

Equalities Comprehensive Impact Assessment v2 - Head of service review

Reference: ECIA534747070

Submitted: 27 July 2023 10:59 AM

Executive summary

Title of policy / decision: Shire Hall, Tindal Square, Chelmsford

Policy / decision type: Cabinet Member Action (CMA)

Overview of policy / decision: The proposal is to grant a group of individuals who have formed Trust a period of time to prepare a Business Plan to bring the Shire Hall back into use. If the Business Plan is approved the further proposal is to enter into an Agreement for Lease and Lease with the Trust. This will enable the Trust to secure any necessary planning approvals, project funding and procure any subsequent works that would be needed to implement their Business Plan objectives.

What outcome(s) are you hoping to achieve?: The approval of a robust and viable Business Plan will enable the County Council to enter into an Agreement for Lease and Lease with the Trust. The Trust will need to satisfy any agreed conditions precedent, including planning permission and funding approvals for works they would wish to carry out, prior to the grant of the Lease. The final outcomes should be a building that is brought back into use with a long term viable future.

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

Cabinet Member responsible for policy / decision: Christopher Whitbread (Finance, Resources and Corporate Affairs)

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?: The assessment of the Business Plan and subsequent approval of the conditions precedent in the Agreement for Lease will enable the monitoring and evaluation of the proposals. The detailed discussions with the Trust may lead to the inclusion of further evaluation measures included in the Lease. Any external funding, especially National Heritage Lottery or similar programmes, will also include evaluation and monitoring conditions.

Will this policy / decision impact on:

Service users: No

Employees: No

Wider community or groups of people: Yes

What strategic priorities will this policy / decision support?: Strong, Inclusive and Sustainable Economy, High Quality Environment, Health, Independence and Wellbeing for All Ages, A good place for Children and Families to Grow

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

Which strategic priorities does this support? - Environment: Net zero

Which strategic priorities does this support? - Health: Healthy lifestyles

Which strategic priorities does this support? - Families: Education outcomes

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

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: Too early for impact to be known

Disability - learning disability

Nature of impact: Too early for impact to be known

Disability - mental health issues

Nature of impact: Too early for impact to be known

Disability - physical impairment

Nature of impact: Too early for impact to be known

Disability - sensory impairment

Nature of impact: Too early for impact to be known

Sex

Nature of impact: Too early for impact to be known

Gender reassignment

Nature of impact: Too early for impact to be known

Marriage / civil partnership

Nature of impact: Too early for impact to be known

Pregnancy / maternity

Nature of impact: Too early for impact to be known

Race

Nature of impact: Too early for impact to be known

Religion / belief

Nature of impact: Too early for impact to be known

Sexual orientation

Nature of impact: Too early for impact to be known

Rationale for assessment, including data used to assess the impact: As the decision will enable the preparation of a Business Plan by the Trust there is no additional information to this section at this stage.

Levelling up - Priority areas & cohorts

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

Nature of impact: Too early for impact to be known

Children on Free School Meals

Nature of impact: Too early for impact to be known

Working families

Nature of impact: Too early for impact to be known

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

Nature of impact: Too early for impact to be known

Residents of Harlow

Nature of impact: Too early for impact to be known

Residents of Jaywick and Clacton

Nature of impact: Too early for impact to be known

Residents of Harwich

Nature of impact: Too early for impact to be known

Residents of Basildon (Town) housing estates

Nature of impact: Too early for impact to be known

Residents of Canvey Island

Nature of impact: Too early for impact to be known

Residents of Colchester (Town) - Housing Estates

Nature of impact: Too early for impact to be known

Residents of Rural North of the Braintree District

Nature of impact: Too early for impact to be known

Rationale for assessment, including data used to assess the impact: As the decision will enable the preparation of a Business Plan by the Trust there is no additional information to inform this section at this stage.

Equalities - Inclusion health groups and other priority groups

Refugees / asylum seekers

Nature of impact: Too early for impact to be known

Homeless / rough sleepers

Nature of impact: Too early for impact to be known

People who experience drug and alcohol dependence

Nature of impact: Too early for impact to be known

Offenders / ex-offenders

Nature of impact: Too early for impact to be known

Victims of modern slavery

Nature of impact: Too early for impact to be known

Carers

Nature of impact: Too early for impact to be known

Looked after children / care leavers

Nature of impact: Too early for impact to be known

The armed forces community (serving personnel and their families, veterans, reservists and cadets)

Nature of impact: Too early for impact to be known

People who are unemployed / economically inactive

Nature of impact: Too early for impact to be known

People on low income

Nature of impact: Too early for impact to be known

Sex workers

Nature of impact: Too early for impact to be known

Ethnic minorities

Nature of impact: Too early for impact to be known

Gypsy, Roma, and Traveller communities

Nature of impact: Too early for impact to be known

People with multiple complex needs or multi-morbidities

Nature of impact: Too early for impact to be known

Rationale for assessment, including data used to assess the impact: As the decision will enable the

preparation of a Business Plan by the Trust there is no additional information to inform this section at this stage.

Equalities - Geographical Groups

People living in areas of high deprivation

Nature of impact: Too early for impact to be known

People living in rural or isolated areas

Nature of impact: Too early for impact to be known

People living in coastal areas

Nature of impact: Too early for impact to be known

People living in urban or over-populated areas

Nature of impact: Too early for impact to be known

Rationale for assessment, including data used to assess the impact: As the decision will enable the preparation of a Business Plan by the Trust there is no additional information to inform this section at this stage.

Families

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

Nature of impact: Too early for impact to be known

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: Too early for impact to be known

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

Nature of impact: Too early for impact to be known

Families before, during and after couple separation

Nature of impact: Too early for impact to be known

Families most at risk of deterioration of relationship quality and breakdown

Nature of impact: Too early for impact to be known

Rationale for assessment, including data used to assess the impact: As the decision will enable the preparation of a Business Plan by the Trust there is no additional information to inform this section at this stage.

Climate

Does your decision / policy involve development or re-development of buildings or infrastructure?: Yes

Have you calculated the predicted operational energy demand and the carbon emissions (both operational and embodied) impact of the development / infrastructure / building?: No

Does your proposal align with the Net Zero Carbon (in operation) definition being promoted through best practice and emerging planning responses at ECC?: No

Have you assessed the upfront embodied carbon emissions (building life cycle stages A1-A5) of your proposed project and have you set targets in line with best practice to reduce embodied carbon emissions?: No

Your development needs to be resilient to projected climate risks including flooding, overheating and subsidence. Please outline how you will achieve this: The decision to be taken may lead to future works to the building by the Trust but there is no information available at this stage to inform this section.

Does your decision / policy take place in, or make use of, existing buildings or infrastructure?: Yes

The use of existing buildings will always have a climate impact because it requires energy consumption. Please outline how you will mitigate against this impact: The decision to be taken may lead to future works to the building by the Trust but there is no information available at this stage to inform this section.

Does your decision / policy involve elements connected to transport, travel or vehicles? This includes travel needs / requirements of both service users and staff (including staff you're planning to recruit): No

Are you undertaking a procurement exercise?: No

Does your decision / policy involve the purchase of goods or materials?: No

Will any waste be generated by this decision? This includes waste from construction, waste generated by service users / staff, and waste generated by replacing existing products / materials with new: No

Nature of impact

Built Environment / Energy: None

Sustainable Transport / Travel: None

Waste: None

Rationale for assessment, including data used to assess the impact: The decision to be taken may lead to future works to the building by the Trust but there is no information available at this stage to inform this section.

What actions have already been taken to mitigate any negative impacts?: Not applicable

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: 27/07/2023

Name of person completing the ECIA: Andrew Stirling

Email address of person completing the ECIA: andrew.stirling@essex.gov.uk

Your function: Economy, Investment and Public Health

Your service area: Property

Your team: Property

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

Email address of Head of Service: ben.finlayson@essex.gov.uk