

Equality Impact Assessment - head of service review

Reference: EQIA177749659

Submitted: 25 February 2020 12:57 PM

Executive summary

Title of policy or decision: SELEP LGF University of Essex Parkside Phase 3

Describe the main aims, objectives and purpose of the policy (or decision): The Parkside Phase 3 project involves the construction of a single four-storey building with a total area of 4,772m² gross (51,355 sq. ft.), ideal for a single tenant (i.e. a new large employer to the area). Each of the floors has the flexibility to be subdivided in a multiple of ways, providing a total net floor area of 3,775 m² (40,645 sq. ft.). The strong market appetite for space within the Parkside Office Village units demonstrates proven demand from businesses to co-locate with the University on the Knowledge Gateway and this development is a key opportunity to leverage further the University's engagement with business as a means of securing economic growth.

What outcome(s) are you hoping to achieve?: Enable inclusive economic growth

Which strategic priorities does this support? - Enable inclusive economic growth: Help people in Essex prosper by increasing their skills, Enable Essex to attract and grow large firms in high growth industries

Is this a new policy (or decision) or a change to an existing policy, practice or project?: a new policy (or decision)

Please provide a link to the document / website / resource to which this EqIA relates:
<https://www.essex.ac.uk/business/knowledge-gateway/parkside-office-village>

Please upload any documents which relate to this EqIA, for example decision documents: <https://www.essex.ac.uk/business/knowledge-gateway/parkside-office-village>

Assessing the equality impact

Use this section to record how you have assessed any potential impact on the communities likely to be affected by the policy (or decision): As part of the tenant selection process, we have strict criteria to limit the types of occupants on the site to ensure high quality jobs are created which benefit the University and the local area. Tenants are regularly surveyed regarding types of jobs created, number of student jobs created, graduate level employment opportunities and research opportunities for the academic community.

Does or will the policy or decision affect:

Service users: No

Employees: No

The wider community or groups of people, particularly where there are areas of known inequalities: No

Which geographical areas of Essex does or will the policy or decision affect?: Colchester

Will the policy or decision influence how organisations operate?: No

Will the policy or decision involve substantial changes in resources?: No

Is this policy or decision associated with any of the Council's other policies?: No

Description of impact

Description of Impact. If there is an impact on a specific protected group tick box, otherwise leave blank. You will be given the opportunity to rate identified impacts as positive, negative or neutral on the next page: No impact on any of the above groups

I confirm that I have considered the potential impact on all of the protected characteristics: I confirm that I have considered the potential impact on all of the protected characteristics

Action plan to address and monitor adverse impacts

Does your EqIA indicate that the policy or decision would have a medium or high adverse impact on one or more equality groups?: 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 EqIA completed: 25/02/2020

Name of person completing the EqIA: Claudia McKibbin

Email address of person completing the EqIA: Claudia.McKibbin@essex.gov.uk

Your function: Economy, Localities & Public Health

Your service area: Economic Growth

Your team: Economic Growth

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

Email address of Head of Service: dawn.redpath@essex.gov.uk