

# Equality Analysis

## Birmingham City Council Analysis Report

<b>EA Name</b>	Birmingham Development Plan - Peddimore Employment Site Phase 1 And 2
<b>Directorate</b>	Corporate Resources
<b>Service Area</b>	Birmingham Property Services - Major Projects
<b>Type</b>	New/Proposed Function
<b>EA Summary</b>	The report seeks approval to market the Peddimore site to attract a development partner who will install the infrastructure and undertake development of phase 1.
<b>Reference Number</b>	EA001787
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<b>Task Group Member</b>	
<b>Date Approved</b>	2017-01-12 00:00:00 +0000
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### Introduction

The report records the information that has been submitted for this equality analysis in the following format.

#### **Initial Assessment**

This section identifies the purpose of the Policy and which types of individual it affects. It also identifies which equality strands are affected by either a positive or negative differential impact.

#### **Relevant Protected Characteristics**

For each of the identified relevant protected characteristics there are three sections which will have been completed.

- Impact
- Consultation
- Additional Work

If the assessment has raised any issues to be addressed there will also be an action planning section.

The following pages record the answers to the assessment questions with optional comments included by the assessor to clarify or explain any of the answers given or relevant issues.

## 1 Activity Type

The activity has been identified as a New/Proposed Function.

## 2 Initial Assessment

### 2.1 Purpose and Link to Strategic Themes

#### **What is the purpose of this Function and expected outcomes?**

The Peddimore site in Sutton Coldfield is in the ownership of the City Council and comprises an area of approx 71 hectares net developable (approx 150 acres) which has been objectively assessed and identified in the Birmingham Development Plan, through an evidence based transparent process, as the best employment use site in the West Midlands region.

**For each strategy, please decide whether it is going to be significantly aided by the Function.**

Children A Great City To Grow Up In	No
Health - A Great City To Grow Old In	No
Housing - A Great City To Live In	No
Jobs And Skills - A Great City To Succeed In	Yes

### 2.2 Individuals affected by the policy

Will the policy have an impact on service users/stakeholders?	Yes
Will the policy have an impact on employees?	No
Will the policy have an impact on wider community?	Yes

### 2.3 Relevance Test

Protected Characteristics	Relevant	Full Assessment Required
Age	Not Relevant	No
Disability	Not Relevant	No
Gender	Not Relevant	No
Gender Reassignment	Not Relevant	No
Marriage Civil Partnership	Not Relevant	No
Pregnancy And Maternity	Not Relevant	No
Race	Not Relevant	No
Religion or Belief	Not Relevant	No
Sexual Orientation	Not Relevant	No

### 2.4 Analysis on Initial Assessment

The Birmingham Plan has allocated the Peddimore site for release from the greenbelt for employment use. The development of the site represents an opportunity to provide a major high quality employment site that will attract significant investment into the region providing thousands of jobs and boosting economic growth of the City and the West Midlands region.

The development of the Peddimore site is strongly linked to the Birmingham Development Plan.

The intended outcome of the BDP is that by 2031, Birmingham will be an enterprising, prosperous, innovative and green city, delivering sustainable growth that meets the housing and employment needs of its population.

One of the key purposes of the Plan is to ensure that sufficient land is available for development to meet the city's employment needs.

A fundamental objective of the Plan is to advance equality of opportunity by ensuring the right sites are available to enable development to take place which will be needed to provide jobs that the city's future population will require.

New development can have benefits eg new employment development can bring new jobs but also generate additional traffic movements. This risk can be mitigated by ensuring that the development of the Peddimore site is maximised to its full potential. For example a Supplementary Planning Document (SPD) will guide development and ensure that there is a safe and inclusive environment created.

This stage of the project requires a development partner to market the site. Once appointed a further EA is required to address all relevant equality aspects as identified prior to the commencement of the infrastructure plans.

### **3 Full Assessment**

The assessment questions below are completed for all characteristics identified for full assessment in the initial assessment phase.

### **3 Concluding Statement on Full Assessment**

Sutton New Hall Ward Members have been consulted in the process of adopting the Birmingham Development Plan which was formally adopted by the Council on 10 January 2017. Further consultation with Sutton New Hall Ward Members has been undertaken.

The Leader of the Council, Councillor Stewart Stacey and Councillor Waseem Zaffar have been briefed and consulted. The Strategic Directors for Economy, and Programmes and Projects have been consulted with no comments received. Officers in Birmingham Property Services, Legal and Democratic Services and City Finance have been involved in the preparation of this report.

Extensive public consultation regarding the development of the site for employment use was carried out as part of the Birmingham Plan.

The Birmingham Development Plan has been prepared on the basis of a robust and comprehensive evidence base and extensive public consultation throughout the various stages of the plan preparation process.

This has included consultation on the accompanying Sustainability Appraisal and on the inspector's Proposed Modifications to the Plan.

A Consultation Statement dated July 2014 details the consultation undertaken on the Plan since the start of its preparation in 2010.

The vision and objectives of the Plan and resulting development of the Peddimore site for employment uses are consistent with the promotion of the equality duty.

The independent inspector's report on the BDP has concluded, that subject to his recommended modifications being made, the Plan is sound and provides an appropriate basis for the planning of the City and releasing land for sustainable employment development.

Policies in the Plan aim to develop Birmingham as a City of sustainable neighbourhoods that are safe and inclusive with locally distinctive character and is fully accessible, connecting and serving all members of Birmingham's diverse communities.

It is concluded that the proposed methodology being proposed to develop the Peddimore site (phase 1) is consistent with the objectives of the Birmingham Development Plan. At the end of the process it has been proposed a further EA assessment will be undertaken and recommendations made to Cabinet to progress the project into the next stage.

The Peddimore site is widely recognised as the most significant opportunity in the region for major employment generation and investment through the development of the site.

A project budget of £400k has been identified to cover the cost of marketing, professional fees and the preparation of legal documents.

There has been ongoing consultation with Members of their respective constituency, who have as representation been consulted on issues of relevance.

There have been no issues raised which impact the wider community negatively at this stage of the project, therefore a full equality assessment is not required at this stage.

However, the project requires a development partner to market the site. Once appointed a further EA is required to address all relevant equality aspects as identified prior to the commencement of the infrastructure plans.

### **4 Review Date**

05/07/17

## **5 Action Plan**

There are no relevant issues, so no action plans are currently required.