

Equality and Safety Impact Assessment

The **public sector Equality Duty** (Section 149 of the Equality Act) requires public bodies to have due regard to the need to eliminate discrimination, advance equality of opportunity, and foster good relations between different people carrying out their activities.

The Equality Duty supports good decision making – it encourages public bodies to be more efficient and effective by understanding how different people will be affected by their activities, so that their policies and services are appropriate and accessible to all and meet different people's needs. The Council's Equality and Safety Impact Assessment (ESIA) includes an assessment of the community safety impact assessment to comply with section 17 of the Crime and Disorder Act and will enable the council to better understand the potential impact of the budget proposals and consider mitigating action.

Name or Brief Description of Proposal	Sale of land for development at the Fruit and Veg market, off Bernard Street, Queensway, Southampton
Brief Service Profile (including number of customers)	Delivery of 279 new homes and 899 sqm of commercial premises including parking facilities and new public realm
Summary of Impact and Issues	Demolition of existing buildings, construction of new buildings and occupation by new residents and businesses. The current wholesale businesses will either stop trading or relocate. There is agreed compensation to owners in either case. During construction there will be some noise and dust inconvenience and on completion there will be increased traffic flows to and from the site.
Potential Positive Impacts	The completed scheme will offer new homes of mixed tenure, private and public car parking spaces (including disabled parking) and job opportunities in the commercial premises. Associated Public access and public realm will be significantly improved.
Responsible Service Manager	Barbara Compton, Head of Development, Economy and Housing Renewal

Date	
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Approved by Senior Manager	Barbara Compton, Head of Development, Economy and Housing Renewal
Signature	
Date	

Potential Impact

Impact Assessment	Details of Impact	Possible Solutions & Mitigating Actions
Age	No impact	
Disability	Higher density development than existing with communal entrances and service areas. Includes underground car park.	Buildings to be accessible for disabled people to include access ramps and other appropriate modifications. Disabled parking bays will be included in car parks
Gender Reassignment	No impact	
Marriage and Civil Partnership	No impact	
Pregnancy and Maternity	No impact	
Race	No impact	
Religion or Belief	No impact	
Sex	No impact	
Sexual Orientation	No impact	
Community Safety	Higher density development with integral footpaths and some public open space at rear.	Scheme to comply with secure by design guidelines and s.17 of Crime and Disorder Act

		1998
Poverty		Commercial premises will provide new job opportunities which will be accessible to people living in deprived areas of Southampton.
Other Significant Impacts	There will be some noise and construction traffic inconvenience for duration of work (est. 18 months)	Contractor will be required to operate under "considerate contractor scheme" to mitigate impacts as far as possible.