

Equality Impact Assessment [version 2.9]



Title: Trinity Road Police Facility – Strategic CIL Request	
<input type="checkbox"/> Policy <input type="checkbox"/> Strategy <input checked="" type="checkbox"/> Function <input type="checkbox"/> Service <input type="checkbox"/> Other [please state]	<input checked="" type="checkbox"/> New <input type="checkbox"/> Already exists / review <input type="checkbox"/> Changing
Directorate: Growth and Regeneration	Lead Officer name: Louise Davidson
Service Area: Housing Delivery	Lead Officer role: Housing Strategy and Enabling Manager

Step 1: What do we want to do?

The purpose of an Equality Impact Assessment is to assist decision makers in understanding the impact of proposals as part of their duties under the Equality Act 2010. Detailed guidance to support completion can be found here [Equality Impact Assessments \(EqIA\) \(sharepoint.com\)](https://sharepoint.com).

This assessment should be started at the beginning of the process by someone with a good knowledge of the proposal and service area, and sufficient influence over the proposal. It is good practice to take a team approach to completing the equality impact assessment. Please contact the [Equality and Inclusion Team](#) early for advice and feedback.

1.1 What are the aims and objectives/purpose of this proposal?

Briefly explain the purpose of the proposal and why it is needed. Describe who it is aimed at and the intended aims / outcomes. Where known also summarise the key actions you plan to undertake. Please use plain English, avoiding jargon and acronyms. Equality Impact Assessments are viewed by a wide range of people including decision-makers and the wider public.

<p>This EQIA is only for the request for Cabinet authorisation to support the Guinness Partnership (Guinness) with the delivery of a neighbourhood police facility through the allocation of strategic Community Infrastructure Levy (CIL) of c. £1.5m. as part of their mixed-use development at Trinity Road (address) that is delivering 104 affordable homes.</p> <p>The equality impact of the development has been addressed in through the planning process see Trinity Road Police Station 21/04338/F: Demolition of existing police station and redevelopment of mixed-use scheme comprising 104 no. one, two and three bed apartments, a police facility and a commercial unit (flexible use class), together with open space, landscaping, parking and associated and ancillary development. Trinity Road Police Station Trinity Road Bristol BS2 ONW</p> <p>However, on top of this further considerations have been made specifically in relation to the request for Cabinet authorisation to support Guinness with the delivery of a neighbourhood policy facility through the allocation of strategic CIL. This is because the inclusion of a new neighbourhood police facility is essential to the delivery of the overall development including the 104 affordable homes proposed by Guinness. If the decision is made to not allocate strategic CIL it would mean that the scheme would not be deliverable as currently proposed which would result in a significant loss of affordable homes being delivered in the Lawrence Hill ward and the loss of the proposed neighbourhood police facility. It has been determined that both of these outcomes would have negative equality impacts.</p>
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1.2 Who will the proposal have the potential to affect?

<input type="checkbox"/> Bristol City Council workforce	<input checked="" type="checkbox"/> Service users	<input checked="" type="checkbox"/> The wider community
<input type="checkbox"/> Commissioned services	<input checked="" type="checkbox"/> City partners / Stakeholder organisations	
Additional comments:		

1.3 Will the proposal have an equality impact?

Could the proposal affect access levels of representation or participation in a service, or does it have the potential to change e.g. quality of life: health, education, or standard of living etc.?

If 'No' explain why you are sure there will be no equality impact, then skip steps 2-4 and request review by Equality and Inclusion Team.

If 'Yes' complete the rest of this assessment, or if you plan to complete the assessment at a later stage please state this clearly here and request review by the Equality and Inclusion Team.

Yes **No** [please select]

If Cabinet agree to support the Guinness Partnership (Guinness) with the delivery of a neighbourhood police facility through the allocation of strategic Community Infrastructure Levy (CIL), a fit for purpose police facility will be built which will serve the Bristol East community. In addition, the Bristol East community is expanding including new homes being delivered through the Frome gateway regeneration area as well as the new housing delivery in Old Market Street, Avon Street and St Philips. These will all require a new fit for purpose neighbourhood police facility.

It will also enable the delivering of 104 affordable homes which will provide a mix of social rented (37) and shared ownership homes (67); this will comprise of 1-,2- and 3- bedroom apartments that will all be built to accessible and adaptable standards including 3 homes suitable for people that are full-time wheelchair users. The equality impact of building the police facility and the affordable homes has been considered as part of the planning process see point K on page 39 of [Report to Development Control Committee A – 24 August 2022 - Application No. 21/04338/F: Trinity Road Police Station Trinity Road Bristol BS2 ONW.](#)

However, if Cabinet do not agree to support Guinness with the delivery of a neighbourhood police facility through the allocation of strategic Community Infrastructure Levy (CIL) of c. £1.5m, it would mean that the scheme would not be deliverable as currently proposed. This would result in the loss of 104 affordable homes as well as the proposed community police facility.

Please note that if the development cannot progress as currently proposed an EQIA will also be required when considering alternative uses for the site.

Step 2: What information do we have?

2.1 What data or evidence is there which tells us who is, or could be affected?

Please use this section to demonstrate an understanding of who could be affected by the proposal. Include general population data where appropriate, and information about people who will be affected with particular reference to protected and other relevant characteristics: <https://www.bristol.gov.uk/people-communities/measuring-equalities-success>.

Use one row for each evidence source and say which characteristic(s) it relates to. You can include a mix of qualitative and quantitative data e.g. from national or local research, available data or previous consultations and engagement activities.

Outline whether there is any over or under representation of equality groups within relevant services - don't forget to benchmark to the local population where appropriate. Links to available data and reports are here [Data, statistics and intelligence \(sharepoint.com\)](#). See also: [Bristol Open Data \(Quality of Life, Census etc.\)](#); [Joint Strategic Needs Assessment \(JSNA\)](#); [Ward Statistical Profiles](#).

For workforce / management of change proposals you will need to look at the diversity of the affected teams using available evidence such as [HR Analytics: Power BI Reports \(sharepoint.com\)](#) which shows the diversity profile of council teams and service areas. Identify any over or under-representation compared with Bristol economically active citizens for different characteristics. Additional sources of useful workforce evidence include the [Employee Staff Survey Report](#) and [Stress Risk Assessment Form](#)

Data / Evidence Source [Include a reference where known]	Summary of what this tells us
Trinity Rd Police Station – Health Impact Assessment – Pegasus Group on behalf of The Guinness Partnership (uploaded to the planning application 09/08/21)	<p>The Health Impact Assessment (HIA) was prepared to examine the potential health effects associated with the development proposal. The assessment made three recommendations to minimise against any potential health impacts which are as follows:</p> <ul style="list-style-type: none"> • With housing in Bristol being relatively less affordable than many other parts of the country, the amount of affordable housing needs to be maximised. A lack of affordable housing could mean that low-income residents spend more on meeting housing costs, at the expense of their health needs. With 100% of the proposed scheme being delivered as affordable homes, this recommendation has already been met. • Job opportunities created during the construction phase should be advertised/made actively available to local residents. • Engage local primary care providers to make them aware of the new dwellings and the resulting increase in local population.
April 2023 Ward Profile Report – Lawrence Hill	<p>There are ward profile reports available for each of the 34 wards in Bristol. These reports summarise data available on multiple areas including Population, Equalities data, Health, Quality of Life, Children's Services and Housing.</p> <p>The information that can be obtained from this report highlights some of the key equalities issues facing the people that will most likely be impacted by the decision.</p> <p>The 2023 Lawrence Hill Ward Profile report highlights the following:</p> <ul style="list-style-type: none"> • The ward has the highest percentage of children living in low-income families. • 16% of households in the area have at least one person with health issues or are living with a disability that affects their day to day activities. • Lawrence Hill has the 3rd highest crime rate out of all Bristol wards. • The number of households that own their own home (22.9%) is significantly lower in the ward compared to the Bristol average (54.8%). This is despite average house prices in the ward being lower than the other wards (except one other ward which where house prices match Lawrence Hill). • Lawrence Hill has the 3rd highest number of number of jobs located in a ward but, also has the highest percent of people claiming unemployment benefits. • The ward has high levels of deprivation. • A significantly higher number of households are in social rented accommodation (44.3%) compared to the Bristol average (18.7%). • Lawrence hill is one of the most culturally diverse areas in Bristol and has the highest Black, Asian and Minority Ethnic population percentage (57.31%) out of all Bristol wards. • The majority of people in the ward are aged between 16-64. • The ward has a lower number of people aged over 65 than the other wards however it has the highest percentage of people dependent on pension credit.
<p>April 2022 Housing Need Profile for Inner East (see appendix A1)</p>	<p>This profile was created by the Housing Strategy and Enabling team by looking at various sources of data available at the time including the Local Housing Needs Assessment 2020, April 2022 Housing Register Applications and from the Housing LIN report “Support with commissioning the Better Lives at Home programme for Bristol City Council” April 2020 (updated November 2020). The data taken from these sources represents the people most impacted by this decision.</p> <p>The profile gives an overview of the Inner East zone which includes Lawrence Hill, key points to consider from this report include:</p> <ul style="list-style-type: none"> • Bristol’s Inner East there is a high demand for affordable housing, with 2,969 households with live housing register applications as of April 2022. This is the second highest number of applications in a zone. 1,568 (52%) of these households reside in Lawrence Hill. • The highest demand is for 1-bed properties followed by 2 beds however, the turnover of these properties is far greater, and the wait time is significantly shorter for this size of properties compared 3+ bed homes.

Data / Evidence Source [Include a reference where known]	Summary of what this tells us
	<ul style="list-style-type: none"> • 163 households on the housing register in this zone have been assessed as either being a full-time wheelchair user or requiring an accessible and adaptable feature in the home. This is 15% of total households in need of accessible and adaptable housing on the housing register. • It is estimated that by 2035 Central East Bristol will need 607 properties for older people and 140 dwellings with extra care facilities. <p>This information is not publicly available but can be provided on request. Please note that the Housing Strategy and Enabling Team are due to carry out the review of this information and will be updating the information with April 2023 Housing Register data but this will not be available until later in the financial year.</p>
Protected Characteristics - Housing Register Data 2022	<p>On top of the information provided in the Housing Need Profile referenced above, the Housing Strategy and Enabling team have carried out further analysis on the protected characteristics of lead applicants in the Inner East Zone.</p> <p><u>Protected characteristics of lead applicants based on April 2022 Housing Register Reports:</u></p> <ul style="list-style-type: none"> • 78 % of the lead applicants age is between 26 – 55. • 14% of housing applications have a lead applicant that is over 56. • 39.5% of the lead applicants are “Black or Black British: Caribbean, African or Any Other” with the next largest ethnicity group being “White: British, Irish, Scottish, Welsh, Any other” at 36.4%. • 9% of lead applicants stated that are disabled or have a long-term condition that impacts their mobility. 57% of these lead applicants are in Lawrence Hill. <p>This information is not publicly available but can be provided on request. Please note that the Housing Strategy and Enabling Team are due to carry out the review of this information and will be updating the information with April 2023 Housing Register data but this will not be available until later in the financial year.</p>
West of England Local Housing Needs Assessment Local Housing Needs Assessment 2020	<p>Opinion Research Services (ORS) was commissioned by the West of England Combined Authority (WECA) and its constituent councils (Bath and North East Somerset, City of Bristol, South Gloucestershire) and North Somerset to prepare a Local Housing Needs Assessment to understand and investigate the nature and make-up of current and future housing needs across the area, providing robust evidence to support future plan making. This detailed report shows the overall need for affordable dwellings (including affordable home ownership products) in Bristol from 2020 – 2040.</p>
<p>Additional comments:</p> <p>Proposals are geographically targeted within the Lawrence Hill Ward which is in Bristol East and therefore Lawrence Hill residents, present and future, will be most affected. However, it is important to note that the new neighbourhood police facility will serve the Bristol East Community therefore the decision made on the proposal made in the report will impact the wider community. In addition, the Bristol East community is expanding including new homes being delivered through the Frome gateway regeneration area as well as the new housing delivery in Old Market Street, Avon Street and St Philips. These will all require a new fit for purpose neighbourhood police facility.</p> <p>In terms of the affordable housing that will be secured if Cabinet agree to proceed with the proposals made in the report, it is also important to note that whilst the information around housing needs has focused on the needs in Lawrence Hill and the Inner East of Bristol, applicants on Bristol’s Homechoice housing register are able to bid on properties across the City. This means that the affordable homes proposed on this scheme could meet the housing needs of Bristol residents that are currently living outside of the ward or are currently homeless and do not have a fixed abode.</p>	

2.2 Do you currently monitor relevant activity by the following protected characteristics?

- | | | |
|---|--|--|
| <input checked="" type="checkbox"/> Age | <input checked="" type="checkbox"/> Disability | <input type="checkbox"/> Gender Reassignment |
| <input type="checkbox"/> Marriage and Civil Partnership | <input type="checkbox"/> Pregnancy/Maternity | <input checked="" type="checkbox"/> Race |
| <input type="checkbox"/> Religion or Belief | <input type="checkbox"/> Sex | <input type="checkbox"/> Sexual Orientation |

2.3 Are there any gaps in the evidence base?

Where there are gaps in the evidence, or you don't have enough information about some equality groups, include an equality action to find out in section 4.2 below. This doesn't mean that you can't complete the assessment without the information, but you need to follow up the action and if necessary, review the assessment later. If you are unable to fill in the gaps, then state this clearly with a justification.

For workforce related proposals all relevant characteristics may not be included in HR diversity reporting (e.g. pregnancy/maternity). For smaller teams diversity data may be redacted. A high proportion of not known/not disclosed may require an action to address under-reporting.

We do not have ward level data for Lawrence Hill on some protected characteristics e.g. sexual orientation or gender reassignment.

2.4 How have you involved communities and groups that could be affected?

You will nearly always need to involve and consult with internal and external stakeholders during your assessment. The extent of the engagement will depend on the nature of the proposal or change. This should usually include individuals and groups representing different relevant protected characteristics. Please include details of any completed engagement and consultation and how representative this had been of Bristol's diverse communities. See <https://www.bristol.gov.uk/people-communities/equalities-groups>.

Include the main findings of any engagement and consultation in Section 2.1 above.

If you are managing a workforce change process or restructure please refer to [Managing change or restructure \(sharepoint.com\)](#) for advice on consulting with employees etc. Relevant stakeholders for engagement about workforce changes may include e.g. staff-led groups and trades unions as well as affected staff.

Communities and groups that could be affected by the development have been consulted through the planning process. No consultation will be made around the request for Cabinet authorisation to support the Guinness with the delivery of a neighbourhood police facility through the allocation of strategic Community Infrastructure Levy (CIL) of c. £1.5m.

If any further consultation is required about the development itself this will be led by Guinness.

2.5 How will engagement with stakeholders continue?

Explain how you will continue to engage with stakeholders throughout the course of planning and delivery. Please describe where more engagement and consultation is required and set out how you intend to undertake it. Include any targeted work to seek the views of under-represented groups. If you do not intend to undertake it, please set out your justification. You can ask the Equality and Inclusion Team for help in targeting particular groups.

The development has had full consultation through the planning process, and no further consultation around the CIL decision will be proposed.

Step 3: Who might the proposal impact?

Analysis of impacts must be rigorous. Please demonstrate your analysis of any impacts of the proposal in this section, referring to evidence you have gathered above and the characteristics protected by the Equality Act 2010. Also include details of existing issues for particular groups that you are aware of and are seeking to address or

mitigate through this proposal. See detailed guidance documents for advice on identifying potential impacts etc. [Equality Impact Assessments \(EqIA\) \(sharepoint.com\)](#)

3.1 Does the proposal have any potentially adverse impacts on people based on their protected or other relevant characteristics?

Consider sub-categories (different kinds of disability, ethnic background etc.) and how people with combined characteristics (e.g. young women) might have particular needs or experience particular kinds of disadvantage.

Where mitigations indicate a follow-on action, include this in the 'Action Plan' Section 4.2 below.

GENERAL COMMENTS (highlight any potential issues that might impact all or many groups)	
If Cabinet do not agree to give authorisation to support Guinness with the delivery of a neighbourhood police facility through the allocation of strategic Community Infrastructure Levy (CIL) of c. £1.5m, it would mean that the scheme would not be deliverable as currently proposed which would result in the loss of 104 affordable homes and of the proposed community police facility that will serve the Bristol East area.	
PROTECTED CHARACTERISTICS	
Age: Young People	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input type="checkbox"/>
Potential impacts:	
Mitigations:	
Age: Older People	Does your analysis indicate a disproportionate impact? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
Potential impacts:	The scheme including the homes has been designed to be accessible for people living with a range of physical disabilities, and there will be a neighbourhood police facility within the scheme the homes could be attractive to older people that require affordable housing including those that are looking to downsize.
Mitigations:	If Cabinet do not agree to the proposals made in this report it will mean that the proposed affordable housing and the neighbourhood facility will not be deliverable. If this happens the Avon and Somerset Police and the Police and Crime Commissioner would need to carry out a review of whether a neighbourhood police facility could still be provided in this location. Housing register applicants would need to wait for alternative accommodation to be made available.
Disability	Does your analysis indicate a disproportionate impact? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
Potential impacts:	The scheme has been designed to be accessible throughout. The homes proposed have been designed to meet Building Regulation requirement M4(2) 'accessible and adaptable dwellings' standards or to meet Building Regulation M4(3) 'wheelchair user dwellings' standards. There is an acute shortage of affordable homes in Bristol that meet the needs of people that have a physical disability, if the scheme is not delivered it would have a negative impact on people in need of accessible and adaptable homes.
Mitigations:	Whilst the proposals made in the report are focused on the use of strategic CIL to support the delivery of the neighbourhood police facility, if Cabinet do not approve the proposals made in the report, there currently would be very few options to mitigate the impact of the homes not being delivered because funding support is not given to deliver the police facility. Housing register applicants requiring accessible and adaptable homes would need to wait for alternative accommodation to be made available.
Sex	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	
Mitigations:	
Sexual orientation	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	
Mitigations:	
Pregnancy / Maternity	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	

Mitigations:	
Gender reassignment	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	
Mitigations:	
Race	Does your analysis indicate a disproportionate impact? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
Potential impacts:	The Lawrence Hill ward is has a high population of people who are Black, Asian or from another minority ethnic background. The April 2022 housing register data also shows that 39.5% of the lead applicants are “Black or Black British: Caribbean, African or Any Other” with the next largest ethnicity group being “White: British, Irish, Scottish, Welsh, Any other” at 36.4%. Any affordable housing or community facilities (including the neighbourhood police facility) will directly benefit and meet the needs multiple ethnic groups.
Mitigations:	If Cabinet do not agree to the proposals made in this report it will mean that the proposed affordable housing and the neighbourhood facility will not be deliverable. If this happens the Avon and Somerset Police and the Police and Crime Commissioner would need to carry out a review of whether a neighbourhood police facility could still be provided in this location. Housing register applicants would need to wait for alternative accommodation to be made available. For people of any ethnic group currently living in Lawrence Hill or wanting to move to the area they would need to wait significantly longer as the Trinity Road scheme makes up 46% of the affordable housing pipeline over the next 5 years.
Religion or Belief	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	
Mitigations:	
Marriage & civil partnership	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	
Mitigations:	
OTHER RELEVANT CHARACTERISTICS	
Socio-Economic (deprivation)	Does your analysis indicate a disproportionate impact? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
Potential impacts:	Lawrence Hill has high levels of deprivation. Any affordable housing or community facilities (including the neighbourhood police facility) will directly benefit and meet the needs of people negatively impacted by deprivation in the area.
Mitigations:	If Cabinet do not agree to the proposals made in this report it will mean that the proposed affordable housing and the neighbourhood facility will not be deliverable. If this happens the Avon and Somerset Police and the Police and Crime Commissioner would need to carry out a review of whether a neighbourhood police facility could still be provided in this location. Housing register applicants would need to wait for alternative accommodation to be made available.
Carers	Does your analysis indicate a disproportionate impact? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
Potential impacts:	As the scheme including the homes has been designed to be accessible for people living with a range of physical disabilities, the homes could be attractive to housing register applicants that are full-time Carers of a person that has physical disabilities.
Mitigations:	Whilst the proposals made in the report are focused on the use of strategic CIL to support the delivery of the neighbourhood police facility, if Cabinet do not approve the proposals made in the report, there currently would be very few options to mitigate the impact of the homes not being delivered because funding support is not given to deliver the police facility. Housing register applicants requiring accessible and adaptable homes would need to wait for alternative accommodation to be made available.
Other groups	

Looked after Children/Care Leavers	Does your analysis indicate a disproportionate impact? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
Potential impacts:	Care leavers moving on from Externally Supported Accommodation are a priority cohort in the Bristol HomeChoice allocations policy. The social rented homes proposed in this scheme could help meet the housing needs of some of care leavers.
Mitigations:	Whilst the proposals made in the report are focused on the use of strategic CIL to support the delivery of the neighbourhood police facility, if Cabinet do not approve the proposals made in the report, there currently would be very few options to mitigate the impact of the homes not being delivered because funding support is not given to deliver the police facility.
Homelessness	Does your analysis indicate a disproportionate impact? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
Potential impacts:	Homelessness is a key issue across the city, and people that are owed a full homelessness duty by the Council are a priority cohort in the Bristol HomeChoice allocations policy. The social rented homes proposed in this scheme could help meet the housing needs of some homeless households including those that are currently living in temporary homeless accommodation.
Mitigations:	Whilst the proposals made in the report are focused on the use of strategic CIL to support the delivery of the neighbourhood police facility, if Cabinet do not approve the proposals made in the report, there currently would be very few options to mitigate the impact of the homes not being delivered because funding support is not given to deliver the police facility.

3.2 Does the proposal create any benefits for people based on their protected or other relevant characteristics?

Outline any potential benefits of the proposal and how they can be maximised. Identify how the proposal will support our Public Sector Equality Duty to:

- ✓ Eliminate unlawful discrimination for a protected group
- ✓ Advance equality of opportunity between people who share a protected characteristic and those who don't
- ✓ Foster good relations between people who share a protected characteristic and those who don't

If the Cabinet approve this proposal, it will positively impact because it will mean that the scheme is deliverable which will result in a new neighbourhood police facility and 104 affordable homes being delivered within the next 5 years.

This would advance equality of opportunity for people with protected characteristics to access affordable housing as well as neighbourhood police services.

Step 4: Impact

4.1 How has the equality impact assessment informed or changed the proposal?

What are the main conclusions of this assessment? Use this section to provide an overview of your findings. This summary can be included in decision pathway reports etc.

If you have identified any significant negative impacts which cannot be mitigated, provide a justification showing how the proposal is proportionate, necessary, and appropriate despite this.

Summary of significant negative impacts and how they can be mitigated or justified:

Whilst the proposals made in the report are focused on the use of strategic CIL to support the delivery of the neighbourhood police facility, if Cabinet do not approve the proposals made in the report, there currently would be very few options to mitigate the impact of the homes and neighbourhood police facility not being delivered.

As explained in the report Guinness have worked with the Council and Homes England to reduce the funding gap on the scheme.

The assessment has highlighted the lack of options available to mitigate the impact of this scheme not being delivered which emphasises the reason that officers have made the decision to seek support from Cabinet to:

1. Authorise the Executive Director Growth & Regeneration (in consultation with the S151 Officer, Cabinet Member for Finance, Governance & Performance, and Cabinet Member for Housing Delivery and Homes) to:
 - (i) Negotiate and enter into an agreement with the Guinness Partnership to transfer Strategic CIL funds of up to £1.5m to deliver the neighbourhood police facility on the Trinity Road Police Station scheme.
 - (ii) Take all steps required to transfer Strategic CIL funds of up to £1.5m to deliver the neighbourhood police facility on the Trinity Road Police Station scheme to the Guinness Partnership.

Summary of positive impacts / opportunities to promote the Public Sector Equality Duty:

If the Cabinet approve this proposal, it will positively impact because it will mean that the scheme is deliverable which will result in a new neighbourhood police facility and 104 affordable homes being delivered within the next 5 years.

This would advance equality of opportunity for people with protected characteristics to access affordable housing as well as neighbourhood police services.

4.2 Action Plan

Use this section to set out any actions you have identified to improve data, mitigate issues, or maximise opportunities etc. If an action is to meet the needs of a particular protected group please specify this.

Improvement / action required	Responsible Officer	Timescale
Present report to Cabinet	Louise Davidson	05/09/23
Review Cabinet Decision	Louise Davidson/Roisin Kay	06/09/23
Feedback to Guinness	Louise Davidson/Roisin Kay	11/09/23

4.3 How will the impact of your proposal and actions be measured?

How will you know if you have been successful? Once the activity has been implemented this equality impact assessment should be periodically reviewed to make sure your changes have been effective your approach is still appropriate.

If Cabinet supports the request of funding support through the use of strategic CIL the relevant officers will go on to negotiate and enter into an agreement with the Guinness Partnership to transfer Strategic CIL funds of up to £1.5m to deliver the neighbourhood police facility on the Trinity Road Police Station scheme.

Once Guinness receive confirmation of the Councils agreement to formally secure the use of Strategic CIL to support the delivery of the police facility, they will:

- complete on the purchase of land at Trinity Road
- enter into contract with their chosen building contractor

This will ensure the delivery of this 100% Affordable Housing Scheme and the neighbourhood police facility, and Guinness will progress the scheme as intended:

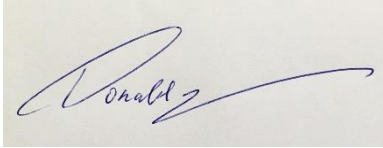
- Start of enabling works / demolition: Q3-23/24
- Start on site: Q4 -23/24
- Practical Completion: Q4 -25/26

(Please note key milestone dates will be updated if these change as the decision-making progresses.)

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Step 5: Review

The Equality and Inclusion Team need at least five working days to comment and feedback on your EqIA. EqIAs should only be marked as reviewed when they provide sufficient information for decision-makers on the equalities impact of the proposal. Please seek feedback and review from the Equality and Inclusion Team before requesting sign off from your Director¹.

Equality and Inclusion Team Review: <i>Reviewed by Equality and Inclusion Team</i>	Director Sign-Off: Donald Graham, Director Housing and Landlord Services 
Date: 21/07/2023	Date: 14/08/2023

¹ Review by the Equality and Inclusion Team confirms there is sufficient analysis for decision makers to consider the likely equality impacts at this stage. This is not an endorsement or approval of the proposal.