

Equality Impact Assessment

Stage 1: The proposed change that is being assessed and responsibility for the EQIA

Name of the proposed change	Whitgift Indemnity and Land Transfer Agreement -- update
Purpose of proposed change	Not relevant – this is the first high level EQIA to be undertaken for this project
Is this a change to a policy, practice or service?	No – this is a long-term ongoing project
Who has senior level responsibility for the proposed change?	Nick Hibberd Corporate Director of Sustainable Communities, Regeneration and Economic Recovery
Who is completing this assessment?	Steve Dennington – Service Head for Spatial Planning, Growth Zone and Regeneration
Indicate where your EQIA will be submitted to including date where known:	Cabinet 25 September 2024

Stage 2: Deciding what relevance the proposed change has for equality

Is the proposed change likely to impact on any of the following? <i>If there is no equality relevance for either go to Stage 7 and get sign off</i>	<input checked="" type="checkbox"/> Communities <input type="checkbox"/> Employees
Is the impact on equality low, medium or high?	<i>low</i>
Summary of EQIA outcome:	<i>The Whitgift Indemnity and Land Transfer Agreement (ILTA) is an existing contract between the Council and CLP to enable the redevelopment of the northeast quarter of Croydon Town Centre and specifically the Whitgift Centre which is not in the public domain and exempt under paragraphs 3 and 5 of Schedule 12A of the Local Government Act 1972. This Cabinet report addresses the proposed amendment of some of the provisions of this contract. An element of these amendments is the redirecting of remedy funding into more appropriate</i>

remedies that will have a more tangible impact on the regeneration of the town centre. This high level EQIA demonstrates that, there are no issues regarding equality impact at this stage, either because proposed amendments are about changing financial guarantors or remedy work streams which are very high level. However, as more specific projects come forward in the interim and long-term, and when details are available EQIAs will be undertaken,

Stage 3: Describe how the proposed change might impact on the council’s ability to undertake the Public Sector Equality Duty and commitment to anti-racism (N.B. this can be both positive or negative):

Eliminating discrimination, harassment, victimisation	<i>No significant impact has been identified</i>
Advancing equality of opportunity	<i>This is an ongoing long-term project in partnership with Croydon Limited Partnership (CLP) for the redevelopment of the Whitgift Centre. In the long term this will bring considerable benefits to enhance equality of opportunity through the creation of new employment opportunities pre and post construction and the provision of new homes including “affordable” homes which will promote equality of opportunity.</i>
Fostering good relations	<i>The contractual amendments of lthe LTA between CLP and the Council will have no bearing on local communities in terms of equal opportunities. Notwithstanding, and in order to foster future relationships with communities and other partners, the Council has recently opened the Urban Room in the Whitgift Centre – a place where communities can go and see/hear about future proposals for the regeneration of the town centre. The proposed amendments to the ILTA will create funding for the Urban Room. The Urban Room also has a website which is available at the following link: www.croydonurbanroom.com.</i>
Embedding anti-racism	<i>No significant impact has been identified.</i>

Stage 4: What evidence has been considered and what consultation has been carried out?

Data collection	<i>No data has been collected at this stage as the project is the proposed amendments to the contract between CLP and the Council. Data will be collected through the monitoring of revised remedies, which are part of the proposed amendments.</i>
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Consultation	<p><i>Although there is no public consultation requirement in relation to the ILTA, as this is a contract between the Council and CLP, public consultation will take place as part of CLP’s masterplan and, as necessary, on projects included within the remedies. With the lapsing of the previous planning consents and the need for a new approach to the redevelopment of the Whitgift Centre and regeneration of the town centre, it is recognised that consultation would be beneficial in informing the new vision for the town centre. To facilitate this the Urban Room has been a core component of the revised remedies to enable consultation. This will be the focal point for a range of engagement activities with the public and partners.</i></p>
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Stage 5: Identify any adverse or positive impact and mitigation steps that can be or have been taken

Guidance on Impact Scores: Consider the impact of your proposal by giving a numerical score to both the likelihood of an impact and the severity of an impact against each characteristic. This should draw upon the evidence you cited at Stage 3.

Use the key below to score the likelihood of the proposed change impacting each of the protected groups, by inserting either 1, 2, or 3 against each protected group.	1 = Unlikely to impact 2 = Likely to impact 3 = Certain to impact
Use the key below to score the severity of impact of the proposed change on each of the protected groups, by inserting either 1, 2, or 3 against each protected group.	1 = Low 2 = Medium 3 = High
The score for likelihood and severity are then multiplied.	e.g. Unlikely to impact =1, Low impact =1, total score =1

Characteristics	Likelihood of impact	Severity of impact	Impact score	Summary of impact (positive, negative, no impact or unknown)*	If negative or unknown, what can be or has been done to mitigate this? Please provide clear actions and timelines.**
Protected Age	1	1	1	No significant impact has been identified at this stage.	This is a long-term project for the redevelopment of Croydon Town Centre. At the current time the Council is involved in negotiating contractual

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						amendments with CLP which are confidential at this stage and have no impact in terms of equal opportunities. The redevelopment of the Town Centre will come forward through the planning process and the Council's emerging Local Plan has a dedicated chapter to Croydon's North End Quarter. The Local Plan has been informed by evidence and has undergone separate EQIA.
	Disability	1	1	1	No significant impact has been identified at this stage.	This is a long-term project for the redevelopment of Croydon Town Centre. At the current time the Council is involved negotiating contractual amendments with CLP which are confidential at this stage and have no impact in terms of equal opportunities. The redevelopment of the Town Centre will come forward through the planning process and the Council's emerging Local Plan has a dedicated chapter to Croydon's North End Quarter. The Local Plan has been informed by evidence and has undergone separate EQIA.
	Gender Reassignment	1	1	1	No significant impact has been identified at this stage.	This is a long-term project for the redevelopment of Croydon Town Centre. At the current time the Council is involved negotiating contractual amendments with CLP which are confidential at this stage and have no impact in terms of equal opportunities. The redevelopment of the Town Centre will come forward through the planning process and the Council's emerging Local Plan has a dedicated chapter to Croydon's North End Quarter. The Local Plan has been informed by evidence and has undergone separate EQIA.
	Marriage or Civil Partnership	1	1	1	No significant impact has been identified at this stage.	This is a long-term project for the redevelopment of Croydon Town Centre. At the current time the Council is involved negotiating contractual amendments with CLP which are confidential at this stage and have no impact in terms of equal opportunities. The redevelopment of the Town Centre will come forward through the planning process and the Council's emerging Local Plan

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						has a dedicated chapter to Croydon's North End Quarter. The Local Plan has been informed by evidence and has undergone separate EQIA.
	Pregnancy and Maternity	1	1	1	No significant impact has been identified at this stage.	This is a long-term project for the redevelopment of Croydon Town Centre. At the current time the Council is involved negotiating contractual amendments with CLP which are confidential at this stage and have no impact in terms of equal opportunities. The redevelopment of the Town Centre will come forward through the planning process and the Council's emerging Local Plan has a dedicated chapter to Croydon's North End Quarter. The Local Plan has been informed by evidence and has undergone separate EQIA.
	Race	1	1	1	No significant impact has been identified at this stage.	This is a long-term project for the redevelopment of Croydon Town Centre. At the current time the Council is involved negotiating contractual amendments with CLP which are confidential at this stage and have no impact in terms of equal opportunities. The redevelopment of the Town Centre will come forward through the planning process and the Council's emerging Local Plan has a dedicated chapter to Croydon's North End Quarter. The Local Plan has been informed by evidence and has undergone separate EQIA.
	Religion or Belief	1	1	1	No significant impact has been identified at this stage.	This is a long-term project for the redevelopment of Croydon Town Centre. At the current time the Council is involved negotiating contractual amendments with CLP which are confidential at this stage and have no impact in terms of equal opportunities. The redevelopment of the Town Centre will come forward through the planning process and the Council's emerging Local Plan has a dedicated chapter to Croydon's North End Quarter. The Local Plan has been informed by evidence and has undergone separate EQIA.

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	Sex	1	1	1	No significant impact has been identified at this stage.	This is a long-term project for the redevelopment of Croydon Town Centre. At the current time the Council is involved negotiating contractual amendments with CLP which are confidential at this stage and have no impact in terms of equal opportunities. The redevelopment of the Town Centre will come forward through the planning process and the Council's emerging Local Plan has a dedicated chapter to Croydon's North End Quarter. The Local Plan has been informed by evidence and has undergone separate EQIA.
	Sexual Orientation	1	1	1	No significant impact has been identified at this stage.	This is a long-term project for the redevelopment of Croydon Town Centre. At the current time the Council is involved negotiating contractual amendments with CLP which are confidential at this stage and have no impact in terms of equal opportunities. The redevelopment of the Town Centre will come forward through the planning process and the Council's emerging Local Plan has a dedicated chapter to Croydon's North End Quarter. The Local Plan has been informed by evidence and has undergone separate EQIA.

* Unknown impact may only be used where there is no data or evidence available and must be accompanied by an action plan for how to collect this.

** Mitigations must be referenced in the Equalities comments of the substantive report and in its recommendations.

Stage 6: What is the outcome of your assessment? Select one of these four options:

Decision	Definition	Conclusion - Mark 'X' below
No major change	Our analysis demonstrates that the proposed change is robust. The evidence shows no potential for discrimination and we have taken all opportunities to advance equality and foster good relations, subject to continuing monitoring and review. If you reach this conclusion, state your reasons and briefly outline the evidence used to support your decision.	X – This conclusion has been reached because at this stage for the reasons stated above, the project does not have any equalities implications. However, work has been done to foster good relations by opening the Urban Room in the Whitgift Centre and the inclusion of the NE Quarter in the emerging Local Plan. As the project progresses there will opportunities for a considerable amount of public engagement to further public relations. As proposals come forward specific EQIA's will be undertaken in accordance with the outcomes in the Council's Equality Strategy.
Adjust the proposed change	We will take steps to lessen the impact of the proposed change should it adversely impact the Council's ability to meet any of the Public Sector Duties, remove barriers or better promote equality. We are going to take action to ensure these opportunities are realised. If you reach this conclusion, ensure you have completed Section 5 above.	
Continue the proposed change despite potential for adverse impact	We will adopt or continue with the change, despite potential for adverse impact or opportunities to lessen the impact of discrimination, harassment or victimisation and better advance equality and foster good relations between groups through the change. However, there are justifiable reasons to continue as planned. If you reach this conclusion, ensure you have completed Section 4 above, clearly setting out your justifications.	
Stop or amend the proposed change	Our change would have adverse effects on one or more protected groups that are not justified and cannot be mitigated. Our proposed change must be stopped or amended.	

Stage 7: EQIA Monitoring and Sign Off

How will the EQIA be reviewed and monitored, including timescales?	<i>[EQIAs must be reviewed every 2 years or sooner if new data or impact is identified.]</i>		
Equalities advice received from:	<i>Ken Orlukwu Senior Equalities Officer</i>	Date:	04/09/2024
EQIA approved by:	<i>Heather Cheesbrough Director of Planning and Sustainable Regeneration</i>	Date:	04/09/2024