

Equality, Social Inclusion and Health Impact Assessment (ESHIA)

An ESHIA is a review of a new or existing policy, strategy, project, report or service change to establish whether this has a differential impact on specific equality groups and identifies how we can improve equality of opportunity for different groups of people.

An ESHIA aims at improving Tamworth Borough Council’s work, by promoting equality, social inclusion, health and wellbeing by ensuring that the proposed or existing policy promotes equality and can benefit a wide range of people.

Details

Title of the proposal	Future High Streets Fund	
Director responsible for the project or service area	Anna Miller	
Officer completing the assessment	Alice Poulton	
Date conducted	12.06.24	
Who are the main stakeholders?	<p>Internal council teams/services: Assets, Economic Development and Regeneration, Communications, Finance, Arts and Events, Street Scene</p> <p>Local businesses, town centre users, Tamworth residents , South Staffordshire college students , County Highways, Nationwide Building Society (property team and Tamworth branch)</p>	
What is being assessed?	A decision to review or change a service	
	A strategy, policy, report or procedure	
	A function, service, or project	x
What kind of assessment is it?	New	x
	Review of existing	

Part One - Initial screening:

This section should be used to carry out an initial screening of changes or decisions to help to decide whether a full ESHIA is required.

The following six screening questions are designed to assess whether this proposed change is likely to have an impact on equality, social inclusion, health and wellbeing.

		Yes	No
1	Does this new or revised project, proposal, policy, report, procedure likely to have an impact?	x	

2	Does the proposal seek agreement to a key decision involving allocation of resources, such as changes in funding or resources, initiation of a new programme or project or procurement?	x	
3	Does the proposal seek agreement on restructuring or reorganising of staffing?		x
4	Will this policy or proposed change have any impact on potential suppliers?		x
5	Does this policy or proposed change impact on any HR policy or practice within the council?		x
6	Does this policy or proposed change have any implications for equalities, social inclusion and health and wellbeing not covered above?	x	

1. If the answer is **no** to all the questions, please provide a summary below outlining why this conclusion has been reached.
2. If the answer is **yes** to any of the questions, please conduct the full ESHIA as detailed in Part two.

If you are unsure of any of the answers, please seek advice from Human Resources.

Summary of initial screening outcome:

FHSF programme previously undertaken CIA considering similar issues as outlined below, Programme due to conclude within next 6 months – unlikely at this stage to need any changes to policy , funding or resource not already identified.

Decision	Yes	No
Initial screening only	x	
Proceed to Part Two, full assessment	X	

Initial screening completed by	Alice Poulton
Date	21.01.2025

Full screening completed by	
Date	

Equality, Social Inclusion and Health Impact Assessment (ESHIA)

Part Two: Full assessment

Section 1

The purpose of the project, proposal or decision required. Set out the aims, objectives, purpose and outcomes of the area being impact assessed. Are any other functions, policies or services linked to this assessment?

No decision required – FHSF fund objectives and projects decided at bid stage and approved by full council in 2021 as well as any other proposed changes to scope must be reviewed at Full Council.

There will be multiple affected stakeholders, the programme of works involves internal teams but will also affect those in proximity to where the work takes place. This primarily will be town centre users, residents, businesses. It will also involve other delivery partners such as the Highways department of the county council who will be working with us on agreements for the public realm works.

Internal teams affected

Assets – acquisition and ongoing management and maintenance of TBC owned buildings that are part of the FHSF project

Economic Development – TEC2 and Flex operational activity, designing operating model as well as attracting and managing tenants.

Planning- reviewing applications and dealing with any objections

Communications- Communicating progress, responding to press enquiries. ensuring key information is available

Street Scene- additional maintenance of new public realm and any planting

Highways – As part of the existing reverse agency agreement with TBC, the Highways team will be responsible

Section 2

Evidence used and considered. Include analysis of any missing data.

Section 3

Consultation undertaken with interested parties who will/may be affected proposal? What were the outcomes of the consultation?

Tamworth What's Next Consultation

Section 4

What are the potential or actual impacts of the proposal? Please consider both the direct and indirect impact and refer to the guidance for additional information.

Impact Area	Impact? Positive (P) Negative (N) Neutral (Ne)	Details of the impact	Action to address negative impact
Protected Characteristic, as outlined in the Equality Act 2010			
Age	Positive	Outputs of scheme are designed to be beneficial for all age groups. Some schemes may be more targeted benefits e.g the college will directly advantage school leaver ages. However, the remainder of the schemes should be accessible and beneficial to all age groups as are mainly focused around accessibility , improvement of public realm surroundings and diversifying retail and business offer in the town centre.	
Disability	Positive	Accessible public realm adjustments to St Editha's Square – currently not level so can be difficult for those with wheelchairs or sight impairments to navigate. Slopes to be added to Middle Entry/Flex plaza as well as steps to provide alternate means of access that isn't currently available. Bridge in Castle Gateway area will be widened to increase capacity and will be accessible to	

		<p>wheelchair/mobility scooter uses . The new TEC2 building has a platform lift installed , building was not previously accessible .</p> <p>The paving has been chosen which is non-slip to facilitate safe use by all.</p>	
Gender reassignment	Neutral	<p>The components of the FHSF scheme are broadly : new accessible public realm, improving link between heritage assets/walkways through the town centre and new offer for retail and new services office space at TEC2. The majority of these should not have any negative impact on individuals who are going through gender reassignment. Any prospective tenants for the flexible retail space and the TEC2 would be assessed equally and not discriminated against on this basis.</p>	
Marriage and civil partnership	Neutral	<p>There is no direct impact on those who are married, civil partnered – scheme is designed to be beneficial to all town centre users regardless</p>	
Pregnancy and maternity	Neutral	<p>The components of the FHSF scheme are broadly: new accessible public realm, improving link between heritage assets/walkways through the town centre and new offer for retail and new services office space at TEC2. The majority of these should not have any negative impact on</p>	

		individuals who are pregnant or on or returning from maternity leave. Any prospective tenants for the flexible retail space and the TEC2 would be assessed equally and not discriminated against on this basis	
Race	Neutral	The components of the FHSF scheme are broadly: new accessible public realm, improving link between heritage assets/walkways through the town centre and new offer for retail and new services office space at TEC2. All schemes are designed to be accessible for anyone from any race. Any prospective tenants for the flexible retail space and the TEC2 would be assessed equally and not discriminated against on this basis.	
Religion or Belief	Neutral	The components of the FHSF scheme are broadly: new accessible public realm, improving link between heritage assets/walkways through the town centre and new offer for retail and new services office space at TEC2. All schemes are designed to be accessible for anyone from any religious background or belief. Any prospective tenants for the flexible retail space and the TEC2 would be assessed equally and not discriminated against on this basis.	
Sex	Neutral	The components of the FHSF scheme are broadly: new accessible public realm, improving link between heritage assets/walkways through	

		the town centre and new offer for retail and new services office space at TEC2. All schemes are designed to be accessible for all regardless of sexual orientation. Any prospective tenants for the flexible retail space and the TEC2 would be assessed equally and not discriminated against on the basis of sexual orientation.	
Sexual Orientation	neutral	The components of the FHSF scheme are broadly: new accessible public realm, improving link between heritage assets/walkways through the town centre and new offer for retail and new services office space at TEC2. All schemes are designed to be accessible for all regardless of sex. Any prospective tenants for the flexible retail space and the TEC2 would be assessed equally and not discriminated against on basis of an individual's sex.	
Are there socio-economic groups likely to be affected? If yes, please provide detail below			
Other social exclusion			
Digital exclusion			
Veterans and serving members of the armed forces and their families	Neutral	The components of the FHSF scheme are broadly: new accessible public realm, improving link between heritage assets/walkways through the town centre and new offer for retail and new services office space at TEC2. All schemes are designed to be accessible for all regardless of whether individuals or families associated have an armed forces	

		background. Any prospective tenants for the flexible retail space and the TEC2 would be assessed equally and not discriminated against on basis of an individual's previous service history.	
Young people leaving care			
Health and Wellbeing: Individuals and communities in Tamworth	Impact: Positive (P) Negative (N) Neutral (Ne)	Explanation	Action to address negative impact
Will the proposal have a direct impact on an individual's health, mental health and wellbeing?			
Will the proposal directly impact on housing?			
Will there be a likely change in demand for or access to public services such as health and social care services?	Neutral	No interventions of FHSF should result in changes to demands for these services	
Will there be an impact on diet and nutrition?	Neutral	No	
Will there be an impact on physical activity?	Positive	Potential positive to increase take up of walking routes through town centre to castle grounds after new public realm installed	
Will there be an impact on transport, travel and connectivity?	Positive	Sustainable transport encouraged with new bike racks and Potential positive to increase take up of walking routes through town centre to castle grounds after new public realm installed	
Will there be an impact on	Positive	Inductions of new site operatives throughout the	

employment and income?		works. Post works could see new entrants to high street in Flex building with potential need for more employees. College expansion may potentially increase in more staff required both for teaching and maintenance/operation of building	
Will there be an impact on education and skills?	Positive	New college will provide new up to date facilities for educational purposes , new skills	
Will there be an impact on community safety?	Positive	Better lighting and level access, replaced paving means perception and physical boundaries removed or bettered. New lighting throughout centre can help with perception of safety	
Will there be an impact on the environment, air quality, climate change?	Neutral	As there is new builds and demolition taking place there is a potential for negative carbon impact and emissions. Several of the projects within the FHSF scheme are refurbishments designed to restore original buildings in favour of demolish and rebuild so this has been kept to a minimum where possible. Additionally, additional planting and greenery will be added to new public realm areas and has potential to positively increase biodiversity. Whilst Tamworth Borough Council are not managing the college build, it should be noted that the influx of new students and staff into the town centre presents an opportunity to promote cycling and use of public transport as a more sustainable form of travel. However, it is to be expected that additional	

		car users will be present in town centre, thus potentially resulting in a small increase in emissions in the town centre.	
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If there are no adverse impacts or any issues of concern or you can adequately explain or justify them, please move to section 6.

Section 5

Where a potential negative impact has been identified, can continuation of the proposal be objectively justified? If yes, please explain your reasons.

Project almost at completion so will be a continuation , interventions are required to reverse town centre decline and to justify objectives and spend of fund in line with government’s approval of the bid.

Section 6: Decisions or actions proposed

The assessment may result in some recommendations or suggestions to mitigate any negative impact and maximise positive impacts or actions to reduce the risk of an adverse impact.

Climate Change – potential negative of increased town centre usage , primarily by car – although sustainable transport encouraged. Specifically as a result of increased use in town centre as has shown decline in previous years. Will likely require monitoring of additional traffic and footfall and measures to ensure additional waste and usage of town centre is effectively managed and cleaned . As a positive impact, there will be increased biodiversity as a result of new planting in public realm and castle gateway areas and installation of sustainable urban drainage systems.

Completion of project and continued monitoring and maintenance of new planting . Will require college and council to monitor parking data and parking permits and emissions from any new buildings. Whilst new buildings are replacing other buildings that has existing energy output and uses – most should be more efficient as either new builds or refurbishments with more efficient energy out puts and EPC ratings.

Section 7: Monitoring arrangements

Who will be responsible for monitoring	Anna Miller/Alice Poulton
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Frequency of monitoring	Until end of FHSF project
Where will the impact assessment be reported to?	Reviewed within project team if and when required
Where this impact assessment will be stored and for how long	Until end of FHSF project

Section 8: Summary of actions to mitigate negative impact (if required)

Impact Area	Action required	Lead officer/responsible person	Target date	Progress

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