obligations under this contract in accordance with*

*all applicable equality Law (whether in relation to race, sex, gender reassignment, religion or belief, disability, sexual orientation, pregnancy, maternity, age or otherwise); and*

*any other requirements and instructions which the Client reasonably imposes in connection with any equality obligations imposed on the Client at any time under applicable equality Law;*

*The Consultant shall take all necessary steps, and inform the Client of the steps taken, to prevent unlawful discrimination designated as such by any court or tribunal, or the Equality and Human Rights Commission or (any successor organisation).*

It is important to the Council that equality considerations are taken properly into account by all working on this project.

**5. What impact will the implementation of the CPO have on employees, service users or other people who share a protected characteristic?**

*You should consider each protected characteristic and decide a level of impact as follows:*

*·Positive Impact The impact on a particular group is more favourable (this should be justified by the overall aims of the policy or service).*

*·Neutral Impact The group is neither positively nor negatively affected by the policy or service (same or similar impact upon everyone).*

*·Negative Impact The impact on a particular group is less favourable - putting one or more groups of people at a disadvantage through direct or indirect discrimination.*

*To evidence and explain an impact you should consider: if the impact can be justified on the grounds of promoting equal outcomes for disadvantaged groups; if the policy or service can be adjusted to overcome an impact; or if you may need to suspend this assessment and seek further advice due to a potentially unlawful impact.*

Protected Characteristic	Impact	What level of impact has been identified? please tick*			Evidence and explain your answer
		Positive	Neutral	Negative	

Protected Characteristic	Impact	What level of impact has been identified? please tick*			Evidence and explain your answer
		Positive	Neutral	Negative	
<b>Age</b> Consider implications across all age ranges - older and younger people. This can include safeguarding and child welfare issues.	Positive	<input checked="" type="checkbox"/>			<b>Potential effects to current users:</b>  The design consultants will be required to engage specifically with young people in the community regarding the use,

				<p>look and feel of the development and environment.</p> <p>Community groups will be engaged in the design of public art, play and aesthetics - the design will be tested through engagement with creative hub and local community groups.</p> <p>The proposals will seek to design out crime and include CCTV and open surveillance (and remove any existing blind spots in the built environment).</p> <p>The proposed leisure uses, facilities and amenities will encourage families (of all ages).</p> <p><b>Potential interim effects during construction to current users</b></p> <p>Public safety for all users will be carefully managed and facilitated with the aim of minimal disruption and</p>
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				<p>inconvenience to all existing users of the Town Centre.</p> <p>There will be clear public messaging, notice and communication to pedestrians/users regarding works and access irrespective of age.</p> <p>There is a risk that disruption during construction may adversely affect people with limited mobility or vision and such people may possess the “age” protected characteristic. Monitoring of the implementation of construction mitigation techniques and the taking of prompt corrective action where appropriate should limit those potential adverse effects.</p> <p><b>Potential future user effects</b></p> <p>The Scheme will facilitate economic growth and therefore improve employment opportunities either directly or indirectly.</p>
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					The scheme will look to increase provision for retirement (extra care) residential provision within the immediate locality which will cater for the ageing population and section of the local community.
<p><b>Disability</b> Consider any physical and social barriers for disabled service users, employees or the wider community.</p>	Positive	<div style="border: 1px solid black; width: 20px; height: 20px; display: inline-block; margin: 0 auto;">X</div>			<p><b>Potential effects to current users:</b></p> <p>The Scheme will remove known physical problems with current access arrangements into the Town Centre and disability compliance of some arrangements and facilities for users of the Town Centre.</p> <p>The servicing arrangements and disabled car parking provision will be improved (following careful design) to ensure it's practical for all users. These changes will be communicated before, during and post development.</p> <p><b>Potential interim effects during construction to current users</b></p>

				<p>Disruption during the construction period will be inevitable but users will be considered, and disruption kept to a minimum, with any retained access to the Town Centre to be safe.</p> <p>Disabled car parking provision will have to be suspended at times during the works to enable access for demolition vehicles to enter and leave the space safely - signage and alternative provision will be marked during this time</p> <p>Changes to current car parking layouts and disabled bays in Church Street is proposed but will be subject to the approval of the Highway Authority (Staffordshire County Council) through the planning process.</p> <p>There is a risk that disruption during construction may adversely affect people with limited mobility or vision and such people may possess the “disability” protected</p>
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					<p>characteristic. Monitoring of the implementation of construction mitigation techniques and the taking of prompt corrective action where appropriate should limit those potential adverse effects.</p> <p><b>Potential future user effects</b></p> <p>Access for disabled service users will be greatly improved.</p> <p>Access for All design principles will be followed during the design process.</p> <p>SCC highway/accessibility colleagues are also advising on the proposed highway improvements with an eye to aids for those with physical disability issues.</p> <p>Also looking at making information available in easy to understand formats and via different methods to ensure an inclusive approach is taken.</p>
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				<p>Improved and safer access to and within the Town Centre for all users making the physical environment look and feel safer to spend time in and be overall more inviting.</p> <p>Subway arrangement for access will also be changed positively.</p> <p>The addition of CCTV improved natural surveillance and public realm enhancements will all provide positive changes to users.</p> <p>Accessibility into the cultural and leisure uses will be improved, including the Prince of Wales Theatre where the facilities will become fit for purpose (lifts, seating positions, toilets).</p>
<p><b>Marriage and Civil Partnerships</b> Consider implications for people in marriages/civil partnerships. Civil partners</p>	Neutral		<div style="border: 1px solid black; width: 20px; height: 20px; margin: 0 auto; display: flex; align-items: center; justify-content: center;">X</div>	<p><b>Potential effects to current users:</b></p> <p>There is no evidence that implementation of the CPO will positively or negatively</p>

<p>should be treated the same as married couples in legal matters.</p>				<p>impact on groups with this protected characteristic.</p> <p><b>Potential interim effects during construction to current users</b></p> <p>There is no evidence that implementation of the CPO will positively or negatively impact on those with this protected characteristic.</p> <p><b>Potential future user effects</b></p> <p>There is no evidence that implementation of the CPO will positively or negatively impact on those with this protected characteristic.</p>
<p><b>Pregnancy and Maternity</b> Consider implications for pregnant women and new mothers. This could include working arrangements and childcare responsibilities</p>	<p>Neutral</p>		<p>X</p>	<p>There is no evidence that implementation of the CPO will positively or negatively impact on those with this protected characteristic.</p> <p>There are no indirect discriminatory affects to this protected characteristic group</p>

					as a result of the proposals as no current facilities, goods or services provided and therefore being displaced.
<p><b>Race</b> Consider implications in respect of race, colour, nationality or ethnic / national background.</p>	Neutral		<div style="border: 1px solid black; width: 20px; height: 20px; margin: 0 auto; display: flex; align-items: center; justify-content: center;">X</div>		<p><b>Potential effects to current users:</b></p> <p>There is no evidence that implementation of the CPO will positively or negatively impact on those with this protected characteristic.</p> <p><b>Potential interim effects during construction to current users</b></p> <p>There is no evidence that that implementation of the CPO will positively or negatively impact on those with this protected characteristic.</p> <p><b>Potential future user effects</b></p> <p>There will be no removal of facilities or provision that directly serves the needs of this protected characteristic group therefore there is no</p>

				<p>evidence that implementation of the CPO will positively or negatively impact on those with this protected characteristic.</p> <p>There are no speciality goods, services or community facilities that are affected by the loss of an existing facility. No direct or in-direct discrimination because of the proposals being implemented.</p>
<p><b>Religion or Belief</b> Consider implications of different religions or individual's beliefs. This could include consideration of religious customs and festivals.</p>	Neutral		<div style="border: 1px solid black; width: 30px; height: 30px; margin: 0 auto; display: flex; align-items: center; justify-content: center;">X</div>	<p><b>Potential effects to current users:</b></p> <p>There is no evidence that implementation of the CPO will positively or negatively impact on those with this protected characteristic.</p> <p><b>Potential interim effects during construction to current users</b></p> <p>There is no evidence that implementation of the CPO will positively or negatively impact on those with this protected characteristic.</p>

					<p><b>Potential future user effects</b></p> <p>The Scheme will positively open up the views through the new development to the Church grounds - enhancing the vista and opportunities for a positive and complementary relationship.</p> <p>There are no religious goods, services or community facilities that are affected by the loss of an existing facility and therefore no direct or in direct consequence.</p>
<p><b>Sex</b> Consider implications for men and women.</p>	Neutral		<div style="border: 1px solid black; width: 20px; height: 20px; margin: 0 auto; display: flex; align-items: center; justify-content: center;">X</div>		<p>There is no evidence that implementation of the CPO will positively or negatively impact on those with this protected characteristic.</p> <p>There are no goods, services or community facilities that are affected by the loss of an existing facility. No direct or in-direct discrimination because of the proposals being implemented.</p>



<p><b>Sexual Orientation</b>  Consider implications for heterosexual people as well as lesbian, gay and bi-sexual people.</p>	<p>Neutral</p>		<div style="border: 1px solid black; width: 30px; height: 30px; margin: 0 auto; text-align: center; line-height: 30px;">X</div>	<p><b>Potential effects to current users:</b></p> <p>There is no evidence that implementation of the CPO will positively or negatively impact on those with this protected characteristic.</p> <p><b>Potential interim effects during construction to current users</b></p> <p>There is no evidence that implementation of the CPO will positively or negatively impact on those with this issue.</p> <p><b>Potential future user effects</b></p> <p>There is no evidence that implementation of the CPO will positively or negatively impact on those with this issue.</p> <p>There are no current facilities that are affected by the loss of an existing facility. No direct or in-direct discrimination because of the proposals being implemented.</p>
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<p><b>Transgender</b> Consider implications for transgender and transsexual people. This can include issues such as privacy or data protection.</p>	<p>Neutral</p>		<p>X</p>	<p><b>Potential effects to current users:</b></p> <p>There is no evidence that implementation of the CPO will positively or negatively impact on those with this protected characteristic.</p> <p><b>Potential interim effects during construction to current users:</b></p> <p>There is no evidence that implementation of the CPO will positively or negatively impact on those with this protected characteristic.</p> <p><b>Potential future user effects</b></p> <p>There is no evidence that implementation of the CPO will positively or negatively impact on those with this protected characteristic.</p> <p>There are no services or community facilities that are affected by the loss of an existing facility. No direct or indirect discrimination because</p>
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					of the proposals being implemented.
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**6. What data, research and other information have you considered?** Please tick all that apply

Service Targets	Performance Targets	Service Take-up
✓ Consultation Responses	✓ Previous EqIA	✓ Media Coverage
✓ Workforce Data	✓ Community Data & Research	
✓ Contractual & Commissioning	Internal Audit	Complaints & Comments

Other *Please provide details* Statistics for Protected Characteristic Groups - limited info available internally.

- Between 2018 and 2019 the population of Cannock Chase rose to 100,762 residents (ONS Mid 2019 Population Estimates)
- From the 2011 census with a population of 97,462 50.6% female and 49.4% male. (2011 census)
- The working age population aged 16-64 comprised 62.9% of the population. 19.2% of the population of Cannock Chase were aged 65+ in Mid-2019. (ONS Mid 2019 Population Estimates)
- Limiting Illness/disability: Day-to-day activities limited a lot-10.4%, Day-to-day activities limited a little - 10.3%, Day-to-day activities not limited-79.3% (2011 census)
- Ethnicity: Five Largest groups (percentage proportion of population) White British- 96.5%, Other White-0.9%, Mixed: White and Black Caribbean-0.5%, Asian/Asian British: Indian 0.4%, White Irish -0.4% (2011 Census)
- Religion: Five largest groups (percentage proportion of population) Christian - 69.1%, No religion-23.7%, Religion not stated -6.1%, Other religion -0.3%, Sikh-0.3% (2011 Census)

The Council have accessed the above data from the 2011 Census and ONS Mid 2019 Population Estimates.

The Council will look at new data from the 2021 Census as it comes in, along with new ward profiles and findings from the Town Centre perception survey which will be able to provide some information on gender, age and disability.

*Please provide details on the available evidence/information you have selected.*

Form of Contracts - checked - used by the Council in procuring and contracting with suppliers or third-party Contractors.

**7. If you have identified any gaps in relation to the previous question, please provide details of additional research or data required.**

Statistics require regular updating and monitoring to reflect latest data available - watching brief required through project Governance arrangements to undertake and monitor this information and any changes in protected characteristics information.

The Council have accessed the above data (in Q6) from the 2011 Census and ONS Mid 2019 Population Estimates.

The Council will look at new data from the 2021 Census as it comes in, along with new ward profiles and findings from the Town Centre perception survey which will be able to provide some information on gender, age and disability.

**8. List any consultation that has taken place in the promotion of the CPO with individuals or groups who are likely to be affected or interested in this subject.**

*Examples of relevant consultation could include informal discussions, focus groups or surveys. You should provide a brief summary of the responses gained and links to relevant documents.*

**Target Groups**

**Sex**

**Marriage and Civil Partnerships**

**Race**

**Religion or Belief**

**Pregnancy and Maternity**

**Disability**

SCC highway/accessibility colleagues are feeding into the design development. They will also look to include Dementia friendly champions to help with identifying any areas of concern especially linked to way finding and soft furnishings/internal decoration to avoid creating any unintentional challenges for users in the community.

Design suppliers are experienced and appropriately qualified to design in order to meet current accessibility and disability standards. This is important to recognise in terms of disabled car parking provision and any associated changes will be compliant with SCC highway standards.

Building control officers are also checking on compliance with accessibility standards.

**Gender Reassignment**

**Sexual Orientation**

**Age**

We will engage with young people (school age) - through schools etc. to help ensure public realm and wider proposals are inclusive and representative of the community in its widest sense, especially the young.

South Staffs college are also involved with the project and represent young adults in the immediate locality.

## **Additional comments**

Engagement with Creative Hub representatives through IHL leisure colleagues is taking place through Multi-Disciplinary Consultants working on the project.

Virtual exhibition post £20m funding award took place to engage and publicise the bid made to Government.

Film /Video produced and PR coverage through social media to highlight and explain progress has /continues to be regularly updated and shared with the public - also survey findings to be considered post collation end of Sept by all advising and working on the project.

### **9. Provide details of any changes that could be made to the CPO to avoid any negative impact on equality identified in question 5.**

Not Applicable – no negative impacts identified; however the Council will continue to assess and mitigate any adverse impacts that the CPO and Scheme may cause as the formal processes progress. This includes, monitoring of the implementation of construction mitigation techniques and the taking of prompt corrective action where appropriate should limit those potential adverse effects to persons with the “age” and “disability” protected characteristics.

### **10. What mechanisms are in place to monitor and review the impact and effectiveness of the CPO?**

Project Specific Governance Arrangements for the Levelling Up Fund proposals (to which this Scheme falls under) are in place at the Council.

Monitoring and reviewing impact is also a funding requirement – meetings are regularly held and monitored and performance is reported back to Cabinet where any key decisions are made.

Impacts of the CPO and Scheme will continue to be monitored as the CPO process progresses and the detailed design of the Scheme is worked-up, with opportunity to re-assess and introduce specific mitigation during the formal planning process.

### **11. Summarise your findings and give an overview of whether the policy or service will meet the authority’s responsibilities in relation to equality.**

This EqIA concludes that current uses in the Town Centre would not be adversely affected by implementation of the CPO and that implementation of the CPO would not adversely affect directly or indirectly persons with protected characteristics.

The Council is not removing any facilities that are relied upon by communities of ethnicities (or any other protected characteristic group). Implementation of the CPO would therefore not have an indirect discriminatory effect on such group or any other specific community.

The Council is not exclusive in targeting their offer of support to only those persons with protected characteristics but is offering generic support to any person directly or

indirectly affected by the CPO whether that be users, communities, businesses or landowners.

Once completed the Scheme is anticipated to have positive effects for those with the age and disability protected characteristics through the provision of modern accessible buildings designs.

Overall, no direct or indirect adverse discriminatory effect because of the CPO and/or Scheme is caused or anticipated at this stage beyond disruption during construction in relation to which the effectiveness of standard mitigation techniques will be monitored in order to avoid or reduce potential adverse effects persons with the “age” and “disability” protected characteristics.

The statistics provided in question 6 do not indicate a bias or detrimental effect upon any of the protected characteristic groups.

The proposal is therefore considered to be consistent with the Council's duties to eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Equality Act 2010, advance equality of opportunity between people who share a protected characteristic and those who do not and to foster good relations between people who share a protected characteristic and those who do not.

**Please decide the outcome of this assessment**

✓ **No major change**

**Adjust the policy or service and continue**

**Continue with the policy or service despite negative impact identified**

**Suspend the assessment and seek further advice**

**12. As a result of this assessment, what actions are proposed to remove or reduce any impacts that have been identified for people who share a protected characteristic?**

Impact	Action	Target Date	Responsible Post Holder
Disruption during construction affecting persons with the age and disability protected characteristics	Monitor effectiveness of standard construction mitigation techniques during construction and take corrective action where appropriate.	Throughout construction, particularly in relation to disruption to roads/footways	Dean Piper (Senior Responsible Officer) Head of Economic Prosperity. / Debbie Harris (Project Lead) Economic Development Manager

## **Quality Assurance and Sign-Off**

### **DECLARATION:**

**The proposed policy or service has been fully assessed in relation to its potential effects on equality and any concerns have been addressed accordingly.**

### **Impact Assessing Officer:**

**Name:** Michael Murray/Deb Harris      **Job Title:** Economic Development Manager

**Service Area:** Economic Development      **Date:** 30 May 2023

### **Concluding statement:**

This EqIA sets out how landowners/businesses/communities/users could be affected by the implementation of the CPO, how any potential impacts could or will be mitigated, and the extent to which implementation of the CPO could adversely affect those with protected characteristics with the conclusion being there would be no such adverse effects.

### **Sign Off by the Head of Service:**

**Name:** Dean Piper      **Date:** 30 May 2023