

## Equalities Comprehensive Impact Assessment - Head of service review

Reference: ECIA494288074

Submitted: 08 March 2023 05:42 AM

### Executive summary

**Title of policy / decision:** Land for Development in Colchester

**Policy / decision type:** Cabinet Member Action (CMA)

**Overview of policy / decision:** To bring forward Land in Colchester for the development of up to 42 units of housing.

**What outcome(s) are you hoping to achieve?:** The development of up to 42 new units of housing in Colchester.

**Executive Director responsible for policy / decision:** Tom Walker (Economy, Investment and Public Health)

**Cabinet Member responsible for policy / decision:** Lesley Wagland (Economic Renewal, Infrastructure and Planning)

**Is this a new policy / decision or a change to an existing one?:** New policy / decision

**How will the impact of the policy / decision be monitored and evaluated?:** It will be monitored/evaluation through the delivery of the housing units.

**Will this policy / decision impact on:**

**Service users:** Yes

**Employees:** No

**Wider community or groups of people:** Yes

**What strategic priorities will this policy / decision support?:** Strong, Inclusive and Sustainable Economy

**Which strategic priorities does this support? - Economy?:** Future growth and investment

**What geographical areas of Essex will the policy / decision affect?:** Colchester

### Digital accessibility

**Is the new or revised policy linked to a digital service (website, system or application)?:** No

### Equalities - Groups with protected characteristics

#### Age

**Nature of impact:** None

## **Disability - learning disability**

**Nature of impact:** Positive

**Extent of impact:** Medium

## **Disability - mental health issues**

**Nature of impact:** Positive

**Extent of impact:** Medium

## **Disability - physical impairment**

**Nature of impact:** Positive

**Extent of impact:** Medium

## **Disability - sensory impairment**

**Nature of impact:** Positive

**Extent of impact:** Medium

## **Sex**

**Nature of impact:** None

## **Gender reassignment**

**Nature of impact:** None

## **Marriage / civil partnership**

**Nature of impact:** None

## **Pregnancy / maternity**

**Nature of impact:** None

## **Race**

**Nature of impact:** None

## **Religion / belief**

**Nature of impact:** None

## **Sexual orientation**

**Nature of impact:** None

**Rationale for assessment, including data used to assess the impact:** Project will deliver up to 42 new homes for residents in Colchester which have been built to the Essex Design Guide Standard and all units consider people with disabilities where possible.

**What actions have already been taken to mitigate any negative impacts:** N/A

## **Levelling up - Priority areas & cohorts**

**Children and adults with SEND, learning disabilities or mental health conditions (taking an all-age approach)**

**Nature of impact:** None

**Children on Free School Meals**

**Nature of impact:** None

**Working families**

**Nature of impact:** None

**Young adults (16-25 who have not been in education, training or employment for around 6-12 months)**

**Nature of impact:** None

**Harlow**

**Nature of impact:** None

**Jaywick and Clacton**

**Nature of impact:** None

**Harwich**

**Nature of impact:** None

**Basildon (Town) housing estates**

**Nature of impact:** None

**Canvey Island**

**Nature of impact:** None

**Colchester (Town) - Housing Estates**

**Nature of impact:** Positive

**Extent of impact:** Medium

**Rural North of the Braintree District**

**Nature of impact:** None

**Rationale for assessment, including data used to assess the impact:** Project will deliver up to 42 new housing units for residents in Colchester.

**What actions have already been taken to mitigate any negative impacts:** N/A

## **Equalities - Inclusion health groups and other priority groups**

## **Refugees / asylum seekers**

**Nature of impact:** None

## **Homeless / rough sleepers**

**Nature of impact:** None

## **Offenders / ex-offenders**

**Nature of impact:** None

## **Carers**

**Nature of impact:** None

## **Looked after children**

**Nature of impact:** None

## **Veterans**

**Nature of impact:** None

## **People who are unemployed / economically inactive**

**Nature of impact:** None

## **People on low income**

**Nature of impact:** None

## **Working families**

**Nature of impact:** None

**Rationale for assessment, including data used to assess the impact:** N/A

**What actions have already been taken to mitigate any negative impacts:** N/A

# **Equalities - Geographical Groups**

## **People living in areas of high deprivation**

**Nature of impact:** None

## **People living in rural or isolated areas**

**Nature of impact:** None

## **People living in coastal areas**

**Nature of impact:** None

## **People living in urban or over-populated areas**

**Nature of impact:** None

**Rationale for assessment, including data used to assess the impact:** N/A

**What actions have already been taken to mitigate any negative impacts:** N/A

## **Families**

**Family formation (e.g. to become or live as a couple, the ability to live with or apart from children)**

**Nature of impact:** None

**Families going through key transitions e.g. becoming parents, getting married, fostering or adopting, bereavement, redundancy, new caring responsibilities, onset of a long-term health condition**

**Nature of impact:** None

**Family members' ability to play a full role in family life, including with respect to parenting and other caring responsibilities**

**Nature of impact:** None

**Families before, during and after couple separation**

**Nature of impact:** None

**Families most at risk of deterioration of relationship quality and breakdown**

**Nature of impact:** None

**Rationale for assessment, including data used to assess the impact:** N/A

**What actions have already been taken to mitigate any negative impacts:** N/A

## **Climate**

**Does your decision / policy involve elements connected to the built environment / energy?:** Yes

**Do you know what products, materials, and qualified built environment professionals you will be using?**

**Are you maximising the opportunity to source materials locally and maximise use of sustainable materials such as wood?:** Yes

**Are you using a qualified architect / design team / consultant with the experience and capability to design and secure planning permission to deliver to the highest carbon zero building standards?:** Yes

**Are you clear that the builder, sub-contractor is qualified and capable of delivering climate resilient buildings (noting risks including subsidence, flooding, overheating), to the highest net zero carbon build quality?:** Yes

**Is your proposed development / building using the best practice guidance and advice on design quality, climate change and health?**

**Are you using the design quality and advice provided by the Essex Design Guide?:** Yes

**Are you using the Climate Change guidance and advice provide by the Essex Design Guide?:** Yes

**Are you providing a policy compliant development which accords with the District Local Plan policies?:**  
Yes

**Are using the Health and Wellbeing guidance provided by the Essex Design Guide?:** Yes

**Have you provided a costed net zero option for consideration?:** No

**Is your proposed development / building as efficient as possible?**

**Is the Energy performance Certificate (EPC) rating of the achieving and EPC A+ or net zero carbon standard?:** No

**Have opportunities to reduce energy use through the use of smart digital systems been considered?:**  
Yes

**Does your development by design avoid the need for air conditioning?:** Yes

**Does your new development have water efficiency measures in place?:** Yes

**Do you know where your energy is coming from and how much of it comes from renewable sources?**

**Are you maximising opportunities to use onsite renewable energy (e.g. roof top solar panels) to deliver this service?:** Yes

**Are you maximising opportunities to use onsite renewable energy (e.g. roof top solar panels) to deliver this service?:** Yes

**Is your new or extended development using a renewable heat source e.g. district heating or a form of heat pump?:** Yes

**Is your development resilient to climate risks including flooding, overheating and subsidence?**

**Is your site at risk of coastal erosion? Is there a plan in place to protect the coastline: if the coastline is being allowed to erode, this may impact the lifetime of your site.:** No

**Have you reviewed environment agency to ascertain your flood risk? Do you need to put in place mitigation such as sustainable drainage?:** Yes

**Water is scarce and needs to be absorbed into the land wherever possible. Are you prioritising nature based flood risk mitigations such as sustainable drainage, water butts, planting and ponds which protect against water scarcity?:** Yes

**Are you using external planting, green walls and green roofs to insulate the building and provide shading to cut risks of overheating?:** Yes

**Is your development supporting active travel and minimising pollution?**

**Does your site allow connection to key public transport and active travel routes?:** Yes

**Are you using Green Infrastructure to interrupt the pathway of carborne pollutants to the public e.g. use of hedges, shrubs and trees?:** Yes

**Have you provided space for secure cycle parking, showering, cycle and walking pathways on site etc?:**  
Yes

**Does the building have adequate space for recycling and waste separation?:** Yes

**Does your decision / policy involve designing service provision and procurement to minimise freight and staff travel and enable use of active and public transport options?:** No

**Does your decision / policy involve elements connected to waste?:** No

## **Nature of impact**

**Built Environment / Energy:** Positive

## **Extent of impact**

**Built Environment / Energy:** Medium

**Rationale for assessment, including data used to assess the impact:** Project will deliver up to 42 new homes for residents in Colchester. The development includes photovoltaic panels to generate renewable energy, the building will feature high levels of thermal insulation and there will be access to electric vehicle charging points.

**What actions have already been taken to mitigate any negative impacts:** The units will be built to be as energy efficient as possible but achieving EPC A+ / net zero is not always possible.

## **Action plan to address and monitor adverse impacts**

**Does your ECIA indicate that the policy or decision would have a medium or high adverse impact on one or more of the groups / areas identified?:** No

## **Details of person completing the form**

**I confirm that this has been completed based on the best information available and in following ECC guidance:** I confirm that this has been completed based on the best information available and in following ECC guidance

**Date ECIA completed:** 08/03/2023

**Name of person completing the ECIA:** Simon Maidment

**Email address of person completing the ECIA:** simon.maidment@essex-housing.co.uk

**Your function:** Economy, Investment and Public Health

**Your service area:** Essex Housing

**Your team:** Essex Housing

**Are you submitting this ECIA on behalf of another function, service area or team?:** No

**Email address of Head of Service:** adam.thompson@essex-housing.co.uk