

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.

<p>Name or Brief Description of Proposal</p>	<p>COM1</p> <p>Regulatory Services and City Services Community Safety: Efficiencies resulting from the integration of the team with Environmental Health</p> <p>The details of the proposal is for the current Community Safety Team of 5 full time equivalent to be reduced to 3 and merge with Environmental Health.</p>
<p>Brief Service Profile (including number of customers)</p>	<p>The Community Safety Team deals with:</p> <p>Anti-social Behaviour:</p> <ul style="list-style-type: none"> • Dealing with complaints from Southampton homeowners and private tenants about antisocial behaviour. • Assisting the Police, Local Authority Housing and Registered Social Landlord’s when the complaint involves other tenants and residents. <p>The Crime and Disorder Strategic Assessment (2013/14) identified there were 12,566 crime reports for anti-social behaviour in Southampton for 2013/14. This is a 17.4% reduction compared to the previous year.</p> <p>ICE Bus:</p> <ul style="list-style-type: none"> • The 'In Case of Emergency', abbreviated as ICE, night time emergency bus is for those who are injured, unwell or in need of welfare support when out in Southampton city centre on a Saturday night • The bus is available on a Saturday night between 10pm – 4am, and during student Fresher’s and New Year’s Eve.

	The Crime and Disorder Strategic Assessment (2013/14) identifies the total number of clients assisted during 2013/14 was 308. This is a 13.7% reduction compared to the previous year.
Summary of Impact and Issues	<p>This proposal will may have an impact on the reporting and response to anti-social behaviour.</p> <p>Feedback from the City Survey 2014 show residents identify a number of antisocial problems as being problematic in their local area, especially rubbish/litter lying around, people being drunk/rowdy in public places and groups hanging around the streets.</p>
Potential Positive Impacts	Environmental Health have historically dealt with noise nuisance. The bringing together of this area of work with Community Safety could bring greater co-ordination and more effective response. The introduction of the Community Trigger tool (November 2014) gives victims and communities the right to request a review of the response by the LA, police or social landlords where an ongoing problem of persistent anti-social behaviour has not been resolved.
Responsible Service Manager	Rosie Zambra
Date	

Approved by Senior Manager	Mitch Sanders
Signature	
Date	28/1/2015

Potential Impact

Impact Assessment	Details of Impact	Possible Solutions & Mitigating Actions
Age	<p>Findings from the Southampton City Survey (2014) identified: younger people are more likely to feel safe than older people: 66% of 18-24s feeling safe at night compared to 58% of over 65s.</p> <p>The perception that the level of crime has increased is strongest among those aged between 25</p>	Integration of the Community Safety team with Environmental Health and closer partnership working with the Police, including PCSO's, will provide a more resilient response to community safety issues.

	<p>and 54 (17%). The ICE Bus clients are more likely to be younger people.</p>	<p>The Community Trigger gives victims and communities the right to require a multi-agency review and ensure that effective action is taken where an ongoing problem of persistent antisocial behaviour has not been addressed.</p>
Disability	<p>National research identifies disabled people are more likely to experience crime and anti-social behaviour, than non-disabled people. http://www.equalityhumanrights.com/sites/default/files/documents/disabilityfi/briefing_paper_3_new.pdf</p> <p>Local mechanisms for reporting Hate Crime and harassment are not affected.</p>	<p>As above.</p>
Gender Reassignment	<p>Local mechanisms for reporting Hate Crime and harassment are not affected.</p>	<p>As above.</p>
Marriage and Civil Partnership	<p>No identified negative impacts.</p>	<p>As above.</p>
Pregnancy and Maternity	<p>No identified negative impacts.</p>	<p>As above.</p>
Race	<p>Findings from the Southampton City Survey (2014) identified: Black and Ethnic minority residents do not feel as safe at night in their local area as white British residents. Just over half (56%) of (Black and Minority Ethnic) residents feel safe in their local area at night, with a quarter (23%) feeling very safe.</p> <p>Ethnic minorities in Southampton are more likely than white British to believe that the level of crime has increased in the last 12 months. 47% of think that crime has stayed at the same level</p>	<p>As above.</p>

	<p>compared to 62 per cent of white British residents. This is despite the fact that they are more likely to credit the police with improvements to community safety.</p> <p>Local mechanisms for reporting Hate Crime and harassment are not affected.</p>	
Religion or Belief	Local mechanisms for reporting Hate Crime and harassment are not affected.	As above.
Sex	Findings from the City Survey (2014) identified: Men are far more likely to say they feel safe after dark. Three in four men (72%) state they feel safe, compared to just over half of women (54%).	As above.
Sexual Orientation	Local mechanisms for reporting Hate Crime and harassment are not affected.	As above.
Community Safety	<p>Environmental Health have historically dealt with noise nuisance. The bringing together of this area of work with Community Safety could bring greater co-ordination and more effective response.</p> <p>Feedback from the public consultation identified:</p> <p>Low-level incidents may escalate if not dealt with.</p> <p>Police spend time dealing with more low level incidents.</p> <p>People may suffer from more anti-social behaviour.</p>	<p>The Community Trigger gives victims and communities the right to require a multi-agency review and ensure that effective action is taken where an ongoing problem of persistent antisocial behaviour has not been addressed.</p> <p>Mechanisms will be put in place to monitor the impact on incident rates and on other services to ensure effective action is take.</p>
Poverty	Findings from the City Survey (2014) reinforce the view that perceptions toward crime are strongly linked to socio-economic deprivation.	As above.


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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.

<p>Name or Brief Description of Proposal</p>	<p>E&T19 Reduction in School Crossing Patrols (SCP) budget to reflect consistent 20% (approx.) vacancy levels due to recruitment issues, sites where a SCP no longer meets the national benchmark requirements, and to remove historical elements or budget provision that are no longer needed.</p> <p>A Council decision was made a few years ago that sites that did not meet the national benchmark for the provision of a SCP would be removed from the scope of the service unless a SCP was in post. It was agreed that where this was the case, the Council would continue with the provision until natural attrition (or unless the SCP was willing to move to another site), after which the resulting vacancy would be deleted. It is proposed that headcount and budgets for sites that do not meet the national benchmark, and where there is no staff in post, will be removed from the scope of the service.</p> <p>Patrols where pedestrian crossing systems are implemented were removed a few years ago, although it was agreed that where there is a school crossing patrol officer in post, we would continue with the provision until natural attrition, at which point we would not recruit to the resulting vacancy. It is proposed that budget and headcount that still exist where there is a pedestrian crossing system in place but no staff in post will be removed from the scope of the service.</p> <p>Lunchtime patrols and patrols at senior schools were removed from the scope of the School Crossing Patrol Service a few years ago therefore patrols are now only</p>
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	<p>provided for infant, junior and primary schools at their start time and finish times. It is proposed that budget and headcount that still exist for senior schools will be removed from the scope of the service for secondary schools (there are no staff in post). There is no headcount or budget allocation for lunchtime patrols and no staff in post.</p> <p>The proposal would eventually result in the sites that are managed will only be those that meet the national benchmark for the provision of SCPs:</p> <ul style="list-style-type: none"> • Infant, Junior and Primary schools with a PV2 score above 4m, and no alternative crossing systems in place, as well as, • Only school start time and finish time patrols at each qualifying site.
<p>Brief Service Profile (including number of customers)</p>	<p>School Crossing Patrols (SCPs) are a road crossing facility to help children and parents cross busy roads en-route to school.</p> <p>SCPs were established by the School Crossing SCP Act 1953 and instituted on 1 July 1954 through the School Crossing SCP Order 1954. The Road Traffic Regulation Act 1984 (Sections 26 – 28) gave ‘Appropriate Authorities’ the power to appoint SCPs to help children cross the road on their way to or from school.</p> <p>For a crossing patrol site (site) to qualify for a SCP, there is a formula that calculates a ‘PV2’ score based on the number of cars and pedestrians and other risk factors. The national PV2 score benchmark for a qualifying site (to justify the establishment of a new site, or to maintain an existing site) is a score of over 4 million.</p> <p>Excerpts from the School Crossing Patrol Guidelines published by ROSPA as a revised edition in November 2013 are as follows:</p> <p>2.3.1 Sites having fewer than 15 children (P) crossing the road in the busiest 30-minute period should not be considered for establishing an SCP. Based on specific circumstances, Authorities may choose to set a lower minimum number of children.</p> <p>2.5.1 If a PV2 of greater than 4 million is achieved, an SCP location can be justified.</p> <p>Historically, Southampton City Council employed SCPs at most school sites around the city including secondary</p>

	<p>schools and during lunchtimes. Over recent years, policy decisions have been made to stop the lunchtime crossing patrols as well as the crossing patrols at senior schools. It was also decided that sites that did not match the national PV2 benchmark score of 4m, or where traffic lights were implemented at sites, would be removed unless there is a SCP in post, whereby those sites would be deleted through natural attrition.</p>
<p>Summary of Impact and Issues</p>	<p>SCP sites are reviewed annually using the PV2 formula scoring assessment. The proposal would eventually result in the management of only those sites that comply with the national benchmark for the provision of SCPs. Where a site becomes eligible in the future due to changes at the site that increases the PV2 score to above the national benchmark, a business case would be required to justify additional headcount and funding to make the required provision, although with the Council's current financial challenges, increased requirements may be difficult to secure.</p> <p>No staff in post will be directly affected by the proposals.</p>
<p>Potential Positive Impacts</p>	<p>It may be possible to move some staff from sites that do not qualify for a SCP to sites that do qualify but have a vacancy thereby, where possible, ensuring that the busiest sites have a SCP.</p>
<p>Responsible Service Manager</p>	
<p>Date</p>	

<p>Approved by Senior Manager</p>	<p>Paul Walker</p>
<p>Signature</p>	
<p>Date</p>	<p>28/1/2015</p>

Potential Impact

Impact Assessment	Details of Impact	Possible Solutions & Mitigating Actions
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Age	<p>This proposal has a potential impact on children and young people.</p> <p>Unaccompanied children may be at greater risk when crossing the road.</p> <p>Children and young people may be at a greater risk of road traffic accidents.</p> <p>Older people/other people, e.g. children attending a nearby senior school may also use school crossings during patrol time, although they are not the intended customers for the SCP service.</p>	<p>Sites that are being removed from the scope of the service do not currently have a SCP in post.</p> <p>Pedestrian safety training to school age children.</p> <p>Promote 'Safe Journey to School'.</p> <p>SCPs are reviewed annually using the PV2 formula. Where the site does not meet the national criteria and there are staff vacancies, the SCP site will be removed from the scope of the service.</p>
Disability	<p>Disabled people may have greater risks in crossing the road.</p>	<p>Sites that are being removed from the scope of the service do not currently have a SCP in post.</p> <p>Pedestrian safety training to school age children.</p> <p>Promote 'Safe Journey to School'.</p> <p>SCPs are reviewed annually using the PV2 formula. Where the site does not meet the national criteria and there are staff vacancies, the SCP site will be removed from the scope of the service.</p>
Gender Reassignment	<p>No identified negative impacts.</p>	
Marriage and Civil Partnership	<p>No identified negative impacts.</p>	
Pregnancy and Maternity	<p>No identified negative impacts.</p>	

Race	No identified negative impacts.	
Religion or Belief	No identified negative impacts.	
Sex	No identified negative impacts.	
Sexual Orientation	No identified negative impacts.	
Community Safety	Feedback from the public consultation focused on community safety impact specifically the impact on road safety and child safety.	<p>Pedestrian safety training to school age children.</p> <p>Promote 'Safe Journey to School'.</p> <p>SCPs are reviewed annually using the PV2 formula. Where the site does not meet the national criteria and there are staff vacancies, the SCP site will be removed from the scope of the service.</p>
Poverty	Reliance on walking and public transport may be higher for children from low income households. This may result in greater impacts on this group.	<p>Pedestrian safety training to school age children.</p> <p>Promote 'Safe Journey to School'.</p> <p>SCPs are reviewed annually using the PV2 formula. Where the site does not meet the national criteria and there are staff vacancies, the SCP site will be removed from the scope of the service.</p>
Other Significant Impacts	Feedback from the public consultation included concerns that this proposal will not impact on households equally.	<p>This ESIA has focused on the impact on groups with protected characteristics.</p> <p>All sites are reviewed to ensure that all sites that meet national guidelines for the provision of a School Crossing Patrol have a post for the</p>

		<p>provision of one. This may result in an unequal impact of households, however it does ensure that the most dangerous roads have a provision for a school crossing patrol and that we are protecting children most at risk from road injury.</p>
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Name or Brief Description of Proposal	E & T 20 Regulatory Services & City Services Close Woolston and Portswood Public Toilets
Brief Service Profile (including number of customers)	The current SCC toilet provision in Woolston is located in a car park in the Woolston District Centre. The current SCC toilet facility in Portswood is located in the Westridge Road car park. Both are in need of refurbishment and modernisation. In Portswood, the facility is remote from Portswood High Street and therefore has little in the way of effective oversight. As a consequence it has been subject to vandalism and there has been ongoing anti-social and criminal behaviour associated with the facility. Police are aware of these persistent problems that that have periodically resulted in temporary closure.
Summary of Impact and Issues	Closure of public toilets removing a public facility available to members of the public in these areas. Potential to sign post users to alternative facilities in some areas.
Potential Positive Impacts	Reduction in the crime and anti-social behaviour. Feedback from the public consultation identified that: <ul style="list-style-type: none"> • removing toilets will protect vulnerable people against being abused in these locations. • Many toilets are covered in graffiti, close and

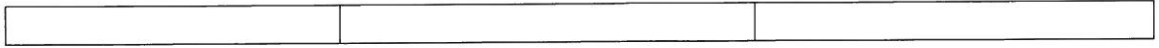
	improve the public realm rapidly to prevent further decline of the neighbourhood.
Responsible Service Manager	John Horton
Date	28/1/2015

Approved by Senior Manager	Mitch Sanders
Signature	
Date	28/1/2015

Potential Impact

Impact Assessment	Details of Impact	Possible Solutions & Mitigating Actions
Age	<p>Reduced immediate availability of toilet provision for more elderly citizens. Among this demographic there is a higher percentage of people who may suffer from a frequent and urgent need for toilet facilities.</p> <p>Reduced immediate availability of toilet provision for parents with babies or young children that may require toilet or nappy changing facilities.</p>	Alternative toilet provision already exists in Portswood. Installation of Automated Public Toilet (APT) in Woolston.
Disability	Reduced immediate availability of specifically designed toilet provision, and reduced provision for those suffering from health conditions that require a consistent and immediate access to toilet facilities.	As above.
Gender	No identified negative	

Reassignment	impacts.	
Marriage and Civil Partnership	No identified negative impacts.	
Pregnancy and Maternity	Reduced immediate availability of toilet provision for pregnant women. Reduced availability of toilet provision and nappy changing facilities for parents with babies/ young children.	As above.
Race	No identified negative impacts.	
Religion or Belief	No identified negative impacts.	
Sex	Reduced availability of toilet provision may have greater impact on females.	As above.
Sexual Orientation	No identified negative impacts.	
Community Safety	Closed, derelict toilet buildings may attract vandalism and anti-social behaviour.	Seek to dispose of buildings as soon as possible following closure. Notify local Police of closures. The Automated Public Toilet (APT) in Woolston will be located in a position with better oversight.
Poverty	Lack of available free facilities will impact more on people on reduced incomes. Permission to use facilities within food or drink retail premises is usually dependent on product purchase.	Signpost to alternative provision where possible.
Other Significant Impacts	<p>Feedback from the public consultation identified that:</p> <ul style="list-style-type: none"> • Alternative offer of toilet provision to be well sign posted and accessible. • Concerns for older people, disabled, children, pregnant women and those with medical issues if toilet provision removed. 	<p>Signposting to alternative toilet provision will be reviewed and where necessary, improved.</p> <p>Assessment of alternative provision identifies some mitigation.</p>



Equality and Safety Impact Assessment

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Name or Brief Description of Proposal	HASC 2 Complex Learning Disability Housing Project
Brief Service Profile (including number of customers)	<p>Following the Winterbourne View Hospital findings, the Government issued requirements to local authorities and health services. These requirements included a review of current hospital placements for people with a learning disability with complex needs, placements made out of area and those at risk of admission.</p> <p>Southampton City Council and Southampton City Clinical Commissioning Group (SCCCG) have taken this opportunity to review all current placements of complex individuals, to ensure the most appropriate housing solutions for those individuals considered at highest risk are being identified. This project is being managed through the Integrated Commissioning Unit.</p> <p>Another requirement set by Government was that by April 2014 each area needs to have also developed a joint plan to ensure high quality care and support services for all people with learning disabilities or autism and mental health conditions or behaviour described as challenging, in line with best practice.</p> <p>A total of 58 individuals across the CCG and Council were identified from the joint review who may benefit from rehousing outside of residential care settings. These individuals form part of the development plan in response to the Winterbourne Concordant and are also in line with the</p>

	<p>City Council's plan to reduce reliance on residential care and to support people in more appropriate settings.</p> <p>Residential Settings are often focused around communal support arrangements and the delivery of personalised support and goal setting can be difficult to achieve. A move to a more personalised service can be managed more effectively by commissioning individual housing and support solutions.</p>
Summary of Impact and Issues	<p>Many of the individuals will be settled in their current residential placement and often the service will be deemed by family and staff alike as satisfactory. Individuals and their support network may find it difficult to understand the reasoning behind moving them to a new environment even though the support and housing will be more tailored to meet the individual's needs.</p>
Potential Positive Impacts	<p>The development of innovative housing solutions including the use of telecare allows for a more individualised approach allowing care services to be commissioned separately so that care and housing can be delivered more appropriately. As housing and/ or care needs change for individuals so can the solutions, as care and housing will not be connected as they are in residential settings.</p> <p>By moving adults back to Southampton they will be nearer (in most circumstances) to their family. Local care management staff will also have greater involvement as visiting service users will no longer involve long travelling distances.</p>
Responsible Service Manager	Adrian Littlemore Senior Commissioning Manager ICU
Date	28/1/2015

Approved by Senior Manager	Carole Binns Associate Director ICU
Signature	
Date	28/1/2015

Potential Impact

Impact Assessment	Details of Impact	Possible Solutions & Mitigating Actions
Age	The individuals are all adults and below 60 and not in what is	All individuals to be offered a health action plan to

	<p>generally taken to be an older age group.</p> <p>However, people with learning disabilities experience a number of health conditions at an earlier stage than the general population. All of the service users have complex needs which impacts significantly on their lifestyle. Supporting these individuals is challenging and can result in symptoms of illness not being detected and diagnosed. This results treatments being delayed or not identified and a significantly shorter life expectancy.</p> <p>A move back to an area where there are family members could have a positive impact as the people who know them well will be in more routine contact and able to identify any change in health.</p> <p>Feedback from the public consultation raised concerns about costs, that staff might have to spread themselves and their time over a wide area resulting in less time spent with an individual and that a person would receive less help and suffer.</p>	<p>identify health issues and develop reasonable adjustments in order that individuals can access appropriate healthcare.</p> <p>Advocacy services are in place to help support the individual and ensure that the move is in their best interest.</p> <p>To help transition issues a project plan has been developed to ensure that moves are not rushed and individuals are supported in a person centred way.</p> <p>A specialist care manager and OT is being employed to ensure placements are individually tailored and to facilitate moves and resettlement.</p> <p>Additional resources have been identified to help people access community resources in their new area.</p>
Disability	<p>Many of the individuals involved in this project will require specialist adaptations to properties that they are moving to.</p>	<p>All assessments of individuals will include any mobility or disability adaptations and these will be built into the housing specification prior to procurement wherever possible</p>
Gender Reassignment	<p>No identified negative impacts.</p>	
Marriage and	<p>No identified negative impacts.</p>	

Civil Partnership		
Pregnancy and Maternity	No identified negative impacts.	
Race	A number of individuals have diverse ethnic heritage.	Individuals will be supported to develop a Person Centred Plan which will inform the support plan provided by a care provider. These plans will take into account the person preferences and wishes relating to culture and traditions.
Religion or Belief	A number of individuals have diverse ethnic heritage.	Individuals will be supported to develop a Person Centred Plan which will inform the support plan provided by a care provider. These plans will take into account the person preferences and wishes relating to culture and traditions.
Sex	No identified negative impacts.	
Sexual Orientation	No identified negative impacts.	
Community Safety	<p>A very small number of service users may have forensic needs.</p> <p>Feedback from the public consultation raised concern of increased vulnerability (e.g. victims of crime).</p>	<p>Assessment and care plans will take into account individuals forensic needs and were appropriate MAPPA (Multi Agency Public Protection Arrangements).</p> <p>Safety of service users will be an integral element of assessment and care planning. The Government issued requirements to local authorities and health services following the Winterbourne View Hospital findings.</p>
Poverty	No identified negative impacts.	

<p>Other Significant Impacts</p>	<p>There will be challenges for individuals who have experienced long term institutional care in moving to more independent models of care and support.</p> <p>Feedback from the public consultation raised concern that a person may become increasingly isolated and lonely.</p> <p>Feedback from the public consultation raised concern more pressure may be placed on parents / carers.</p>	<p>Placements will be bespoke, addressing individual need and including adaptations to buildings where necessary.</p> <p>A project plan has been developed to ensure that moves are not rushed and individuals are supported in a person centred way.</p> <p>A specialist care manager and OT is being employed to ensure placements are individually tailored and to facilitate moves and resettlement.</p> <p>Additional resources have been identified to help people access community resource in their new area.</p> <p>By moving adults back to Southampton they will be nearer (in most circumstances) to their family. Local care management staff will also have greater involvement as visiting service users will no longer involve long travelling distances.</p> <p>Family and significant others will be fully involved and part of the individuals plan.</p>
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Equality and Safety Impact

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<p>Name or Brief Description of Proposal</p>	<p>LEAD 3</p> <p>The proposal is to delete the City Development Manager post.</p>
<p>Brief Service Profile (including number of customers)</p>	<p>The aim of the City Development team is to provide continuity and support for the City Development team to ensure ‘Very Important Projects’ proceed effectively and at a pace. Its role is to enable and facilitate the Very Important Projects identified in the City Centre Masterplan and other high profile projects around the City.</p> <p>Its ‘customers’ are developers and investors rather than individuals, however beneficiaries of the city’s prosperity are much wider including residents and visitors.</p>
<p>Summary of Impact and Issues</p>	<p>Reduced support for city development projects which could result in projects taking longer to deliver.</p> <p>Feedback from the public consultation highlighted the following impacts relating to more generally to the impact of the proposals on economic development in the city:</p> <ul style="list-style-type: none"> • Long term impact on economic prosperity. • Might mean reduced capacity to judge value for money of future project proposals or greater risks in projects in the future. • Areas of the city are run down and need developing. Who

	<p>will focus on these areas if there is less resource put into development?</p> <ul style="list-style-type: none"> • Loss of status for Southampton as an attractive place for businesses.
Potential Positive Impacts	
Responsible Service Manager	Wendy Bennett Senior Development Manager
Date	28/1/2015

Approved by Senior Manager	Barbara Compton Head of Development, Economy and Housing Renewal
Signature	
Date	28/1/2015

Potential Impact

Impact Assessment	Details of Impact	Possible Solutions & Mitigating Actions
Age	Unknown	
Disability	Unknown	
Gender Reassignment	Unknown	
Marriage and Civil Partnership	Unknown	
Pregnancy and Maternity	Unknown	
Race	Unknown	
Religion or Belief	Unknown	
Sex	Unknown	
Sexual Orientation	Unknown	
Community Safety	Unknown	
Poverty	Unknown	
Other Significant Impacts	Unknown	