

## 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 proposals and consider mitigating action.

<b>Name or Brief Description of Proposal</b>	Proposal to bring forward to development of the Maritime Gateway.
<b>Brief Service Profile (including number of customers)</b>	
<p>Three Partners, the Council, a third party and Aviva Capital Partners are proposing to enter into a Partnership which will acquire a new 250 year lease of the site, with a view to bringing forward a new innovation led quarter, new offices and residential uses, together with high quality public realm.</p> <p>Any future development will be designed with regard to the most up to date relevant regulations</p>	
<b>Summary of Impact and Issues</b>	
<p>The proposal is expected to see development of this long stalled site. This is expected to generate significant economic activity which will benefit the City including the creation of new jobs.</p> <p>Since the failure of the ToysRUs business in 2018, the site has lain idle and is becoming increasingly derelict so any proposal which will regenerate the site will rid the City of a highly prominent eyesore. The site is situated between the main retail core and the Central Station which means that a lot of people cross the site daily as route in the city. It is not the most attractive, accessible or safe route and this would be improved through re-development</p>	
<b>Potential Positive Impacts</b>	
<ul style="list-style-type: none"> <li>• Generation of income for the Council through Business Rates and Council Tax</li> <li>• Removal of an eyesore</li> <li>• Creation of new jobs through construction and end use</li> <li>• Improvements to public realm including new Maritime Promenade which will improve the safety and accessibility of a main route between the station and the city centre.</li> </ul>	

<ul style="list-style-type: none"> <li>• Potential for a State of the art University Campus</li> <li>• High quality buildings</li> <li>• New Homes</li> </ul>	
<b>Responsible Service Manager</b>	Jennifer Hyland
<b>Date</b>	16 October 2025
<b>Approved by Senior Manager</b>	Nawaz Khan
<b>Date</b>	16 October 2025

## Potential Impact

<b>Impact Assessment</b>	<b>Details of Impact</b>	<b>Possible Solutions &amp; Mitigating Actions</b>
<b>Age</b>	Future development and infrastructure focusses on a too limited band of age groups	Through the promotion of mixed-use development, with adherence to active planning policies
<b>Disability</b>	Future development is not accessible for those with disabilities.	Ensure that development proposals seek to meet and where possible exceed regulations on accessibility.
<b>Gender Reassignment</b>	N/A	
<b>Care Experienced</b>	N/A	
<b>Marriage and Civil Partnership</b>	N/A	
<b>Pregnancy and Maternity</b>	N/A	
<b>Race</b>	N/A	
<b>Religion or Belief</b>	N/A	
<b>Sex</b>	N/A	
<b>Sexual Orientation</b>	N/A	
<b>Community Safety</b>	Good urban design should account for improvements in the safety of those using public spaces. In its current state the site does not provide a safe feeling environment.	Good urban design & adherence to planning active policies will significantly improve community safety in the area
<b>Poverty</b>	Southampton faces issues of poverty & deprivation. These issues are well known. As an example some wards have higher levels of deprivation &	Investment in the city to create new economic & training opportunities through active Employment & Skills Plans (construction), as

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	individuals & families can remain in a cycle of deprivation.	well as active adult community learning and employment initiatives.
<b>Health &amp; Wellbeing</b>	The deterioration of the urban environment, the quality of our public spaces & homes impacts on our health & wellbeing. A lack of investment in new public realm and green spaces is detrimental to people enjoyment of the city	Good urban design accounts for health & wellbeing issues to enhance people's experience of the environment, public & green spaces. Good urban design is an intrinsic facet of the master planning process.
<b>Other Significant Impacts</b>		

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