

Equality Impact Assessment: Conversation Screening Tool

The surrender of the existing head lease of Arndale House & 1-17 Kingland Road Poole (AKA Kingland House with 43 years unexpired) and regrant of a new head lease for a term of 250-years to facilitate a proposed development of 128 residential apartments (Use Class C3) together with nine ground floor commercial units (former Use Classes A1, A3 or B1a, now Class E) and associated ancillary works, including car and cycle parking. This will help to kickstart Poole Town Centre North regeneration.

Red line of site



SITE PLAN

Existing Building



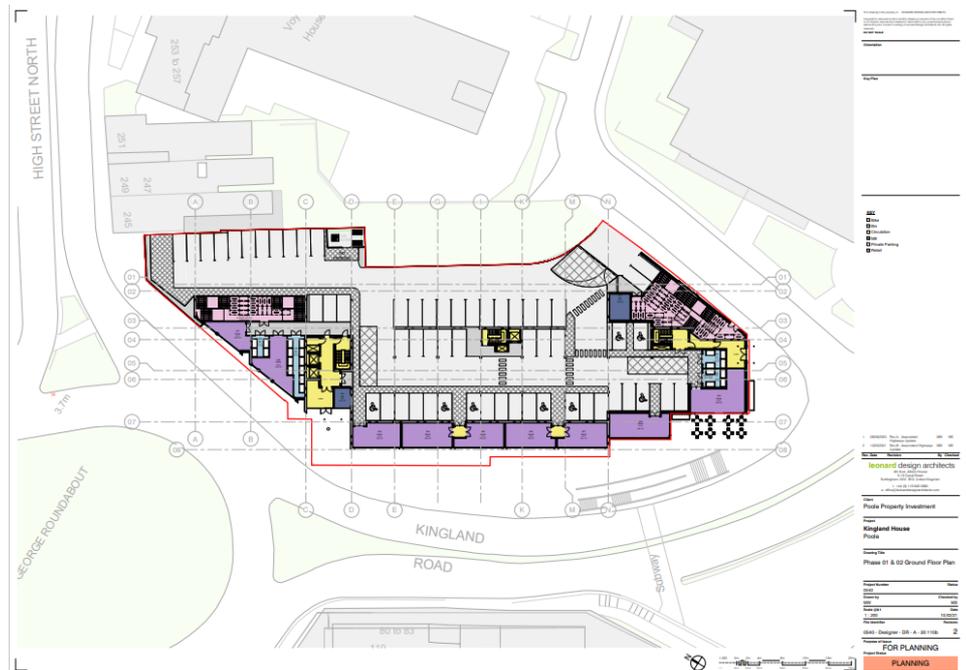
FIG 1.5 Panorama View of the existing building facade and context

1. What is being reviewed?

Proposed Building



Phases 1 and 2



2. What changes are being made?

Key drivers for the project

The site forms part of the Town Centre Regeneration Area in the Local Plan and is earmarked by the Council as one of the key opportunities to regenerate the town centre and make a step change in perceptions of the town and its overall offer. Wholescale redevelopment is required as a refurbishment alone of this tired 1960's building will not succeed in delivering this aim. The existing buildings are vacant apart 11 Kingland Road (Fox & Sons - Estate Agents) and 17 Kingland Road (World Life Church). Number 17 will form phase 2 of the development. It is the developer's responsibility to

	relocate WLC and subject to discussions, the developer is prepared to offer it alternative space within the proposed new development. The lease on 11 has expired and the tenant will vacate to alternative premises once notice is served.
3.Service Unit:	Estates (Finance)
4.Participants in the conversation:	Irene Ferns Senior Strategic Estates Manager, Estates Adam Richens Director of Finance Miles Philips Head of Estates Sarah Good Head of Delivery – Investment and Development Helen Garrett Lead Solicitor – Regeneration Projects - Law & Governance Vicky Edmonds Policy and Performance Officer
5.Conversation date/s:	Ongoing since 2021
6.Do you know your current or potential client base? Who are the key stakeholders?	<p>Baseline data and Demographics for Protected Characteristics under the Equality Act 2010</p> <p>Poole Town (Source Census 2021).</p> <p>12,670 Population 3.105 km² Area 4,080/km² Population Density [2021] 0.34% Annual Population Change [2011 → 2021]</p> <p>Sex 52.2.% female and 47.8% male.</p> <p>Age 17.4% children aged 0-17, 60.2% adults aged 18 - 64 and 22.4% aged 65 plus.</p> <p>Race White 89%, Mixed/multiple 2% Asian 6%, Other ethnic group 1%, Black 2% and Arab 0.2%.</p> <p>Religion/ Belief Christian 50%, no religion 45%, Muslim 2%, other religions 1%, Hindu 1%, Buddhist 1%, Jewish 0.2% and Sikh 0.1%</p> <p>Disability 7.3% of people in BCP are disabled under the Equality Act.</p> <p>sexual orientation - of the 92.4% people in BCP that answered the question 88.5% identified as heterosexual, 1.9% identified gay or lesbian, 1.6% bisexual and 0.4% other.</p> <p>Gender reassignment – of the 94.5% of people in BCP that answered the question 0.4% identified that their gender identity was different from their sex registered at birth.</p>

	<p>marriage or civil partnership - just over 4 in 10 BCP residents over 16 (43.2%) said they were married or in a registered civil partnership, compared with 44.8% in 2011.</p> <p>pregnancy and maternity – the number of conceptions in England and Wales increased for the first time since 2015 and were at a record high for women aged 30 to 34 years, and for women aged 40 years and over. Lockdowns and restrictions may have affected behaviours. 2021 remains in line with the long-term trend of decreasing live births seen before the coronavirus (COVID-19) pandemic. BCP is in line with this trend.</p> <p>As well as the above, BCP Council include Local Business and Community Organisations as a protected group.</p> <p>DEPRIVATION STATISTICS Poole Town (Source ilivehere.co.uk - English indices of deprivation 2019)</p> <ul style="list-style-type: none"> • Income Deprivation (22.5%) Average 5/10 • Employment Deprivation (22.5%) Average 5/10 • Education, Skills and Training Deprivation (13.5%) Average 5/10 • Health Deprivation and Disability (13.5%) Average 5/10 • Crime (9.3%) Average 5/10 • Barriers to Housing and Services (9.3%) Above average 4/10 • Living Environment Deprivation (9.3%) Average 5/10 <p>Stakeholders The council as landowner, the head lessee, future commercial and residential occupiers, people who live and work in Poole town centre and visitors from the wider area. Ward Councillors will also have a stake.</p>
<p>7.Do different groups have different needs or experiences?</p>	<p>The development is within an evolving town centre character area and will create a visually attractive scheme, designed with longevity, in a sustainable location, meeting the needs of younger working people and families searching for homes.</p> <p>Once occupied, the new retail parade within the development will provide greater activation at ground floor level to Kingland Road creating a safer environment for the minority groups identified section 6.</p> <p>Of particular benefit to the disabled, there will be 3 lifts and safety lighting and there will be two staircase escapes in the event of fire as well as sprinklers on every floor. 20% of the homes (26 in total) will be designed to Part M4(2) – accessible and adaptable dwellings. BR PDF AD M1 2015 with 2016 amendments V3.pdf (publishing.service.gov.uk)</p> <p>The proposals will also be designed to meet an EWS1 A1 rating in relation to combustible materials.</p> <p>The proposals provide a mix of housing which include 1, 2 and 3 bed apartments which meet the different housing needs of the protected characteristics identified at section 6.</p> <p>All apartments are design to meet National Described Space Standards. Minimum Space Standards for New Homes [2024 Update] - Urbanist Architecture - Small Architecture Company London</p>

	<p>There will be a CCTV plan which will include the perimeter of the building and the keys points inside the building and with windows on every floor there will be increased overlooking which will add to security presence. These features will particularly meet the needs for older age groups and other minority groups identified in section 6.</p>
<p>8. Will this change affect any service users?</p>	<p>Yes The scheme will provide benefits to all members of the public, including those with protected characteristics as follows:</p> <ul style="list-style-type: none"> • provision of a more welcoming and safer local environment, particularly important for • black and minority ethnic groups (BME) identified in section 6 who have a higher risk of being a victim of crime. • Increased job opportunities through construction and new commercial units for the identified higher percentage of working age adults. • improved access to new shops, services and homes. Note affordable housing contribution will be payable under S106 Planning Agreement, if requirement of overage provision is met. • Existing local businesses and the community in this area of the town centre will benefit from increased trading due to more footfall in the area. • Increased visitors to adjacent Lighthouse cultural venue and Dolphin shopping centre as the scheme kickstarts regeneration.
<p>9. What are the benefits or positive impacts of the change on current or potential users?</p>	<p>Adopting the Equality and Human Rights Commission (EHRC) framework for the protection, promotion and fulfilment of equality and human rights, the positive benefits and impacts are as follows:</p> <p>Education A financial contribution will be payable by the developer towards the provision of education under the section 106 Agreement. The developer has indicated that apprentices will be employed from the local area during the construction process, and there is potential for on the job learning in the new commercial units. The above initiatives will assist children of all ages, young adults and genders, and help to address poverty and social inequality.</p> <p>Work The development of the new commercial units will support small businesses and create job opportunities for all age groups. The units will be required, under the new lease, to be kept in a state ready for immediate occupation and use which will assist creative, independent start-ups and help to strengthen financial resilience. An improved, quality offer will help promote tourism and attract more visitors, increasing footfall and spending in the local shops and businesses, supporting jobs and the local economy. The redevelopment will improve the appearance of this section of Kingland Road, making it a more attractive place for businesses to invest and operate; this will encourage new businesses to open, creating more work opportunities.</p>

The project will create a vibrant retail parade with new homes above for the local and wider community to enjoy, supporting the overall regenerative uplift of Poole which will be seen as a town that supports local people to grow and thrive.

Living standards

The new homes will be designed to meet National Described Space Standards in a safe environment as outlined in section 7 above.

Indirectly the regenerative impact of the project, in terms of job creation and development of skills, will help those from deprived households to gain the necessary skills to participate in the labour market - an important precondition for enjoying an adequate standard of living to participate fully in society.

In addition, the new commercial units will provide opportunities for social interaction. This will positively benefit all those groups with protected characteristics and help reduce isolation associated with disability, age, gender, transgender and pregnancy and maternity.

Health

The creation of an inclusive and healthy social and physical environmental for all is addressed in several ways including:

- The location is highly sustainable. The town centre, bus stops and the train station are within a short distance of the development.
- There is an allowance for cycle spaces on the development.
- A Beryl Bike hire voucher for 1 year's membership will be given to each resident.
- Car Club parking spaces will be provided.
- EV charging is to be provided.
- Safeguarding biodiversity enhancement through initiatives including a green roof, bat and bird boxes and bricks, bee bricks, hedgehog ramps and native plant species.
- Whilst the development does not provide access to green space, each home will have a balcony where residents can tend to their own plants. This can contribute to good mental health.

The development will benefit the health of residents of all ages, disabilities, gender, ethnicity, and faith by creating a vibrant retail parade in which to shop, dwell or meet friends and shop locally for everyday items.

The careful curation of the retail units will benefit the health of residents of all ages by enabling groups of all age, disability, gender, faith, ethnicity, transgender, sexual orientation to meet with others, engage in mindful, social, or learning activities which improve mental health, reduce isolation, and help to reduce discrimination against those with protected characteristics.

The redevelopment will reflect and enhance local distinctiveness, which will benefit all group's enjoyment of the area they live in and contribute to good outcomes for health and wellbeing.

Justice and personal security

	<p>The development will provide a safe place to live and enjoy the retail facilities within the community in which they live.</p> <p>A safe and accessible environment will be provided as outlined in section 7 above, where crime or fear of crime is reduced, particularly for women, people of faith and different ethnicities, transgender groups, carers, pregnancy/maternity groups and people of all sexual orientations.</p> <p>Participation The development will enable a wider range of residents, workers and visitors to engage in a safe residential environment and vibrant new retail parade.</p>
<p>10. What are the negative impacts of the change on current or potential users?</p>	<p>The construction process can negatively impact the mental health and wellbeing of neighbouring occupiers through noise and dust, particularly pregnant women.</p> <p>Regenerative effect could lead to gentrification and higher rents in the long term for those on lower incomes.</p> <p>All tenants have vacated the existing buildings to be demolished apart from the World of Life Church (WLC) which will form phase 2 of the development and Fox & Sons who will vacate on notice as its lease has expired, and it is holding over.</p> <p>WLC may experience disturbance during the phase 1 works.</p> <p>Subject to discussions, we understand that the developer is prepared to provide WLC and Fox & Sons with alternative space within the proposed new development.</p>
<p>11. Will the change affect Council employees?</p>	<p>No impact on employees specifically.</p>
<p>12. Will the change affect the wider community?</p>	<p>The development will benefit existing and future generations and will bring positive change for all protected groups through its regenerative impact and all the benefits listed in section 9.</p>
<p>13. What mitigating actions are planned or already in place for those negatively affected by this change?</p>	<ul style="list-style-type: none"> • Efforts will be made by the head lessee to identify opportunities well in advance for the WLC and Fox & Sons. • Noise and dust will be minimised whilst construction works is taking place. The site will be well screened and construction vehicles managed. Hours (time) of construction work will be controlled. Developers are legally required to organise a construction site so that vehicles and pedestrians using site routes can move around safely and the public have unobstructed access to move safely outside of the site. To minimise traffic disruption from loading and unloading, a pre commencement planning condition will require a Construction Method Statement to be submitted and approved by the Local Planning Authority. • A strategy will be specified within the Construction Method Statement mentioned above which will cover working practices to ensure disruption to neighbours and those in the locality is kept to a minimum.

	<p>The developer has a good relationship with the tenant, and they will be kept informed of the construction works and progress at all times.</p> <ul style="list-style-type: none"> • There is provision for an affordable housing contribution in the S 106 Planning Agreement and in the proposed new lease if certain financial criteria are met. This can assist in the delivery of homes for those on low incomes.
<p>14. Summary of Equality Implications:</p>	<p>Adopting the Equality and Human Rights Commission (EHRC) framework for the protection, promotion and fulfilment of equality and human rights, positive benefits are secured for Education, Work, Living Standards, Health, Justice/Personal Security and Participation through:</p> <ul style="list-style-type: none"> • S106 contributions to education and health. Provision for affordable housing contribution if financial conditions met. • There are potential opportunities for construction apprenticeship learning for young and unemployed. • Support for small businesses and creation of job opportunities for all age groups. • Supporting creative, independent start-ups and helping to strengthen financial resilience. • Supporting jobs and the local economy through an improved, quality offer which will help promote tourism and attract more visitors, increasing footfall and spending in the local shops and businesses, • Supporting living standards through variety of sizes of new homes each meeting National Described Space Standards in a safe and accessible environment, particularly for the minority groups identified in section 6 above. • Supporting social interaction and assisting to reduce isolation associated with disability, age, gender, transgender and pregnancy and maternity. • Creating a safe, inclusive and healthy social and physical environmental for residents and visitors to live and enjoy the commercial facilities in a highly sustainable town centre location, where crime or fear of crime is reduced, particularly for women, people of faith and different ethnicities, transgender groups, carers, pregnancy/maternity groups and people of all sexual orientations.

Prepared by: Irene Ferns Senior Strategic Estates Manager 16.5.24.