

Community Impact Assessment

Newcastle Enterprise Centre
Extension Scheme

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➤ Equality Assessment

The Public Sector Equality Duty is part of the Equality Act 2010, and this Duty requires us as a public body to have 'due regard' to eliminating discrimination, harassment and victimisation and any other conduct that is prohibited by or under the Act. It requires us to advance equality of opportunity and foster good relations between people who share a 'relevant protected characteristic' and people who do not.

Protected Characteristics	Benefits	Risks	Mitigations / Recommendations
Age - older and younger people	<p>The proposals are to create additional lettable workshop space which will be equally accessible to all groups. No group will be adversely affected regardless of the protected characteristics of any of the groups identified. All identified groups will have the opportunity to benefit equally.</p>	<p>There are no risks to the project derived from the protected characteristics of any identified group.</p>	<p>No mitigation measures are needed</p>
Disability - people who are living with different conditions and disabilities, such as: mental illnesses, long term conditions, Autism and other neurodiverse conditions, learning disabilities, sensory impairment and physical disabilities.			
Gender reassignment - those people in the process of transitioning from one sex to another			
Marriage & Civil Partnership - people who are married or in a civil partnership should not be treated differently at work			
Pregnancy & Maternity - women who are pregnant or who have recently had a baby, including breast feeding mothers			
Race - people defined by their race, colour, and nationality (including citizenship) ethnic or national origins			
Religion or Belief - people with any religious or philosophical belief, including a lack of belief. A			

Protected Characteristics	Benefits	Risks	Mitigations / Recommendations
belief should affect a person's life choices or the way they live for it to be considered			
Sex - men or women			
Sexual orientation - whether a person's sexual attraction is towards their own sex, the opposite sex or to both sexes			

➤ **Workforce Assessment**

Who will be affected – consider the following protected characteristics: age, disability, gender reassignment, marriage & civil partnership, pregnancy & maternity, race, religion or belief, sex and sexual orientation	Benefits	Risks	Mitigations / Recommendations
N/A			

➤ **Health and Care Assessment**

Key considerations	Benefits	Risks	Mitigations / Recommendations
<p>Will the proposal impact on the mental health and wellbeing of residents or services that support those with Mental Health issues?</p>	<p>All groups would be able to benefit equally from the opportunities created from the proposed additional workspace.</p> <p>The realisation of self-worth derived from the creation and running of a business. This is not restricted to any specific group. It is notable that the two communities face issues of multiple deprivation including long standing health issues. The benefits of the project are expected to provide wider health and wellbeing benefits to the community.</p>	<p>No group faces risks greater than any other through the letting of one of the proposed workspace units.</p>	<p>No alterations to the proposals are required.</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 proposals have the potential to indirectly benefit all tenants of the workspace proposed</p> <p>Running a business in the facilities proposed will promote the positive</p>	<p>The proposed facilities will be designed, created & run with the aim of creating a positive working environment. No specific Healthy lifestyle risks are anticipated.</p>	<p>No alterations to the proposals are required.</p>

Key considerations	Benefits	Risks	Mitigations / Recommendations
	<p>aspects identified. The Centre's staff are also experienced in assisting / guiding businesses to the business management and wider support packages available.</p> <p>Further, the Centre is located 0.1 miles from 'The Wammy' green corridor giving opportunity for exercise & interface with nature.</p>		
<p>Does the proposal reduce or increase the risk of: falls in older people, childhood accidents, road accidents, or workplace accidents?</p>	<p>The facilities proposed will all be fully compliant with all workplace legislation thereby potentially preventing prospective tenants from having to rent other less-compliant facilities.</p>	<p>None envisaged</p>	<p>None required.</p>

➤ **Communities Assessment**

Key consideration	Benefits	Risks	Mitigations / Recommendations
<p>Will the proposal support a joint approach to responding to crime and addressing the causes of crime?</p>	<p>All groups could be able to benefit equally from the facilities proposed.</p> <p>Financial deprivation is one of the causes of crime therefore the creation of additional employment potentially removes the root cause from those employed.</p>	<p>N/A</p>	<p>N/A</p>

➤ **Economic Assessment**

Key consideration	Benefits	Risks	Mitigations / Recommendations
<p>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?</p>	<p>All groups would be able to benefit equally from the facilities proposed.</p> <p>The proposed facilities would expand the very successful range of managed workspace offered by the County Council. The parameters identified are exactly those for which the Centres exist and are likely to be more important than ever as we look to recover from the COVID 19 situation.</p>	<p>The COVID-19 virus situation has brought significant instability to the economy thus potentially impacting on the uptake of workspace. However, we anticipate that there is likely to be some pent-up demand from people looking to start up new enterprises.</p>	<p>The financial business case proves that the life and income generating potential of the proposals far exceeds the point of financial payback. This covers any potential reduction in occupancy levels in the proposed facilities. No changes are required. Experience from elsewhere in Staffordshire suggest that the Enterprise Centres are well let and well rated by their occupants.</p>
<p>Will the proposal have an impact on income? Will it reduce the gap between high and low earners?</p>	<p>All groups would be able to benefit equally from the facilities proposed.</p>	<p>Business success is for a key opportunity for reducing the income gap. All businesses need appropriate premises from which to operate. The proposed premises & the business support available maximises the potential for business success. The premises are both situated in</p>	<p>No changes are required to the proposals.</p>

Key consideration	Benefits	Risks	Mitigations / Recommendations
		<p>areas of income and other deprivation and will allow for new business start ups to bring additional economic activity to these communities.</p>	
<p>Will the proposal impact on working conditions and the health of Staffordshire's workforce?</p>	<p>All groups would be able to benefit equally from the facilities proposed.</p> <p>The proposed facilities are fully legislatively compliant, good quality & in attractive surroundings. All these aspects would benefit the work force located in these facilities.</p>	<p>There are no workplace related risks related to the proposals.</p>	<p>N/A</p>
<p>Will the proposal create the right conditions for increased employment in more and better jobs?</p>	<p>All groups would be able to benefit equally from the facilities proposed.</p> <p>The project aim is for the proposed units to be targeted towards lettings to start-up / micro businesses in higher</p>	<p>The attraction of higher skilled start-up / micro-businesses cannot be guaranteed.</p>	<p>No physical changes are needed for the proposed facilities. Emphasis is needed on carefully targeted marketing and linking this into wider business support packages that are available.</p>

Key consideration	Benefits	Risks	Mitigations / Recommendations
	<p>skilled fields through making the premises attractive to those businesses.</p>		

➤ **Climate Change Assessment**

Key considerations	Benefits	Risks	Mitigations / Recommendations
<p>Does this proposal have any Climate Change implications?</p>	<p>All groups could be able to benefit equally from the facilities proposed.</p> <p>The benefit would be through the potential reduction in carbon emissions through reduced commuting distances. The design life is 120+ years so once constructed to modern standards, will not need replacement for a very long time. All lighting will be of an energy saving variety and no heating is provided in the workshops.</p>	<p>None</p>	<p>None more than have already been included</p>

➤ **Environment Assessment**

Key considerations	Benefits	Risks	Mitigations / Recommendations
<p>Will the proposal impact on the built environment and land use?</p>	<p>No specific group would be differentially impacted from the facilities proposed.</p> <p>The effect on the built environment will be positive as the project is to be based on land that is currently derelict in the centre of Knutton.</p> <p>Prevention of other premises of less beneficial qualities being constructed in a more impactful location.</p>	<p>No risks identified for the site. The proposal is also within the Town Deal programme so benefits from the input of the Town Deal Urban Design consultant. A full assessment of potential impacts will be considered through the planning process.</p>	<p>Mitigation for the site has already been actioned through the inclusion of an architectural input of the Town Deal Urban Design Consultant. The project is now sited in a location seen as beneficial to the local community.</p>
<p>Will the proposal affect air quality (e.g., vehicle, industrial or domestic emissions), drinking water quality or land quality (e.g. contamination)?</p>	<p>All groups will be able to benefit equally from the facilities proposed. The existence of additional facilities in this location would potentially benefit locally based new businesses by reducing the need to commute longer distances to other facilities.</p>	<p>N/A</p>	<p>N/A</p>

Key considerations	Benefits	Risks	Mitigations / Recommendations
<p>Will the proposal affect the ability of people/ communities/ business to travel? Will the proposal impact on walking/ cycling opportunities?</p>	<p>All groups will be able to benefit equally from the facilities proposed. The existence of additional facilities in this location would potentially benefit locally based new businesses and/or local people by reducing the need to travel longer distances to other facilities. The two centres are also within reasonable distance of existing hourly frequency bus services.</p>	<p>N/A</p>	<p>N/A</p>
<p>Will the proposal cause disruptive noise?</p>	<p>No specific group would be differentially impacted from the facilities proposed.</p>	<p>There is a likelihood of low levels of additional noise being generated in the new facilities. Conversely, the location of the proposed facilities would actually shield the proposed new housing from the noise generated by the existing workshops.</p>	<p>The proposed facilities would be constructed to the current high-quality standards required by Planning & Building Control. Therefore, the facilities would have significantly better acoustic insulative properties than the current facilities thereby reducing potential sound levels.</p>