



EQUALITY IMPACT ASSESSMENT

Name of activity:	SOUTHWICK SQ REGENERATION	Date Completed:	07 November 2022		
Directorate / Division responsible for activity:	Place & Economy	Lead Officer:	Fiona Burn		
Existing Activity	<input type="checkbox"/>	New / Proposed Scheme / Activity	<input checked="" type="checkbox"/>	Changing / Updated Activity	<input type="checkbox"/>

What are the aims / main purposes of the Scheme? (Why is it needed? What are the main intended outcomes?)

Southwick Square is in much need of refurbishment, having received only limited investment for decades in comparison to other nearby areas. But the programme will revitalise the seating and park area by the east parade, making the area more inviting and accessible to visitors. A larger open space would be able to be used for performances, markets and for people to sit and eat, while there would also be new pedestrian lighting, seating and attractive gardens for people to walk through and enjoy, while still fitting in with the heritage of the area.

The pedestrian area in the heart of the shopping precinct is showing its age and needs a revamp to make it an inviting space for residents and visitors again. Adur District Council has drawn up plans to give the site a facelift that will also make it more accessible and more environmentally friendly. The larger open space would be able to be used for performances, markets and for people to sit and eat.

The proposed scheme includes new pedestrian lighting, seating and attractive gardens for people to walk through and enjoy, while still fitting in with the heritage of the area. There is a space for the community Christmas tree while the existing pine trees remain and drought-resistant species will be added to improve air quality and increase biodiversity in the green areas. The aim is to make the area one where people will be happy to sit and spend time, rather than simply walking through to get to and from the shops

What are the main actions and processes involved?

Following consultation with both the ADC members, the public and key stakeholders a development brief was drawn up and plans and options produced. Scheme proposals including visualisations were presented as part of a public consultation exercise. Following the steps above the detailed design will be undertaken in readiness for tendering in January 2023 ahead of the main works in Spring 2023.

Who is intended to benefit & who are the main stakeholders? (e.g. tenants, residents, customers or staff. How will they benefit?)

The proposed scheme intends to provide benefits to all users of the space, public, residents and businesses.
 An improved environment, including an upgrade of materials, removal of old and overgrown vegetation and worn and dated brick planters/stairs replaced by a new large open space, sustainable planting and playful pathways, new pedestrian lighting and updated street furniture, trees and other landscaping aligned to local materials, the scheme has a positive social impact.

- Interest groups, such as Southwick Traders Association and Shoreham by-cycle
- Business Groups and Neighbourhood Forums
- Accessible Groups (e.g. RNIB, Independent Lives)

Have you already consulted on / researched the activity? (What consultation has taken place & what were the key findings? What evidence already exists? Are there any gaps that need further investigation? What still needs to be done?)

Public consultation exercise was undertaken between the 29th September and the 30th October.
 The results were considered as part of the detailed design and available on request, however the key requirements included:

- Removing severance between the Square and the shops (and create a level access)
- Upgrading green infrastructure to include sustainable planting
- Establish an area that can host accessible events
- Provide interest in the planting areas

Impact on people with a protected characteristic (What is the potential impact of the activity? Are the impacts high, medium or low?)

Protected characteristics / groups	Is there an impact (Yes / No)	If Yes, what is it and identify whether it is positive or negative
Age (older / younger people, children)	Yes	<p><u>Positive Impact</u> Improved step free and direct and safe walking routes will benefit younger and older people. This includes better provision for push chairs etc.</p> <p><u>Negative Impact</u></p>

		None
Disability (people with physical / sensory impairment or mental disability)	Yes	<p><u>Positive Impact</u> Improved step free and direct and safe walking routes will benefit younger and older people. This includes better provision for the use wheel chairs or mobility scooters. The block design will be reviewed to ensure compliance for those people with a visual impairment. The planting design will be reviewed as to whether a sensory experience can be included.</p> <p><u>Negative Impact</u> None</p>
Gender reassignment (the process of transitioning from one gender to another.)	No	<p><u>Neutral</u> The aim of the strategy is to improve the environment access for all</p>
Marriage & civil partnership (Marriage is defined as a 'union between a man and a woman'. Civil partnerships are legally recognised for same-sex couples)	No	<p><u>Neutral</u> The aim of the strategy is to improve the environment access for all</p>
Pregnancy & maternity (Pregnancy is the condition of being pregnant & maternity refers to the period after the birth)	No	<p><u>Positive Impact</u> Improved step free and direct and safe walking routes will benefit this cohort.</p> <p><u>Negative Impact</u> None</p>
Race (ethnicity, colour, nationality or national origins & including gypsies, travellers, refugees & asylum seekers)	No	<p><u>Neutral</u> The aim of the strategy is to improve the environment access for all</p>
Religion & belief (religious faith or other group with a recognised belief system)	No	<p><u>Neutral</u> The aim of the strategy is to improve the environment access for all</p>

Sex (male / female)	Yes	<u>Positive Impact</u> Improved lighting will create a space where identified cohorts, in particular young people and women, can feel safer during hours of darkness. <u>Negative Impact</u> None
Sexual orientation (lesbian, gay, bisexual, heterosexual)	No	<u>Neutral</u> The aim of the strategy is to improve the environment access for all

Whilst Socio economic disadvantage that people may face is not a protected characteristic; the potential impact on this group should be also considered	Yes	<u>Positive Impact</u> The aim of the strategy is to improve the environment access for all. It is hoped the regeneration will attract more users to space which we hope will benefit the business within the Square and surrounding environment. <u>Negative Impact</u> None
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What evidence has been used to assess the likely impacts? (e.g. demographic profiles, research reports, academic research, benchmarking reports, consultation activities, staff surveys, customer surveys, public surveys, complaints, grievances, disciplinary cases, employment tribunal cases, ombudsman cases, media reports)

- Public Consultation Process (September – October 2023).
- Discussion and local research through and with Local Members.
- Expert Landscape Architectural and Infrastructure Knowledge (including specific surveys, e.g. Topo).
- Estates / property knowledge regarding Council's stock in and around Southwick Square.
- Analysis of social media reactions.

What resource implications are there to deliver actions from this EIA? (Quantify: people, time, budget, etc.)

None above and beyond what already exists (Internally within the Council and Designers already appointed). The approved contractor will be expected to deliver the final design.

Outcome following initial assessment

Does the activity have a **positive** impact on any of the protected groups or contribute to promoting equality, equal opportunities and improving relations within target groups?

Yes

The scheme aims to create a healthy, attractive and flexible space. It will not disadvantage any particular group.

Does the activity have a **negative impact** on any of the protected groups, i.e. disadvantage them in any way.

No

There are no negative impacts on protected groups.

Decision following initial assessment

Continue with existing or introduce new / planned activity

Yes

Amend activity based on identified actions

No

Action Plan (Has the EIA identified any positive or negative impact on any of the protected groups which requires action? E.g. adjustments to the approach or documents, changes to terminology, broadening parameters of policy, etc. If so record any actions to be undertaken and monitored)

Impact identified	Action required	Lead Officer	Deadline
Any changes to service delivery that result from implementing the strategy may themselves need to be assessed separately for their impact on people with protected characteristics	As and when changes are to be introduced, a separate equalities impact assessment may be required	Fiona Burn	Before changes are implemented

Monitoring & Review	
Date of last review or Impact Assessment:	N/A
Date of next review:	Spring 2023 (pre commencement of the works)
Date of next 12 month Impact Assessment (from the date of this EIA):	November 2023 (post construction)

Date EIA completed:	07 November 2022
Signed by Person Completing:	Fiona Burn
Approved by Head of Service:	Andy Willems
Date approved:	14 November 2022

NB – The original signed hard copy & an electronic copy should be kept within your Department for audit purposes.