

## Appendix 2

### Equality Impact Assessment: Conversation Screening Tool

[Use this form to prompt an EIA conversation and capture the discussion. This completed form or if needed, a full EIA report (form 3) will be published as part of the decision-making process *\*Please delete prompts before publishing*]

<b>What is being reviewed?</b>	The recommendation to close BCP FuturePlaces Limited and for the Council to bring regeneration activity in-house.
<b>What changes are being made?</b>	<p>In response to the DHLUC governance report (<a href="https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/614441/External_assurance_review_of_Bournemouth_Christchurch_and_Poole_Council_-_GOV.UK.pdf">External assurance review of Bournemouth, Christchurch and Poole Council - GOV.UK (www.gov.uk)</a> which recommended streamlining the work of FuturePlaces, and to meet the ambitions of the new administration, this proposal will see the Council's wholly owned urban regeneration company closed, and regeneration activity brought back to in-house delivery.</p> <p>This is due to several factors including:</p> <ul style="list-style-type: none"> <li>• Rising cost of construction</li> <li>• Increased cost of borrowing</li> <li>• Worsening financial position for BCP Council</li> <li>• Rising need for social and affordable housing.</li> </ul> <p>A budget is being requested from Council to fund the in-house team to support delivery of a reduced and prioritised programme of regeneration projects to support the Council's corporate priority to create dynamic places.</p> <p>By internalising these functions, the Council will be able to bring together its current in-house Housing Delivery Team, and the Council's Newbuild Housing and Acquisitions Strategy (CNHAS) with Community Investment and Regeneration functions enabling greater focus and capacity for delivering homes and jobs on sites owned, or controlled, by the Council.</p> <p>As part of the Cabinet report proposing the closure of FuturePlaces and internalising of regeneration functions, four options in total have been considered. These include:</p> <p>Option 1 – Bring Regeneration delivery back into the Council immediately. This is the recommended option as set out above.</p> <p>Option 2 – Maintain the status quo – this option is not recommended as it does not respond to the factors listed above.</p> <p>Option 3 – Continue with FuturePlaces under a revised funding model. This option is not recommended as, whilst it might address some of the external factors above, it would not address the transparency or control issues raised by the DLUHC governance report.</p> <p>Option 4 – BCP Council pauses all regeneration activity – this option is not recommended as the council will not be able to meet</p>

	the future needs of our communities without investing in regeneration today.
<b>Service Unit:</b>	Operations
<b>Participants in the conversation:</b>	Graham Farrant, Jess Gibbons, Ian O'Donnell, Julian McLaughlin, Sarah Good, Cllr Vikki Slade and Cllr Mark Howell
<b>Conversation date/s:</b>	Following work with the new administration during Strategy Week (13 June 2023) a review of the FuturePlaces work programme was undertaken and the best mechanism to deliver regeneration across BCP has been discussed at numerous meetings throughout July and August. These meetings have included those officers listed above along with members of the FuturePlaces team and Company Board.
<b>Do you know your current or potential client base? Who are the key stakeholders?</b>	BCP Council - staff BCP FuturePlaces Limited – staff
<b>Do different groups have different needs or experiences?</b>	Changing the delivery model for regeneration will affect both Council and FuturePlaces staff.  Details of the FuturePlaces staff make-up, including equality monitoring data are not yet available to the Council. However, any transfer of staff will follow Transfer of Undertakings Protection of Employment Rights (TUPE) legislation that protects employees, and their benefits, when employment changes hands.
<b>Will this change affect any service users?</b>	The Council intends to progress its regeneration plans at key sites and will be requesting budget to support the creation of an in-house team to ensure that projects remain aligned to council priorities.  It is not, therefore, anticipated that service users (residents or visitors) will be affected by the change.  However, the projects being prioritised for delivery by the council will see the greatest benefits for the community – for example the former power station site at Holes Bay which envisages infrastructure improvements, new green space, and approximately 850-1000 new homes.
[If the answer to any of the questions above is 'don't know' then you need to gather more evidence. The best way to do this is to use forms 2 and 3. <i>*Please delete prompts before publishing*</i> ]	
<b>What are the benefits or positive impacts of the change on current or potential users?</b>	There are no positive or negative equalities impacts identified because of this change for potential service users.
<b>What are the negative impacts of the change on current or potential users?</b>	There are no positive or negative equalities impacts identified because of this change for potential service users.

<p><b>Will the change affect employees?</b></p>	<p>The Council does not hold personal data for the FuturePlaces staff affected, including protected characteristics, which makes assessing any possible negative impacts difficult to quantify at this time.</p> <p>However, should the Council decide to approve the recommendation to close the company, then any equalities impacts will be assessed and considered as part of the programme to wind-up the company and as part of any TUPE process.</p> <p>The Council intends to progress its regeneration plans at key sites and will be requesting budget to support the creation of an in-house team to ensure that projects remain aligned to council priorities. Any resultant staff restructure will follow approved HR (Human Resources) processes and relevant Council policies.</p>
<p><b>Will the change affect the wider community?</b></p>	<p>The Council intends to continue its regeneration plans in-house and it is not, therefore, anticipated that the wider community will be affected by this change.</p>
<p><b>What mitigating actions are planned or already in place for those negatively affected by this change?</b></p>	<p>Should the Council decide to approve this recommendation, then a structured programme, including appropriate communications and governance, will be instigated to ensure the smooth transition of these services back to the Council.</p> <p>The change will affect both FuturePlaces and Council staff. Mitigating actions will include robust governance of the transition and adherence to HR policies for any restructure of the in-house provision.</p> <p>In relation to FuturePlaces staff, TUPE legislation will be followed, where appropriate, and a comprehensive communications strategy will be developed to ensure staff are kept apprised throughout the process. Any other opportunities for redeployment will also be considered.</p>
<p><b>Summary of Equality Implications:</b></p>	<p>No positive or negative equality impacts have been identified from the recommendation is for the Council to close its urban regeneration company – BCP FuturePlaces Limited – and to progress its regeneration plans at key sites via an in-house team to ensure that projects remain aligned to council priorities. It is not, therefore, anticipated that service users (residents or visitors) will be affected by the change.</p> <p>By internalising these functions, the Council will be able to bring together its current in-house Housing Delivery Team, and the Council's Newbuild Housing and Acquisitions Strategy (CNHAS) with Community Investment and Regeneration functions enabling greater focus and capacity for delivering homes and jobs on sites owned, or controlled, by the Council.</p> <p>The Council does not hold personal data for FuturePlaces staff, including protected characteristics, which makes assessing any</p>

	<p>possible negative impacts difficult to quantify currently. However, should the Council decide to approve the recommendation to close the company then any equalities impacts will be assessed and considered as part of the programme to wind-up the company and as part of any TUPE process.</p> <p>In relation to Council staff, any resultant restructure will follow approved HR processes and relevant Council policies, and any equalities implications will be considered as part of this process.</p>
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