

Equality Impact Assessment



Assessment Of:	
<input type="checkbox"/> Policy <input checked="" type="checkbox"/> Strategy <input type="checkbox"/> Function <input type="checkbox"/> Service <input checked="" type="checkbox"/> Other: Assets	<input checked="" type="checkbox"/> New <input type="checkbox"/> Already exists / review <input type="checkbox"/> Changing
Directorate: Place & Commercial Services	Assessment carried out by: Kati Owen
Service Area: Strategy & Partnerships	Job Role: Senior Planner
Version / Date of Sign Off by Director:	27.10.2025

Step 1: What do we want to do?

This assessment should be started at the beginning of the process by someone with a good knowledge of the proposal and service area, and sufficient influence over the proposal. It is good practice to take a team approach to completing the equality impact assessment. Please contact the Policy Officer early for advice.

1.1 What are the aims and objectives/purpose of this proposal?

Briefly explain the purpose of the proposal and why it is needed. Describe who it is aimed at and the intended aims / outcomes. Where known also summarise the key actions you plan to undertake. Please use plain English, avoiding jargon and acronyms. Equality Impact Assessments are viewed by a wide range of people including decision-makers and the wider public.

The Newton Abbot Town Centre Masterplan will be a delivery-focused initiative, designed to unlock the full potential of publicly owned or allocated brownfield land in the town centre and help to deliver the redevelopment of Local Plan sites. It will include multiple TDC assets within central Newton Abbot, which are currently not securing best value, are underutilised or which may create potential liabilities for the council and, which provide town centre regeneration opportunities.

The Masterplan will aim to achieve the following:

- Deliver town-centre housing to meet identified local needs, including affordable and specialist homes (e.g. extra care). There is potential to deliver approximately 300 homes on sites allocated in the Local Plan in the town centre.
- Support town centre vitality through increased footfall, extended activity hours, and enhanced safety.
- Enable sustainable living with proximity to services, transport, and amenities.
- Regenerate under-utilised public assets to unlock housing and mixed-use development.
- Introduce a new transport hub to improve connectivity and encourage more walking and cycling into and around the town.
- Enhance public realm and civic spaces to create a more inclusive and attractive town centre, helping people connect with nature.
- Investigate opportunities for relocation of Leisure Centre.

The Masterplan will positively impact on all users of the town centre, and the project will involve collaborative working with partners and stakeholders. It will include two rounds of meaningful public engagement, using immersive material and 3D visualisations, to ensure that engagement is accessible to all and we receive feedback from as wide a range of the local community as possible.

1.2 Who will the proposal have the potential to affect?

<input checked="" type="checkbox"/> Service users	<input checked="" type="checkbox"/> The wider community	<input type="checkbox"/> Teignbridge workforce
---	---	--

1.3 Will the proposal have an equality impact?

Could the proposal affect access levels of representation or participation in a service, or does it have the potential to change e.g. quality of life: health, education, or standard of living etc.?

If 'No' explain why you are sure there will be no equality impact, then skip steps 2-4 and request review by your manager.

If 'Yes' complete the rest of this assessment.

<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No [please select]
--	--

As a strategy affecting the use of assets and public spaces in the town centre, there will be an impact on different users of that space. Further details set out below.
--

Step 2: What information do we have?

2.1 What data or evidence is there which tells us who is, or could be affected?

Please use this section to demonstrate an understanding of who could be affected by the proposal. Include general population data where appropriate, and information about people who will be affected with particular reference to protected and other relevant characteristics (listed in 2.2).

Use one row for each evidence source and say which characteristic(s) it relates to. You can include a mix of qualitative and quantitative data - from national research, local data or previous consultations and engagement activities.

Outline whether there are any over or under representation of equality groups within your service - don't forget to benchmark to local population where appropriate.

For workforce / management of change proposals you will need to look at the diversity of the affected team(s) using available evidence such as the employee profile data. Identify any under/over-representation for age; disability; gender reassignment; marriage and civil partnership; pregnancy and maternity; race; religion or belief; sex; and sexual orientation. Please see: [Equality Act 2010 \(legislation.gov.uk\)](https://legislation.gov.uk).

Data / Evidence Source [Include a reference where known]	Summary of what this tells us
---	-------------------------------

<p>figure represents 33% of the total local housing need.</p> <ul style="list-style-type: none"> The modelling shows that the number of households likely to need wheelchair adopted housing adapted housing is likely to increase by 930 over the 20-year period to 2040 from a 2020-base of 2,290 households. <p>Ref: Teignbridge Labour Market Profile Annual Population Survey 2024. (ONS)</p> <ul style="list-style-type: none"> Economic Inactivity: There was a 26% - 20,100-person level of economic inactivity (July 2023- June 2024), compared to south-west percentage of 19%. Groups included: students (6,800) and retired. (4,400) Earnings by place of residence: Gross weekly pay was £655 for Teignbridge, 6% lower than south-west level of £700. (Median earnings for employees living in the district, from 2024 Annual Survey of Hours and Earnings) <p>ONS Census 2021</p> <ul style="list-style-type: none"> In Newton Abbot town centre, economic activity varies between 70% and 45.7%, in relation to the Teignbridge average of 54.8% 	<p>options, online and in person events, online surveys with screen-reader compatibility).</p> <p>Lower earnings impact affordability of housing and services, and expenditure within the town centre. Affordability pressures could increase demand for affordable housing, which is predominantly town centre based, including one and two bedroom apartments. We will consider how our assets can be used to enhance economic viability of the town centre. For our engagement we will use mixed channels—different social media platforms, offline and digital advertising, community forums and targeted outreach to different groups through the community and voluntary sector. We will conduct events at different times and days to allow for attendance around working patterns.</p>
<p>Protected characteristics: religion; sexual orientation; sex.</p> <p>Ref: Estimates of the population for the UK, England, Wales, Scotland, and Northern Ireland - Office for National Statistics</p> <ul style="list-style-type: none"> In Teignbridge the population is 51.4% female, slightly greater than the UK as a whole at 51% Within Newton Abbot Town centre this increases in parts to 55% <p>Ref: Religion - Office for National Statistics</p> <ul style="list-style-type: none"> In the 2021 census the greatest proportion of respondents declared 'No Religion' at 44.8%, followed by 'Christian' at 38.7% and 'No Response' at 4.3%. Buddhist, Hindu, 	<p>Sex: The data on sex of residents in the district confirms the requirement to consider safety, accessibility, and amenities such as childcare, healthcare, and design options that reflect diverse needs and encourage inclusive participation in public spaces.</p> <p>Religion: Policy should be considerate of the needs of all residents and engagement should be designed to encourage participation from all groups.</p>

<p>Jewish, Muslim and Sikh together made up 0.6% of the population of Teignbridge.</p> <ul style="list-style-type: none"> • In parts of Newton Abbot town centre, the percentage of people with no religious beliefs increases to 73.7% and those with Christian beliefs between 21.2% and 52.2%. the town centre also has pockets where Buddhism increases to up to 1.6% and Muslim beliefs to 6.8%. <p>Ref: Sexual orientation - Office for National Statistics</p> <ul style="list-style-type: none"> • The majority of respondents in Teignbridge to the 2021 census. (90.3%) identified as straight or heterosexual, while 1.2% identified as gay or lesbian and 1.0% as bisexual. A small proportion (0.24%) reported other sexual orientations, and 7.2% chose not to answer. • Within Newton Abbot town centre those identifying as gay, lesbian, bisexual or other ((LGB+)) increases to between 3.75% and 3.3%. 	<p>Sexual Orientation: These figures indicate that while the LGBT community represent a small percentage of the population, this increases in the town centre and, overall accounts for thousands of individuals whose needs and rights must be considered.</p>
<p>Race</p> <p>Reference: ONS, Census 2021</p> <p>Teignbridge Ethnic Group Classification:</p> <ul style="list-style-type: none"> • 97.6% (2021 census) of the district identifies as predominantly white (e.g., English / Welsh / Scottish / Northern Irish / British / Irish or Any other White background). • 0.7% of the district identifies as predominantly Asian (e.g., Asian British / Asian Welsh / Bangladeshi / Chinese / Indian / Pakistani or Any other Asian background). • 0.1% of the district identifies as predominantly Black (e.g., Black British / Black Welsh / Caribbean / African or other Black). • 1.1% of the district identifies as predominantly Mixed of Multiple Ethnic groups (e.g., White and Asian / White and Black African / White and Black Caribbean and Other Mixed or Multiple ethnic groups). • 0.3% of the district identifies as predominantly and other ethnic group (e.g., Arab or any other ethnic group). 	<p>This tells us that the district has a predominantly white British population. Compared to the United Kingdom as a whole, Teignbridge has lower proportions of the population who identify as Asian, Black, other or mixed ethnicity. However, the town centre includes pockets where ethnic minority groups are focussed. This shows we should take care to ensure the voices and needs of minority groups are met.</p>

<ul style="list-style-type: none"> Between 87.8% and 99% of people within Newton Abbot town centre identify as white. 11.4% identify as Asian, Asian British or Asian Welsh in part of Newton Abbot and 1.3 identify as Black, Black British, Black Welsh, Caribbean or African. <p>Gypsy and Traveller Accommodation Assessment 2022 Ref: Teignbridge District Council Gypsy and Traveller Accommodation Assessment (GTAA) Final Report, July 2024. (ORS)</p>	<p>Updated evidence contained within the Gypsy and Traveller Accommodation Assessment 2022 shows that there is a need in Teignbridge for at least 63 permanent pitches for Gypsy and Travellers in the period until 2041.</p>
<p>Socio-economic deprivation: Household deprivation - Census Maps, ONS</p> <p>Households deprived in one dimension:</p> <ul style="list-style-type: none"> Newton Abbot Town Centre 35.8% <p>Households deprived in 2 dimensions:</p> <ul style="list-style-type: none"> Newton Abbot Town centre - 17.4% <p>Households deprived in 3 dimensions:</p> <ul style="list-style-type: none"> Newton Abbot Town centre – 5.3% <p>Households deprived in 4 dimensions:</p> <ul style="list-style-type: none"> Newton Abbot Town centre – 0.5% 	<p>This tells us that there is a high level of deprivation in the town centre which needs to be considered in how the consultation takes place and what elements the consultation and overall strategy focus on.</p>
<p>Fuel poverty</p> <p>Fuel poverty is most common among vulnerable households, including those on low incomes, with children under 16 years old, people with disabilities or suffering from a long-term illness and older people. Teignbridge's overall housing stock is worse than the English average in relation to excess cold and fuel poverty. This problem is particularly bad in private rented homes, 30% of which are occupied by low-income households.</p>	<p>This tells us that there are households which are likely to be affected by fuel poverty and that opportunities to address this either through the strategy itself or by reaching out to households with information on how they may be able to reduce fuel poverty (e.g. warm homes initiative) through consultation events.</p>
<p>Homelessness</p> <p>Local Housing Needs Assessment, 2022 & TDC Housing data</p>	<p>This tells us that there are homeless individuals in the district and a demand for temporary housing. These needs should be considered in the decisions taken around the use of assets included within the scope of the strategy.</p>

<ul style="list-style-type: none"> • The LHNA identified a total of 35 homeless households in priority need in Teignbridge. • By February 2025 the total of homeless households in priority need had increased to 101 which included the following sources: <ul style="list-style-type: none"> • Priority Need Currently in temporary accommodation in communal establishments (B&B or Hostels) – 33 in B&B 15 in Hostels = 48 • Priority Need Currently in temporary accommodation market housing (PSL or private landlord) – 14 • Priority Need currently in temporary accommodation in affordable housing (LA or RSL) – 39 	
<p>Digital exclusion</p> <ul style="list-style-type: none"> • Gigabit capable broadband is 74.2% in Teignbridge, lower than 83.7% average for England • 4G coverage in Teignbridge 98.1%, slightly lower than England average of 100% • 5G coverage of 59% in Teignbridge is significantly lower than England average of 94.2% • Premises below 30Mbps – 7.5% in Teignbridge is much higher than England average of 1.9%. • Areas of Ashburton, Teignmouth West and Dawlish East are noted as highest risk in Teignbridge in relation to digital exclusion - DERI 	<p>The DERI dataset uses a set of measures for three factors (income, demographics, broadband availability) to look at the risk of people facing digital exclusion in an area. This shows us that we need to ensure that through any consultation and engagement exercises that take place we do not limit promotion and involvement to only digital channels.</p>
<p>Access to transport</p> <p>One Teignbridge Story, 2025 appendix-2-our-one-teignbridge-story.pdf</p> <ul style="list-style-type: none"> • Only 15% of Teignbridge residents can access a frequent bus service, compared to 64% in Exeter. • 37.4km of new walking and cycling routes have been created since 2014 • 15% of residents do not have a car, 41% have 1 car, 44% have 2 or more. 	<p>This tells us that a lot of residents rely on the private car to access the town centre – and therefore parking is in high demand. It also highlights a lack of access to public transport which can exclude individuals from accessing the town centre.</p>
<p>Additional comments:</p>	

2.2 Do you currently monitor relevant activity by the following protected characteristics?

- | | | |
|---|--|--|
| <input checked="" type="checkbox"/> Age | <input checked="" type="checkbox"/> Disability | <input type="checkbox"/> Gender Reassignment |
| <input type="checkbox"/> Marriage and Civil Partnership | <input type="checkbox"/> Pregnancy/Maternity | <input checked="" type="checkbox"/> Race |
| <input checked="" type="checkbox"/> Religion or Belief | <input checked="" type="checkbox"/> Sex | <input checked="" type="checkbox"/> Sexual Orientation |

2.3 Are there any gaps in the evidence base?

Where there are gaps in the evidence, or you don't have enough information about some equality groups, include an equality action to find out in section 4.2 below. This doesn't mean that you can't complete the assessment without the information, but you need to follow up the action and if necessary, review the assessment later. If you are unable to fill in the gaps please state this clearly with a justification.

For workforce related proposals all relevant information on characteristics may need to be sought from HR (e.g. pregnancy/maternity). For smaller teams diversity data may be redacted. A high proportion of not known/not disclosed may require action to address and identify the information needed.

There are gaps in the evidence base relating to data at the most local level for the town centre, e.g. some of the digital exclusion data only goes down to Devon level.
The project approach will aim to ensure that representatives of the protected characteristics are enabled to engage in the project and that secondary data is used to inform the project wherever available relating to these protected characteristics.

2.4 How have you involved communities and groups that could be affected?

You will nearly always need to involve and consult with internal and external stakeholders during your assessment. The extent of the engagement will depend on the nature of the proposal or change. This should usually include individuals and groups representing different relevant protected characteristics. Please include details of any completed engagement and consultation and how representative this has been of Teignbridge's diverse communities.

Include the main findings of any engagement and consultation in Section 2.1 above.

If you are managing a workforce change process or restructure please refer to HR for advice on how to consult and engage with employees. Relevant stakeholders for engagement about workforce changes may include e.g. staff-led groups, trades unions as well as affected staff.

The engagement process will take place over a period of several months using both formal and informal consultation and engagement stages. A governance framework is in place with representatives from key community, voluntary and stakeholder groups. A Consultation and Engagement Strategy will be prepared to ensure that all relevant protected characteristics have the opportunity to be represented. This will include working with Teign CVS to support us in talking to the harder to reach groups.
Primary data will be supplemented by secondary data to ensure evidenced needs and issues are taken into account.

2.5 How will engagement with stakeholders continue?

Explain how you will continue to engage with stakeholders throughout the course of planning and delivery. Please describe where more engagement and consultation is required and set out how you intend to undertake it. Include any targeted work to seek the views of under-represented groups. If you do not intend to undertake it, please set out your justification. You can ask the Consultation Officer for help in targeting particular groups.

The project will be undertaken jointly with Newton Abbot Town Council and will involve collaborative working with stakeholders, including community and voluntary sector engagement.

There will be ongoing engagement with partners and stakeholders as well as two rounds of face to face public engagement. Engagement methods will ensure they are accessible to all and promoted via a range of channels. The feedback from the first series of engagement events will help to shape the masterplan options presented during the second series of consultation events, which will help to shape the final Masterplan.

Step 3: Who might the proposal impact?

Analysis of impacts must be rigorous. Please demonstrate your analysis of any impacts of the proposal in this section, referring to evidence you have gathered above and the characteristics protected by the Equality Act 2010. Also include details of existing issues for particular groups that you are aware of and are seeking to address or mitigate through this proposal.

3.1 Does the proposal have any potentially adverse impacts on people on the basis of their protected or other relevant characteristics?

Consider sub-categories (different kinds of disability, ethnic background etc.) and how people with combined characteristics (e.g. young women) might have particular needs or experience particular kinds of disadvantage.

Where mitigations indicate a follow-on action, include this in the 'Action Plan' Section 4.2 below.

GENERAL COMMENTS <i>(highlight any potential issues that might impact all or many groups)</i>	
PROTECTED CHARACTERISTICS	
Age: Young People	Does your analysis indicate a disproportionate impact? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> Neutral <input type="checkbox"/>
Potential impacts:	The resulting improvement of the public realm and increase in natural surveillance from introducing new homes within the town centre, will improve the safety of the area and discourage anti-social behaviour, that may deter young people from the town centre, particularly in areas where young people have highlighted they feel unsafe. Reducing anti-social behaviour may also have a positive impact in reducing the number of young people at risk from becoming involved in gang culture or crime. However, unless engagement is specifically targeted at this group, it could lead to a change in the provision of facilities in favour of other groups or protected characteristics.
Mitigations:	The preparation of the Masterplan will include targeted engagement with local schools, empowering young people to be involved with shaping how town centre is used.
Age: Older People	Does your analysis indicate a disproportionate impact? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> Neutral <input type="checkbox"/>
Potential impacts:	The resulting development may provide for homes specifically designed for older people, including extra care accommodation. This would help to meet the significant need for this type of accommodation in a location where there is easy access to shops, services and public transport. Improvement of the public realm, including increase in natural

	<p>surveillance from introducing new homes, will improve the safety of the area for older people and improvements in sustainable travel links and facilities may also have a positive impact.</p> <p>However, this group will need to be engaged with to ensure that other groups are not prioritised about the needs of older people. Engagement events will include accessible venues with easy-to-understand information, and any online questionnaires will also be produced as hard copies for those unable to use or access a computer.</p>
Mitigations:	Targeted engagement with representatives of this protected characteristic (e.g. via the CVS).
Disability	Does your analysis indicate a disproportionate impact? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> Neutral <input type="checkbox"/>
Potential impacts:	<p>The resulting development may provide for homes specifically designed for people with disabilities. Improvement of the public realm will help to create accessible spaces and links and improvements in sustainable travel links and facilities may also have a positive impact.</p> <p>However, it will be important that the needs of this group are understood to ensure that appropriate changes are made. Engagement events will include accessible venues, with information displayed in manner accessible to all users.</p>
Mitigations:	Targeted engagement with representatives of this protected characteristic (e.g. via the CVS).
Sex	Does your analysis indicate a disproportionate impact? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> Neutral <input type="checkbox"/>
Potential impacts:	The resulting improvement of the public realm and increase in natural surveillance from introducing new homes within the town centre, will discourage anti-social behaviour and improve the safety of the area for all users of the town centre.
Mitigations:	Ensure that representations are not disproportionately split between male and female.
Sexual orientation	Does your analysis indicate a disproportionate impact? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> Neutral <input type="checkbox"/>
Potential impacts:	The resulting improvement of the public realm and increase in natural surveillance from introducing new homes within the town centre, will discourage anti-social behaviour and improve the safety of the area for all users of the town centre.
Mitigations:	Targeted engagement to ensure this group is represented.
Pregnancy / Maternity	Does your analysis indicate a disproportionate impact? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> Neutral <input type="checkbox"/>
Potential impacts:	Improvement of the public realm will help to create accessible spaces and links and improvements in sustainable travel links and facilities may also have a positive impact.
Mitigations:	Targeted engagement with representatives of this protected characteristic (e.g. via the CVS).
Gender reassignment	Does your analysis indicate a disproportionate impact? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> Neutral <input type="checkbox"/>
Potential impacts:	The resulting improvement of the public realm and increase in natural surveillance from introducing new homes within the town centre, will

	discourage anti-social behaviour and improve the safety of the area for all users of the town centre including minority groups.
Mitigations:	Targeted engagement with representatives of this protected characteristic (e.g. via the CVS).
Race	Does your analysis indicate a disproportionate impact? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> Neutral <input type="checkbox"/>
Potential impacts:	The resulting improvement of the public realm and increase in natural surveillance from introducing new homes within the town centre, will discourage anti-social behaviour and improve the safety of the area for all users of the town centre, including minority groups.
Mitigations:	Targeted engagement with representatives of this protected characteristic (e.g. via the CVS).
Religion or Belief	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/> Neutral <input type="checkbox"/>
Potential impacts:	
Mitigations:	
Marriage & civil partnership	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/> Neutral <input type="checkbox"/>
Potential impacts:	
Mitigations:	

OTHER RELEVANT CHARACTERISTICS

Socio-Economic (deprivation)	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/> Neutral <input type="checkbox"/>
Potential impacts:	<p>The development that may be delivered through the Masterplan has potential positive impacts on households on a low income, or those without access to a car, by providing affordable homes and improvements to sustainable travel links and facilities.</p> <p>The outcomes from the delivery of the Masterplan will help to reduce anti-social behaviour and create safe, inclusive public spaces, welcoming to all, helping to eliminate discrimination, and helping to create mixed communities that foster good relationships between people which have a protected characteristic and those who do not.</p> <p>However, it could lead to a change in the provision of facilities or availability of employment and housing opportunities in the town which could lead to a disproportionate impact.</p>
Mitigations:	Engagement with traders, local businesses and forums (e.g. Chamber of Commerce) and different socio-economic groups.
Other group(s) Please add additional rows below to detail the impact for other relevant groups as appropriate e.g. Asylums and Refugees; Rural/Urban	Urban/rural communities

Communities, Homelessness, Digital Exclusion, Access To Transport	
Potential impacts:	Opportunities to improve facilities for those living in the urban community of Newton Abbot with disproportionate positive impact for urban community over rural community as a result of investment in this location. However, the services in the town would be accessible to the surrounding rural communities, subject to access being available (e.g. public transport, sufficient parking etc.)
Mitigations:	Engage with both resident population and wider rural population, as well as local transport providers. Use data on car parking provision, demand and usage to inform proposals.

3.2 Does the proposal create any benefits for people on the basis of their protected or other relevant characteristics?

Outline any potential benefits of the proposal and how they can be maximised. Identify how the proposal will support our Public Sector Equality Duty to:

- ✓ Eliminate unlawful discrimination for a protected group
- ✓ Advance equality of opportunity between people who share a protected characteristic and those who don't
- ✓ Foster good relations between people who share a protected characteristic and those who don't

See 3.1

Step 4: Impact

4.1 How has the equality impact assessment informed or changed the proposal?

What are the main conclusions of this assessment? Use this section to provide an overview of your findings. This content should be used as a summary in reports, where this full assessment is included as an appendix.

If you have identified any significant negative impacts which cannot be mitigated, provide a justification showing how the proposal is proportionate, necessary and appropriate despite this.

Summary of significant negative impacts and how they can be mitigated or justified:
The Strategy has the potential to create proposals which may disproportionately impact groups with protected characteristics if they are not represented or considered in the making of the Strategy. The mitigations are set out in 3.1 with the primary mitigation being to ensure that targeted consultation is undertaken that listens to the views of all groups and that this is backed up secondary research and evidence.
Summary of positive impacts / opportunities to promote the Public Sector Equality Duty:
There are many potential benefits arising from the Strategy which include better provision of housing in the town centre, including affordable and extra care, better access to facilities, improved public realm to enhance safety and vibrancy, and improved economic opportunities as a result of a more attractive and viable town centre

4.2 Action Plan

Use this section to set out any actions you have identified to improve data, mitigate issues, or maximise opportunities etc. If an action is to meet the needs of a particular protected group please specify this.

Improvement / action required	Responsible Officer	Timescale
Consultation and Engagement Strategy to outline methods for targeted engagement to reach all affected protected characteristics.	Morgan Wilkinson	01.11.25
Governance structure ensures representation of groups with protected characteristics.	Michelle Luscombe	30.10.25
Project proposals consider their impact on groups with protected characteristics.	Kati Owen	Ongoing
Secondary data is used to verify and elaborate on primary data relating to protected characteristics.	Kati Owen	Ongoing

4.3 How will the impact of your proposal and actions be measured?

How will you know if have been successful? Once the activity has been implemented this equality impact assessment should be periodically reviewed to make sure your changes have been effective and your approach is still appropriate. Include the timescale for review in your action plan above.

Surveys will include option to collect demographic data from individuals completing the survey.
Data monitored on how people have been invited to take part in consultation.
Data monitored on who has been invited to take part in consultation.

4.4 Is there an opportunity to promote positive attitudes and good relations between different groups and communities?

The mixed communities and improved public realm created within the town centre redevelopment will assist with this aim.

Step 5: Review & Sign-Off

EIAs should only be marked as reviewed when they provide sufficient information for decision-makers on the equalities impact of the proposal. Please seek review and feedback from management before requesting it to be signed off. All working drafts of EIAs and final signed-off EIAs should be saved in G:\GLOBAL\EIA. Once signed-off please add the details to the 'EIA Register' of all council EIAs saved in the same directory.

Reviewed by Service Manager: Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> Instead was reviewed by:	Strategic Leadership Team Sign-Off: Neil Blaney
Date: 24.10.25	Date: 27 October 2025

Version 3 – August 2024