

### Appendix 3

## Waltham Forest Town Hall Campus and Willow House redevelopment

### Preliminary EQIA Matrix

Protected Characteristic	Positive impact	Negative impact	Mitigation measure	Opportunity to promote
<b>Age</b>	This newly refurbished Town Hall and New Civic building will feature an open plan environment. Greater opportunity for flexible working will be a benefit for this protected characteristic.	None	Some of the Council already operates in an open plan environment. Therefore, it will be important to monitor the ongoing impact of the new office environment and make reasonable adjustments where necessary.	New Ways of Working will encourage staff to work more flexible and have technology that will empower them to do this.
<b>Disability</b>	10% of all residential units will be built to be accessibility and wheelchair adaptable. The refurbished Town Hall and Assembly Hall building entrance will have new ramps for greater accessibility to areas of the buildings.	None		Where possible, wheelchair dwellings will be adjacent to courtyard gardens which will allow lift-free access to apartments and communal areas.  New ramps in the Assembly Hall and Town Hall, and a new lift in the Town Hall, will improve access to areas of the buildings.
<b>Race</b>	No specific impact on this protected characteristic is anticipated as a result of this redevelopment.	None		
<b>Pregnancy and maternity</b>	No specific impact on this protected characteristic is anticipated as a result of this redevelopment	None		
<b>Religion/Belief (including non-belief)</b>	Space for reflection, meditation and prayer will be provided in the New Civic building and be retained in Sycamore House until the Town Hall is refurbished. This space will be bookable and available for all	None	Some of the Council buildings already operate a prayer room. Therefore, it will be important to monitor the ongoing impact. Mitigations will be fully explored in the full EQIA.	The Council strives to ensure that all residents, visitors, and staff are accommodated and welcomed in a tolerant, safe space.

<b>Protected Characteristic</b>	<b>Positive impact</b>	<b>Negative impact</b>	<b>Mitigation measure</b>	<b>Opportunity to promote</b>
	staff who wish to use this service. This is therefore expected to have a positive impact on this protected characteristic.			
<b>Sex</b>	Gender neutral toilets and showers will be provided at the refurbished Town Hall. As such, this is anticipated to provide a positive impact for this characteristic.	None	Some of the Council buildings already operate gender neutral toilets. Therefore, it will be important to monitor the ongoing impact. Mitigations will be fully explored in the full EQIA.	The Council strives to ensure that all residents, visitors, and staff are accommodated and welcomed in a tolerant, safe space.
<b>Sexual orientation</b>	No specific impact on this protected characteristic is anticipated as a result of this redevelopment.	None	Some of the Council buildings already operate gender neutral toilets. Therefore, it will be important to monitor the ongoing impact. Mitigations will be fully explored in the full EQIA.	
<b>Socio-economic factors</b>	New Ways of Working is promoted as a staff benefit, to enhance work/life balance.	The potential economic implications (perceived as 'cost-transfer') on staff are acknowledged if staff are working from home rather than working remotely in an alternative location.	Mitigations will be fully explored in the full EQIA.	New Ways of Working will have an improvement in staff ability to work flexibly, including from home or during different hours, and allow for a potential reduction in travel costs.
<b>Marriage and Civil Partnership</b>	The Town Hall and Assembly Hall refurbishment will update the weddings and chamber areas. This is projected to have a positive impact on the weddings and events business as the renovated areas will provide the service with an updated, modern space to hold different types of events.	None		The Council refurbishments will improve the weddings offer by modernising the amenities and areas whilst creating flexible spaces for events.