



Staffordshire
County Council

Community Impact Assessment

Name of Proposal:

Chatterley Valley West

Project Sponsor:

Anthony Hodge, Assistant Director for Business and Enterprise

Project Manager:

Jonathan Vining, Head of Economic Growth and Delivery

Date Completed:

05/11/21

Completing a CIA

- A CIA will help you to identify the potential **impacts, risks and benefits** of your proposed policy, service or project. Doing this at an early stage enables engagement and research to be undertaken to identify actions that will either **lessen the risk** or **maximise the benefits**. The assessment will also help you to identify mitigating factors whereby risks may be balanced out to an extent by the benefits.
- This template should be used to support the development of a proposal during the **planning stage**, therefore supporting the council's approach of [Achieving Commissioning Excellence](#).
- A good CIA will involve input from more than one person. A **Project Team** should be identified with different, but relevant expertise to ensure that a full range of views are considered.
- **Engagement and/or consultation** should take place with appropriate and representative groups of people that are most likely to be affected. This must then be used to help shape the design/outcomes of the project. Please note that due to the publication of CIAs, it is advisable not to record personal details of members of the public, such as names or addresses.
- **Once completed**, the main findings from your CIA should be transferred to the '**Checklist and Executive Summary**' template. Then both documents need to be approved/signed off by the appropriate people. Depending on the size of your project, this could be your manager, project lead, sponsor or SLT.
- For CIAs that are going to **Cabinet**, only the '**Checklist and Executive Summary**' will be uploaded as part of the **Cabinet Papers**. The full CIA document will be uploaded as a **Background Paper**.

Completing the CIA Template

This table describes what is required when completing the key sections of your assessment.

Which groups will be affected	Benefits	Risks	Mitigations / Recommendations
<p>Which groups of people will be impacted by the proposed policy, service or project? This could be people in a particular area, a street, or a group of people with similar characteristics e.g. older people, young people or people with care needs. Also consider staff, residents and other external stakeholders.</p>	<p>Think about the impact the proposal may have on each of the different category areas and identify the benefits of each decision.</p>	<p>Think about the impact the proposal may have on each of the different category areas, and identify the risks associated with the proposal.</p>	<p>Set out any recommendations as to how the benefits will be maximised and the risks minimised.</p> <p>Also highlight any trade-offs that may occur.</p>
<p>Please note:</p> <ul style="list-style-type: none"> • Potential impacts should not be included if it is considered highly unlikely that they would occur. • Where no major impacts have been identified, please state N/A. • Due to the publication of CIAs, it is advisable not to record personal details of members of the public, such as names or addresses. 			
<p>Evidence Base: (Evidence used/ likelihood/ size of impact) How certain are you about the assessment of each potential impact, and what evidence have you used to arrive at the decision? E.g. Data – population trends data, census data, service data. Research – national, regional, local research. Engagement/ Consultation – with partners, the public, the voluntary sector.</p>			

Use the following template to highlight the impacts of your proposal on each of the following categories: The Public Sector Equality Duty (PSED), Health and Care, the Economy, the Environment, and Localities/ Communities.

Community Impact Assessment

Public Sector Equality Duty (PSED)

Use this section to identify if the proposal will impact on our legal obligations under the Equality Act 2010 for both residents and staff. In summary, those subject to the general equality duty must have due regard to the need to: Eliminate unlawful discrimination, harassment and victimisation, advance equality of opportunity between different groups and foster good relations between different groups.

Please consider:

- Who is currently using the service, across the protected characteristics?
- What do we know about their experiences and outcomes?
- What relevant information is available from the Census and population trends data?
- What were the findings of the engagement/consultation?
- Is there any relevant national, regional and/or local sources of research/evidence available?
- Is there any relevant information from partners or voluntary, community, social enterprise organisations?
- What is the analysis of the impact on those with relevant protected characteristics?

Protected Characteristics:	Which groups will be affected?	Benefits	Risks	Mitigations / Recommendations
Race	None	N/A	N/A	N/A
Disability	The proposals could present some impacts for people with physical disability (for example. those with limited mobility and those with reduced vision)	The design of proposals will be compliant with relevant legislation to ensure equity of access for all. In many respects the proposals should offer betterment against the current baseline situation.	That proposals would lead to new routes/buildings with which people may be unfamiliar.	That the requirements of all groups are fully considered as part of the detailed design processes to ensure no negative impacts for people with any disabilities.
Sex	None	N/A	N/A	N/A
Age	None	N/A	N/A	N/A
Religion or Belief	None	N/A	N/A	N/A
Gender Reassignment	None	N/A	N/A	N/A
Sexual Orientation	None	N/A	N/A	N/A
Pregnancy and Maternity	None	N/A	N/A	N/A
Marriage and Civil Partnership	None	N/A	N/A	N/A
The duty to have due regard to the need to eliminate discrimination also				

Protected Characteristics:	Which groups will be affected?	Benefits	Risks	Mitigations / Recommendations
covers marriage and civil partnerships in relation to employment issues.				
Impact on SCC Staff	The proposals represents an investment into a business park which will create employment opportunities. There are unlikely to be any impacts on SCC staff other than related to those staff who live close to the site. These changes will be uniform among staff, rather than discrete to any groups with protected characteristics	There could be opportunities for SCC staff to work within the developments being proposed.	There is likely to be an element of disruption during construction phases of projects.	Clear communication with staff so they understand potential disruption. Amenity of staff and wider community are secured via planning conditions associated with planning applications.
If the proposal affects SCC staff, consider the workforce profile compared against the protected characteristics pre and post change, the impact of job losses, available support for staff, and HR protocols.				
Evidence Base: (Evidence used/ likelihood/ size of impact)				
The evidence used is based on experience of similar projects and is deemed to be proportionate to these proposals.				
The size of the impacts identified above are expected to be minimal and can be managed through relevant processes and safeguards built in to the development of projects.				

Health and Care

Use this section to determine how the proposal will impact on resident's health and wellbeing, and whether the proposal will impact on the demands for, or access to health and care services. Please consider the Care Act 2014 and the Health and Social Care Act 2012.

Category Area	Which groups will be affected?	Benefits	Risks	Mitigations / Recommendations
(Areas highlighted are suggestions only and there may be other impacts in these categories)				
Mental Health and Wellbeing	None	N/A	N/A	N/A
Will the proposal impact on the mental health and wellbeing of residents or				

Category Area	Which groups will be affected?	Benefits	Risks	Mitigations / Recommendations
<p>(Areas highlighted are suggestions only and there may be other impacts in these categories)</p> <p>services that support those with Mental Health issues?</p>				
<p>Healthy Lifestyles</p> <p>Will the proposal promote independence and personal responsibility, helping people to make positive choices around physical activity, healthy food and nutrition, smoking, problematic alcohol and substance use, and sexual health?</p>	<p>The wider proposals, will include enhanced walking and cycling activities – these will be accessible to all communities and groups. Additionally, the development creating new employment opportunity may have a positive impact on wider determinants of health and wider public health outcomes.</p>	<p>Potential health benefits from enhanced walking, cycling and wider public infrastructure for the benefit of all communities.</p> <p>Improved health outcomes as a consequence of wider determinants of health from the employment outcomes associated with the development.</p>	<p>There are no immediate obvious risks</p>	<p>Any potential risks can be mitigated and designed out as part of the statutory planning and other associated processes.</p>
<p>Accidents and Falls Prevention</p> <p>Does the proposal reduce or increase the risk of: falls in older people, childhood accidents, road accidents, or workplace accidents?</p>	<p>None</p>	<p>N/A</p>	<p>As with any project involving the development of new highway and wider transport infrastructure there will be attendant risk of potential road accidents etc.</p>	<p>Through robust design approaches and road safety audits and follow on assessments, the potential accident risks associated with new infrastructure will be minimised.</p>
<p>Access to Social Care</p> <p>Will the proposal enable people to access appropriate interventions at the right time?</p>	<p>None</p>	<p>N/A</p>	<p>N/A</p>	<p>N/A</p>
<p>Independent Living</p> <p>Will the proposal impact on people's ability to live independently in</p>	<p>None</p>	<p>N/A</p>	<p>N/A</p>	<p>N/A</p>

Category Area	Which groups will be affected?	Benefits	Risks	Mitigations / Recommendations
(Areas highlighted are suggestions only and there may be other impacts in these categories)				
their own home, with care and support from family, friends, and the community?				
Safeguarding	None	N/A	N/A	N/A
Will the proposal ensure effective safeguarding for the most vulnerable in our communities?				
Evidence Base: (Evidence used/ likelihood/ size of impact)				
Primary evidence base is the JSNA and appreciation of the wider determinants of health. The overall impact of the proposals are likely to be relatively modest with a strong likelihood subject to the proposals ultimately being brought forward.				

Economy

Use this section to determine how the proposal will impact on the economy of Staffordshire and the income of residents.

Category Area	Which groups will be affected?	Benefits	Risks	Mitigations / Recommendations
(Areas highlighted are suggestions only and there may be other impacts in these categories)				
Economic Growth	Potentially any business who is already operating within, looking to move to the area or looking to expand their operations.	The proposals include significant opportunity for which will directly improve the conditions for new business growth. With a highly accessible location, the proposals could attract new investment from further afield given Stafford's competitive advantages.	Potential for 'dispersal' of business leading to vacancy.	This is a natural feature of the commercial property market – vacancy opportunities allow for other businesses to start up and create 'churn' within a locality.
Will the proposal promote the county as a "go to" location for business, and make it easy for businesses to start up, innovate and expand?				

Category Area	Which groups will be affected?	Benefits	Risks	Mitigations / Recommendations
(Areas highlighted are suggestions only and there may be other impacts in these categories)				
Poverty and Income Will the proposal have an impact on income? Will it reduce the gap between high and low earners?	Potential for lower income individuals to increase their income.	By creating the conditions for new economic growth, there are likely to be more, better paid opportunities for the local workforce.	Individuals from lower income backgrounds are not able to access opportunities.	Ensure opportunities are accessible both in respect of physical/connectivity access and through skills and employability provision.
Workplace Health and Environments Will the proposal impact on working conditions and the health of Staffordshire's workforce?	Potentially all local employees	Potentially positive impacts through better, more modern working conditions and improved access to jobs.	There is likely to be an element of disruption during construction phases of projects.	Clear communication with all workers and wider communities and stakeholders so they understand potential disruption. Amenity for the workforce and wider community secured via planning conditions associated with planning applications.
Access to jobs/ Good quality jobs Will the proposal create the right conditions for increased employment in more and better jobs?	Potentially all local residents	By creating the conditions for employment growth, there is further opportunity for people to access good jobs. Ultimately the profile of employment will depend on end user type and profile.	Job quality is below expectation.	Marketing /investment activity related to the developments will focus on the quality of opportunity to encourage higher value jobs.
Evidence Base: (Evidence used/ likelihood/ size of impact) Commercial property advice, Socio-economic contextual information and experience from previous developments and projects. The potential impacts (largely positive) could be significant and are presumed to have a good degree of likelihood when the project has been delivered and is occupied by end users.				

Environment

Use this section to identify the impact of the proposal on the physical environment. How does the proposal support the utilisation and maintenance of Staffordshire's built and natural environments, thereby improving health and wellbeing and strengthening community assets?

Category Area (Areas highlighted are suggestions only and there may be other impacts in these categories)	Which groups will be affected?	Benefits	Risks	Mitigations / Recommendations
Built Environment/ Land Use Will the proposal impact on the built environment and land use?	Potentially all users of the surrounding built environment and wider land use.	The proposals will deliver employment on a longstanding 'brownfield' employment site which has been vacant for some time. All development will seek to incorporate high quality design. The longer term uses of the site represent a betterment from the previous use and current conditions of the site.	There are minimal risks other than the presence of new built fabric and its relationship to the surrounding environment.	The statutory planning process will safeguard the amenity of the built environment. This site has been identified as a key location for employment development in Local and Regional Plans for 20+ years and is deemed as a good sustainable location for the wider economic growth of North Staffordshire.
Rural Environment Will the proposal impact on the rural natural environment or on access to open spaces?	Potentially all users of the surrounding built environment and wider land use.	The proposals will deliver employment on a longstanding 'brownfield' employment site which has been vacant for some time. The longer term uses of the site represent a betterment from the previous use and current conditions of the site.	There are minimal risks other than the presence of new built fabric and its relationship to the surrounding environment.	The statutory planning process will safeguard the amenity of the rural environment. This site has been identified as a key location for employment development in Local and Regional Plans for 20+ years and is deemed as a good sustainable location for the wider economic growth of North Staffordshire

Air, Water and Land Quality	Potentially impact on wider air quality due to increased vehicle movements to site.	N/A	Increased pollution from vehicle movements (both for employees and vehicles servicing end user operations)	Framework Travel Plan to ensure sustainable travel modes wherever possible. Potential to minimise vehicle movements and to encourage electric vehicles etc. by end users
Will the proposal affect air quality (e.g. vehicle, industrial or domestic emissions), drinking water quality or land quality (e.g. contamination)?	No anticipated change to water and land quality.			
Waste and Recycling	Additional demand for service	N/A	Additional demand for services	Design efficient approaches to waste management in to proposals
Will the proposal affect waste (e.g. disposal) and recycling?				
Agriculture and Food Production	No	N/A	N/A	N/A
Will the proposal affect the production of healthy, affordable and culturally acceptable food?				
Transport	Proposals include new cycling and walking infrastructure in proximity of the site.	New cycling and walking infrastructure to improve local connectivity.	N/A	N/A
Will the proposal affect the ability of people/communities/business to travel? Will the proposal impact on walking/cycling opportunities?				
Noise	There will be some noise disruption through the construction and operational phases.	N/A	Risk of noise disruption during construction. Some business and commercial activities will have an element of noise attached to them although these will be within the parameters of industrial and associated uses.	Statutory planning process and design of development will minimise any resultant noise implications. There are no sensitive residential receptors in close proximity of the Chatterley Valley West site.
Will the proposal cause disruptive noise?				

Climate Change	As with all development there will be carbon related implications related to the development.	Proposals are being designed with sustainability in mind.	Additional travel to and from locations of proposals.	Accessibility to the site by sustainable modes to be encouraged and public transport and sustainable transport options have been built into the proposals and secured through the planning process.
Does this proposal have any Climate Change implications?		Development has been designed to be fully compatible with hydrology of local area.	Carbon embodied within building products and processes of building will have an overall impact.	Opportunities to ensure best levels of sustainability for end user buildings.
		In comparison to the previous coal mining legacy of the site, the new end uses on the site will provide more and 'cleaner' end use jobs than the previous uses.		

Evidence Base: (Evidence used/ likelihood/ size of impact)

End users for the development have not been identified at this stage so at this point estimated impacts have been identified.

Localities / Communities

Use this section to identify the impact of the proposal on communities. How will the proposal strengthen community capacity to create safer and stronger communities? It is important to recognise the different localities and communities your proposal may impact upon and identify any communities that could be more adversely impacted than others. Strategic Delivery Managers (SDMs) have a great deal of knowledge about their relevant locality and they must be engaged with as part of your Project Team at an early stage of the process.

Category Area	Which groups will be affected?	Benefits	Risks	Mitigations / Recommendations
(Areas highlighted are suggestions only and there may be other impacts in these categories)				
Community Development/ Capacity	Potential opportunities for community groups may emerge as the proposals are further developed.	TBC	TBC	TBC
Will the proposal affect opportunities to work with communities and strengthen or reduce community capacity?				

Crime/ Community Safety	Developments to be designed with community safety in mind	Improved natural surveillance around location due to business and other uses.	Potential for anti social behaviour and business crime.	Proactive designs to minimise any anti social behaviour and designing out crime and ensuring wider security of site. Elements of site may operate on 24 hours basis, allowing for wider surveillance and opportunity to improve security.
Will the proposal support a joint approach to responding to crime and addressing the causes of crime?				
Educational Attainment and Training	Potential for new entrants into the labour market through employment opportunity.	Proposals could include education/skills components subject to the demand from relevant providers. In developing new and thriving business communities, there is a chance to truly raise aspirations among local communities.	Opportunities are not open to local individuals.	Potential to develop joint work and skills plans as part of the development of projects and to link opportunities for end users.
Will the proposal support school improvement and help to provide access to a good education? Will the proposal support the improved supply of skills to employers and the employability of residents?				
Leisure and Culture	No	N/A	N/A.	N/A
Will the proposal encourage people to participate in social and leisure activities that they enjoy?				
Volunteering	No	N/A	N/A	N/A
Will the proposal impact on opportunities for volunteering?				
Best Start	No	N/A	N/A	N/A
Will the proposal impact on parental support (pre or postnatally), which helps to ensure that children are school-ready and have high aspirations, utilising a positive parenting approach?				
Rural Communities	No	N/A	N/A	N/A

Will the proposal specifically impact on rural communities?				
<p>Evidence Base: (Evidence used/ likelihood/ size of impact)</p> <p>End users for the development have not been identified at this stage so at this point estimated impacts have been identified.</p>				

Submitting a CIA

Now transfer the main findings of this assessment to the ‘**Checklist and Executive Summary**’ template. Then both documents need to be approved/signed off by the appropriate people. For CIAs that are going to **Cabinet**, only the ‘**Checklist and Executive Summary**’ will be submitted as part of the **Cabinet Papers**. The Full CIA document will be submitted as a **Background Paper**.