

Appendix 3



Form to be used for the Full Equalities Impact Assessment

Service Area: Regeneration and Economy	Section: Economic Development	Date of Initial assessment: 7 th Oct 2021	Key Person responsible for assessment: Matt Peachey	Date assessment commenced: 7 th October 2021
Name of Policy to be assessed:		Local Growth Funded Workspace project – Standingford House Redevelopment, Cave Street,		
1. In what area are there concerns that the policy could have a differential impact	Race	Disability	Age	
	Gender reassignment	Religion or Belief	Sexual Orientation	
	Sex	Pregnancy and Maternity	Marriage & Civil Partnership	
Other strategic/ equalities considerations	Safeguarding/ Welfare of Children and vulnerable adults	Mental Wellbeing/ Community Resilience		
2. Background: Give the background information to the policy and the perceived problems with the policy which are the reason for the Impact Assessment.	The delivery of workspace in the city-centre is one of the main areas of intervention identified in the Oxford's Economic Strategy – Consultation Draft. Oxford City Council is already committed to increasing the supply of good quality, accessible and affordable commercial workspace in its Corporate Strategy 2020-24. The evidence base from the City Council's Draft Economic Development Strategy has further demonstrated a need to provide workspace that local people and businesses can access and that provides enterprise and employment opportunities for all. It recognises that more, improved and innovative space needs to be made available if the city wants to be both competitive and meet its inclusive economy corporate objectives.			

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<p>3. Methodology and Sources of Data:</p> <p>The methods used to collect data and what sources of data</p>	<p>The Oxford Economic Strategy Evidence Base 2020</p> <p>The REDO Workspace Assessment – February 2020</p> <p>Consultants delivering the City Council Draft Economic Strategy have utilised a range of publically available data on the commercial property market, business start-up rates, and socio-economic data and surveyed existing workspace providers in the city. Supply and affordability are two key issues as well as lower than expected levels of entrepreneurship across the community.</p>
<p>4. Consultation</p> <p>This section should outline all the consultation that has taken place on the EIA. It should include the following.</p> <ul style="list-style-type: none"> • Why you carried out the consultation. • Details about how you went about it. • A summary of the replies you received from people you consulted. • An assessment of your proposed policy (or policy options) in the light of the responses you received. • A statement of what you plan to do next 	<p>Consultation with businesses and the Oxford Economic Growth Board. We also consulted a broad range of organisational stakeholders on the Inclusive Economy objectives for the county.</p> <p>Across these forums, it was agreed that use of some publically owned assets, where appropriate, should be deployed to supply affordable workspace to meet the needs of a diverse range of groups operating in a diverse range of sectors.</p> <p>Consultation with stakeholders also flagged the need to ensure training and employability options were embedded as part of the operation of the proposed workspaces.</p> <p>As a result, the workspace and method of operation will be designed with accessibility, openness to a broad range of groups and people experiencing disadvantage as part of the aims of the project. A community of social enterprises and creative enterprises will be developed with commitment to equality being a key entry requirement.</p> <p>Building design also takes account of DDA requirements. The needs of existing tenants required to relocate away from the building to demolished are also important. Tenants have been engaged as a group on the plans for the site and given (informal) notice of the likely date for vacant possession. Officers have committed to seeking each tenants future relocation needs in detail, with a view to seeking a range of potential relocation options to be shared with individual tenants. Whilst we cannot be certain of finding space to meet every need, we are committed to exploring all available options in the city council portfolio, or through</p>

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	<p>partners with space, or available on the market. Tenants will then be aware of all options available to them. Those tenants from the VCS sectors may also need specific and prioritised support, where they are less well funded than trading enterprises for example.</p>																				
<p>5. Assessment of Impact: Provide details of the assessment of the policy on the six primary equality strands. There may have been other groups or individuals that you considered. Please also consider whether the policy, strategy or spending decisions could have an impact on safeguarding and / or the welfare of children and vulnerable adults</p>	<table border="1" style="width: 100%; text-align: center;"> <tr> <td data-bbox="701 300 1171 360">Race</td> <td data-bbox="1171 300 1621 360">Disability</td> <td data-bbox="1621 300 2083 360">Age</td> </tr> <tr> <td data-bbox="701 360 1171 499">Neutral</td> <td data-bbox="1171 360 1621 499">Neutral</td> <td data-bbox="1621 360 2083 499">Neutral</td> </tr> <tr> <td data-bbox="701 499 1171 555">Gender reassignment</td> <td data-bbox="1171 499 1621 555">Religion or Belief</td> <td data-bbox="1621 499 2083 555">Sexual Orientation</td> </tr> <tr> <td data-bbox="701 555 1171 611">Neutral</td> <td data-bbox="1171 555 1621 611">Neutral</td> <td data-bbox="1621 555 2083 611">Neutral</td> </tr> <tr> <td data-bbox="701 611 1171 667">Sex</td> <td data-bbox="1171 611 1621 667">Pregnancy and Maternity</td> <td data-bbox="1621 611 2083 667">Marriage & Civil Partnership</td> </tr> <tr> <td data-bbox="701 667 1171 751">Neutral</td> <td data-bbox="1171 667 1621 751">Neutral</td> <td data-bbox="1621 667 2083 751">Neutral</td> </tr> </table>			Race	Disability	Age	Neutral	Neutral	Neutral	Gender reassignment	Religion or Belief	Sexual Orientation	Neutral	Neutral	Neutral	Sex	Pregnancy and Maternity	Marriage & Civil Partnership	Neutral	Neutral	Neutral
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<p>6. Consideration of Measures: This section should explain in detail all the consideration of alternative approaches/mitigation of adverse impact of the policy</p>	<p>N/A</p>																				
<p>6a. Monitoring Arrangements: Outline systems which will be put in place to monitor for adverse impact in the future and this should include all relevant timetables. In addition it could include a summary and assessment of your monitoring, making clear whether you found any evidence of discrimination.</p>	<p>Quarterly Equalities monitoring arrangements embedded in Workspace operator policy (once operator appointed and new building up and running)</p> <p>Quarterly Monitoring report for LGF funding (ongoing)</p> <p>Quarterly monitoring of project outputs as part of Economic Strategy Monitoring (commencing in early 2022)</p> <p>Corporate Plan Annual reporting (ongoing)</p>																				

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7. Date reported and signed off by City Executive Board:	15 July				
8. Conclusions: What are your conclusions drawn from the results in terms of the policy impact	The impact will be to bring about more opportunities to reduce inequality for people experiencing social and economic disadvantage. This will be felt in terms of improved access to enterprise support, work and training opportunities, and workspace typologies that meet a range of needs flexibly, including a third of the space in the new site, being available at 80% of market rate, on a per desk rate.				
9. Are there implications for the Service Plans?	YES	10. Date the Service Plans will be updated	February 2022	11. Date copy sent to Equalities Lead Officer	11 th October 2021
10. Date reported to Scrutiny and Executive Board:	6 th December 2021	14. Date reported to Cabinet:	10 th November 2021	12. The date the report on EqIA will be published	28 th March 2025

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Signed (completing officer)

Signed (Lead Officer)

Please list the team members and service areas that were involved in this process:

Regeneration and Major Projects

Economic Development

Project Management Office

Planning Policy

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