

Title of proposed EIA	Ladywood Estate Regeneration
Reference No	EQUA1135
EA is in support of	New Strategy
Review Frequency	Six Months
Date of first review	01/03/2024
Directorate	Inclusive Growth
Division	
Service Area	
Responsible Officer(s)	<input type="checkbox"/> Charis Blythe
Quality Control Officer(s)	<input type="checkbox"/> Richard Woodland
Accountable Officer(s)	<input type="checkbox"/> Ian MacLeod
Purpose of proposal	Regeneration and redevelopment of the Ladywood Estate
Data sources	relevant reports/strategies; relevant research
Please include any other sources of data	
ASSESS THE IMPACT AGAINST THE PROTECTED CHARACTERISTICS	
Protected characteristic: Age	Service Users / Stakeholders; Wider Community
Age details:	<p>No adverse impacts identified. According to the 2021 census the area within the red boundary of the proposal has a younger population compared to the rest of Birmingham, for example 8.8% are aged between 0 to 4 compared to the Birmingham average of 6.6% and 9.4% are aged between 5 to 9 compared to the Birmingham average of 7.1%. There are also fewer older people living in the area, with 0.7% 85 or over compared to the Birmingham average of 1.9%. These figures are representative of Ladywood overall. The figures may also reflect the fact that black and ethnic minority groups typically have a lower life expectancy than White British groups. However, the fact there are fewer older people may also be reflective of the current housing stock in the area and the lack of housing suitable for the elderly.</p>

This will be addressed in the redevelopment which includes homes that will be suitable throughout residents' lives and extra care provision which will accommodate 231 residents.

This will result in older generations being better provided for within the regenerated estate and will ensure a mix of ages.

The proposals within the winning contract for the Ladywood Estate Regeneration include enhancements that will help improve the accessibility of the area, which will ensure the estate is accessible for all users including those with mobility issues.

A mix of housing, including housing suitable for families with young children and housing for elderly will be provided in the regenerated estate.

This stage of the process does not subscribe the exact mix as this will be determined through the planning application stage and as part of the strategy for rehoming existing residents who wish to stay within the regenerated estate, however the mix of housing set out in the planning application will be required to be in accordance with BDP policies TP30 and TP31.

The new homes will be of a higher standard and energy efficient, reducing running costs which will help all ages but in particular young families and the elderly who are at most risk of fuel poverty.

The proposals within the winning contract include opportunities for new community spaces and facilities to support community activities, along with improved public realm. These proposals provide spaces to bring all the community together and could help tackle social isolation, which can be an issue amongst the elderly.

Educational provision will be improved upon as a result on the proposals with investment into existing schools along with the provision of a new school.

The proposals to enhance open space could have a positive impact on children and young people through improved facilities. This will provide for young people but there is also the potential for improved facilities for older young people, which could help tackle issues such as anti-social behaviour.

Access to enhanced open space on their doorstep is also key to health and wellbeing for the elderly as it helps to encourage active lifestyles. Improved public realm will also create an environment that is safe and welcoming for all, which will help address fear of crime which can impact on young people and the elderly the most.

There will be opportunities for all those of a working age in terms of better access to jobs and skills. During construction there will be a building academy, with a particular focus on supporting those from a disadvantage background. There will be new commercial floorspace created and existing businesses will be offered the appropriate support to limit any significant negative impact. In the long-term the improvements to the area and increase in footfall from surrounding residential uses is considered to have a positive impact on businesses in the area. The impact on existing businesses will be assessed further once more detail is available on the businesses impacted.

Individuals may be directly affected by the land assembly process, including Compulsory Purchase Order CPO (CPO). A range of age groups may be affected, including children (living in residential properties affected) and

older people (both residents and property owners). It is possible there could be a specific impact on emotional wellbeing of older residents and those who have lived on the estate a long time, who are more impacted upon by the change. All impacted individuals will have access to dedicated re-housing officers providing one point of contact, who will ensure they have all the relevant information and access to the support they are entitled to. The Council is committed to communicating with the community well in advance of making CPOs to ensure that everyone is aware of the process and the Council's policies.

There is also a risk that older residents may have more difficulty securing a mortgage should they wish to move elsewhere. For residents being rehomed within the scheme there is the potential that following an assessment of their housing needs, they are rehomed in smaller accommodation to reflect the fact that they no longer have family members living with them. Whilst this may impact on some individuals, overall, more residents will be in homes that meet their needs and overcrowding addressed.

Consultation on the overall scheme proposals for the Ladywood Estate will include methods that ensure all age groups are given an opportunity to shape the plans. This will include targeted activities for both the young and for the elderly. Young people are often underrepresented in planning consultations and the engagement strategy will take active steps to ensure they are given opportunities to fully engage. The risk of online consultations impacting on older citizens ability to engage will be mitigated through the availability of hard copies of documents and in

person events at accessible locations. A physical hub will be located on the site to provide a location for people to find out information and ask questions, this will ensure that those who are not confident online are able to access the same information.

All Council policy and procedures that the Council will follow when undertaking the rehoming programme have been subject to their own equalities assessments.

Service Users / Stakeholders; Wider Community

No adverse impacts identified.

According to 2021 Census 16.7% (822) of the Plan area population said that they had a physical or mental condition lasting or expecting to last for at least 12 months. 35.4% (696) of households said that at least one member of their household was disabled under the equality Act. Further analysis on the impact on individuals with disabilities will be undertaken once further data has been collected as part of the relocation programme.

The proposals within the winning contract for the Ladywood Estate Regeneration include enhancements that will help improve the accessibility of the area, which will ensure the estate is accessible for all users including those with mobility issues.

The proposals include improved access to public transport and the provision of adequate disability parking spaces, to ensure the area is accessible for all.

Improvements to open spaces will have positive impacts on both physical and mental wellbeing along with promoting healthy living.

New community spaces and facilities will mean a better provision of community activities and spaces to

Protected characteristic: Disability

Disability details:

bring all the community together. This could help tackle social isolation and provide services in accessible locations, benefiting those with disabilities.

As part of the detailed work on what services and facilities will need to be provided as part of the community offer, work will be undertaken with health care providers and the NHS Trust to identify any missing services that should be provided within the area.

The homes will be designed to "lifetime Homes" standard meaning that they should better meet people's needs as they age. The Council will ensure its duty is met when meeting the individual requirements of those registered as disabled as part of the relocation programme. This should mean that overall, the new housing stock better meets the needs of those living with disabilities.

It is possible that individuals with disabilities may feel they have less agency over the change happening to the area, especially if they are being relocated. To mitigate against this communication will be open and transparent from the start. A designated re-housing officer will be available to provide information and answer questions. This will include signposting for support with moving if this is required.

Signposting for mental health services will be provided to ensure people are aware of how to access support.

There is the potential that the redevelopment of the estate will negatively impact on support networks within communities and between neighbours. Those with disabilities may be more reliant on such support networks so the impact could be greater. As the relocation will take place in phases communities will be

moved together, and whilst neighbours may no longer be direct neighbours, it is likely that the majority of those who chose to be rehoused on the site will still be surrounded by familiar faces.

A physical hub will be located on the site to provide a location for people to find out information and ask questions, this will ensure that those who are not confident online are able to access the same information.

All consultation material will be accessible. Reasonable adjustments will be made to consultation materials and individual support provided when necessary.

All Council policy and procedures that the Council will follow when undertaking the rehoming programme have been subject to their own equalities assessments.

Service Users / Stakeholders; Wider Community

No adverse impacts to this protected group have been identified.

According to the 2021 census the breakdown between female and male in the Ladywood Estate area is similar to the rest of the city and Ladywood overall, with 50.7% female and 49.3% male compared to 48.6% female and 51.4% male across the city as a whole. When more data is available on the occupancy of the homes being relocated, this will be reassessed to determine if any gender is impacted upon unduly.

Improvements to local centres will ensure that facilities are accessible to all. Improved open space and investment in connectivity and the overall environment will help to create spaces that are welcoming and feel secure for all users. This could have a positive impact on women who often feel less safe in urban environments.

Protected characteristic: Sex

Gender details:

The new podiums at the bases of tower blocks could offer space for community use and early years education centres. Whilst this will benefit all the community, childcare is still predominantly undertaken by women, so the provision of early years services within the community should be a positive.

Part of the social value commitment is the provision of a Women in Construction scheme, providing opportunities for women within the area to gain skills and experience in construction.

All Council policy and procedures that the Council will follow when undertaking the rehoming programme have been subject to their own equalities assessments.

Protected characteristics: Gender Reassignment

Gender reassignment details:

Service Users / Stakeholders; Wider Community

No adverse impacts to this protected group have been identified. As we gather more information on the individuals impacted upon by the proposals this conclusion will be re-visited.

Improvements to local centres will ensure that facilities are accessible to all. Improved open space and investment in connectivity and the overall environment will help to create spaces that are welcoming and feel secure for all users. This should have a positive impact on a community that is recognised as experiencing prejudice.

Improved community facilities will provide spaces that bring all the community together, helping to foster community cohesion.

There is the potential that the redevelopment of the estate will negatively impact on support networks within communities and between neighbours. As the relocation will take

place in phases communities will be moved together, and whilst neighbours may no longer be direct neighbours, it is likely that the majority of those who chose to be rehoused on the site will still be surrounded by familiar faces.

All Council policy and procedures that the Council will follow when undertaking the rehoming programme have been subject to their own equalities assessments.

Protected characteristics: Marriage and Civil Partnership

Service Users/ Stakeholders; Wider Community

Marriage and civil partnership details:

No adverse impacts to this protected group have been identified.

Families will be relocated together. There is the potential that parents without custody will not be rehomed in houses that have spare bedrooms.

All Council policy and procedures that the Council will follow when undertaking the rehoming programme have been subject to their own equalities assessments.

Protected characteristics: Pregnancy and Maternity

Service Users / Stakeholders; Wider Community

Pregnancy and maternity details:

No adverse impacts to this protected group have been identified.

Improvements to local centres will ensure that facilities are accessible to all. Improved open space and investment in connectivity and the overall environment will help to create spaces that are welcoming and feel secure for all users.

The new podiums at the bases of tower blocks offer space for community use and early years education centres. The provision of community uses, and in particular childcare and children services will support those with young families.

Improvements to open spaces will have positive impacts on both physical and mental wellbeing, supporting pregnant women retain healthy lifestyles.

All Council policy and procedures that the Council will follow when undertaking the rehoming programme have been subject to their own equalities assessments

Protected characteristics: Race

Service Users / Stakeholders; Wider Community

Race details:

No adverse impacts to this protected group have been identified. A range of ethnicities are affected, which is relatively reflective of the make-up of the wider area. This could include people for whom English is not a first language, or with limited English. The main ethnic groups in the area are Black African at 31.1%, compared to the Birmingham average of 5.8% and Black Caribbean at 12.1%, compared to the Birmingham average of 3.9% (2021 Census Data). The proposals will therefore have a greater impact on the Black community in comparison to other races, but this is likely to be both positive overall.

The proposals look to ensure that Ladywood Estate is a space that belongs to everyone and includes opportunities for uses and activities that will foster strong communities. New community spaces and facilities will provide community activities and spaces to bring all the community together, which should help to improve social cohesion.

Better educational facilities in an area of high Black Caribbean and Black African population could help to tackle some of the historic inequalities in educational outcomes that these communities have experienced.

Improved connectivity to the rest of the city will provide better access to jobs, which will provide improved opportunities for Black and minority communities who have historically experienced barriers in accessing job opportunities.

The improved public spaces, opportunities for active living and health facilities in accessible locations may help to address some of the health inequalities for Black and minority communities in the city.

A physical hub will be located on the site to provide a location for people to find out information and ask questions.

Consultation and engagement will be targeted appropriately and in a way residents and stakeholders are comfortable with.

All consultation material will be accessible. Materials will be translated on request and the engagement strategy will consider if there is a need to produce translated materials as part of the informal communication and formal notifications, for example throughout CPO process. Individual support provided when necessary.

All Council policy and procedures that the Council will follow when undertaking the rehoming programme have been subject to their own equalities assessments.

Protected characteristics: Religion or Beliefs

Service Users / Stakeholders; Wider Community

Religion or beliefs details:

No adverse impacts to this protected group have been identified.

Christianity is the most followed faith in the area at 37.4%, this is similar to the city-wide level of 34%. The next religion is Muslim at 36.7%, which is higher than the city-wide average of 29.9%. (Data from 2021 census)

The proposals look to ensure that Ladywood Estate is a space that belongs to everyone and includes opportunities for uses and activities that will foster strong communities.

The proposals do include the loss of some religious buildings. The impact of the loss of these buildings will be mitigated against, to some extent, by the provision of secular community buildings. Officers will engage with those operating these buildings to understand the impact and any potential for mitigation.

Consultation and engagement will be targeted appropriately and in a way residents and stakeholders are comfortable with.

Protected characteristics: Sexual Orientation

Sexual orientation details:

Service Users / Stakeholders; Wider Community

No adverse impacts to this protected group have been identified

As we gather more information on the individuals impacted upon by the proposals this conclusion will be re-visited.

Improvements to local centres will ensure that facilities are accessible to all. Improved open space and investment in connectivity and the overall environment will help to create spaces that are welcoming and feel secure for all users.

Improved community facilities will provide spaces that bring all the community together, helping to foster community cohesion.

There is the potential that the redevelopment of the estate will negatively impact on support networks within communities and between neighbours. As the relocation will take place in phases communities will be moved together, and whilst neighbours may no longer be direct

neighbours, it is likely that the majority of those who chose to be rehoused on the site will still be surrounded by familiar faces.

All Council policy and procedures that the Council will follow when undertaking the rehoming programme have been subject to their own equalities assessments.

Socio-economic impacts

The Ladywood Estate comprises of a legacy of predominantly 1960s and 1970s housing stock and 7 refurbished (externally) tower blocks, tired and under-utilised green space and poor transport connectivity. The regeneration of the Ladywood Estate will deliver a comprehensive holistic and sustainable regeneration programme of over 60 hectares on the edge of the City Centre.

The scheme will provide 7,531 new and replacement homes built over 4 phases delivered over 20 years. This includes 638 new Council affordable homes in the first 3 phases on a "like for like" basis, 628 refurbished affordable apartments within the 7 tower blocks and 427 new affordable homes in phase 4 and a further 146 re-provided RSL owned homes. A rich diversity of housing types and sizes are proposed including 1, 2 and 3 bedroom apartments, 3 & 4 bedroom houses in all formats including build to rent units, affordable, extra care provision as well as private housing. The housing will be available to all residents that qualify.

Improvements in the housing stock will be complemented through enhancements to the built form, open space and natural environment within the estate. Over 14 hectares of urban green open space will be improved both in quality and quantity. This will include three new large urban parks

north and south of the project area, each linking residential areas and squares to the City which comprise over 75,000 sqm of re-purposed green space. These new spaces will be supported by public realm improvements for the residents throughout the estate, green streets, new sports pitch areas, an amphitheatre and canal towpath improvements. A new pedestrian bridge across the canal and trainline, together with new public accessible canal pathways will offer greater services and routes to employment connectivity. Furthermore, the reopening of the canal basin to public accessibility, with improved biodiversity and public realm will create a new focal point

Improvements to the housing and environment of the estate will be supported by investment in social infrastructure, which will benefit all the community. New local centres providing access to shops and services within the community will be delivered as part of the proposal. The scheme includes the proposed delivery of two new schools including one new primary school and one new combined school. The new podiums at the bases of tower blocks will offer space for community uses and early years education centres. Public transport and connectivity will be substantially improved, with a bus priority route running through the heart of the estate. This will make accessing the city centre and other destinations within Birmingham easier, opening the community up to increased job and leisure opportunities. The improvements will also encourage walking and cycling, helping to move the estate away from a car dominated environment and support healthy lifestyles.

There will also be economic benefits and job creation. The scheme includes commercial, health and incubator enterprise floorspace, totalling approximately 11,750 sqm, including the re-purposing of substantial Grade II Listed buildings along Ledsam St. The Council will actively work with existing businesses impacted upon by the land assembly process and will consider a scheme to provide temporary units or other opportunities to mitigate impacts. In addition to this, it is the Council's long-term ambition as part of the legacy to deliver mixed use development that will be more attractive to businesses that have been relocated. Overall, the Ladywood project will create 10,000 jobs, along with over 1,000 apprentices during the project's lifespan. A bursary programme is proposed to directly support the City Council's Building Birmingham Scholarship Programme and will be targeted primarily at young people in the estate or surrounding wards. Over the course of the project, a total of 10,000 work placement hours will be offered.

This proposal will be developed with the community involved to ensure it benefits those directly effected as well as the wider community. The proposal will make best use of the Council's assets with the focus on the benefits to the Community. During the projects life span 120 community projects will be funded, helping to support exciting community projects in the area and build community capacity. A Community Development Trust (CDT) will be set up to ensure the continued benefits to the community from the redevelopment of the estate.

Whilst the rehoming of communities will have some negative social-economic impacts in the short term, it is considered that on balance, in the long term there will be an overall

positive impact on the social-economics of the area and a positive outcome for the Ladywood community.

Measures will also be put in place to help limit the negative short-term impacts on the community. Throughout the process those affected by land assembly, including potential CPO procedures, are given the opportunity to engage with the Council and benefit from appropriate support. The council will provide a dedicated re-housing officer(s) to support residential occupiers affected. They will work with affected parties to understand their needs and circumstances including tenancy agreement and type of tenancy, current property type/number of bedrooms, household details and other details such as; medical/disability needs, employment, education or caring responsibilities.

Please indicate any actions arising from completing this screening exercise.

It is recognised that the scheme as a whole requires the loss of commercial and residential space in the short term, and that the implementation of the scheme will cause disruption. Further consultation and scoping work will be undertaken to understand if specific mitigation measures need to be put in place during the delivery of the various elements of the scheme to ensure that any impacts are fully understood and mitigated.

A further EIA is required to understand the full impacts and it is recommended that one is commissioned as part of the project to assess the impact on the protected characteristics throughout the projects lifespan. This assessment should also consider the wider social, environmental, health and economic impacts.

Please indicate whether a full impact assessment is recommended

YES

What data has been collected to facilitate the assessment of this policy/proposal?

Equalities data on the area identified for redevelopment. Policies set out on the Birmingham Development Plan and the Big City Plan, both of which were subject to equalities assessments.

Consultation analysis

Throughout the process measures will be taken to ensure that those affected by land assembly including potential CPO are given the opportunity to engage with the Council and benefit from appropriate support.

Consultation will be undertaken as part of the scheme's development and a detailed engagement strategy will ensure that all the community has an opportunity to shape the final plans for the area.

The aim of the Stakeholder Engagement Strategy is to ensure that stakeholders that have an interest or whom may be affected by the scheme are appropriately engaged throughout the life of the Development.

The plan will evolve as the scheme matures during the Development's lifecycle.

Berkeley Homes will lead stakeholder engagement through the life of the Development, supported by the Council and working together to ensure the widest range of stakeholders are actively engaged and involved in the long-term delivery of the Development.

The aim will be achieved by:

- Undertaking Stakeholder Mapping to identify all key internal and external stakeholders and gain a clear understanding of their influence/power, interest and attitude towards the scheme.

- Producing and implementing a Stakeholder Engagement Management Plan that defines how key stakeholders are to be informed, consulted and engaged throughout the Development lifecycle. The plan will include measures to mitigate any adverse effects and maximise positive effects which key stakeholders can have on the successful delivery of the scheme.

The Plan shall clearly set out:

- Stakeholder power/influence and interest
- Method, format and frequency of engagement of activity
- Roles and responsibility for each engagement activity
- Key messages which are to be conveyed

Producing a Stakeholder Engagement Action Plan that sets out the aim, objectives, audience and dates of all planned stakeholder engagement activities.

Regularly monitoring and reviewing the Stakeholder Engagement Management and Action Plans to ensure that stakeholders are effectively engaged in the scheme.

Consultation analysis will be undertaken following this engagement process to inform further equalities assessments undertaken.

Adverse impact on any people with protected characteristics.

No adverse impacts were identified at this stage. Further analysis will be undertaken as part of the process of identifying those properties and residents or business owners affected.

Could the policy/proposal be modified to reduce or eliminate any adverse impact? Not necessary as no adverse impacts were identified.

How will the effect(s) of this policy/proposal on equality be monitored?

The key social value commitments offered and agreed in the Berkeley Homes final tender will be monitored and provide details on the amount of jobs created, provision of community

	facilities and the improvements to the environment. The detailed EqIA with incorporated assessment of the social, environmental, health and economic impacts of the project will provide a monitoring framework to ensure the effects on equalities can be monitored throughout.
What data is required in the future?	The detailed EqIA with incorporated assessment of the social, environmental, health and economic impacts of the project will advise on what future data is required.
Are there any adverse impacts on any particular group(s)	No
If yes, please explain your reasons for going ahead.	
Initial equality impact assessment of your proposal	
Consulted People or Groups	
Informed People or Groups	
Summary and evidence of findings from your EIA	It is recognised that the scheme will have impacts on individuals but at this stage no adverse impacts were identified on protected characteristic groups. Further analysis will be undertaken as part of the process of identifying those properties and residents or business owners affected. A detailed EqIA with incorporated assessment of the social, environmental, health and economic impacts of the project will be undertaken as part of the projects development, and this will be updated throughout the projects lifespan.
QUALITY CONTORL SECTION	
Submit to the Quality Control Officer for reviewing?	No
Quality Control Officer comments	
Decision by Quality Control Officer	Proceed for final approval
Submit draft to Accountable Officer?	Yes
Decision by Accountable Officer	
Date approved / rejected by the Accountable Officer	06/06/2023
Reasons for approval or rejection	
Please print and save a PDF copy for your records	Yes

Content Type: Item
Version: 33.0
Created at 12/05/2023 11:35 AM by ☐ Charis Blythe
Last modified at 06/06/2023 10:52 AM by Workflow on behalf of ☐ Ian MacLeod

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