

## Equality Impact Analysis Form

### 1. Equality Impact Analysis (EIA) Form

<b>Title of EIA (policy/change it relates to)</b>	East Hertfordshire District Council (The SIW East Hertfordshire) Compulsory Purchase Order 2022 (the "CPO")	<b>Date</b>	29 March 2022
<b>Team/Department</b>	<p>An Equality Statement (the "Statement") has been prepared by QUOD for the benefit of the Council and HDC in respect of the CPO and the Works. A copy is attached. The Council has used and considered the findings within the Statement for the purposes of compiling this assessment and discharging the PSED. The Council has assisted QUOD as far as possible and where requested by making available such information to inform the Statement.</p> <p>The Statement sets out how matters that may be relevant to equality considerations (such as noise) have influenced scheme selection and design; how consultation was used to make decisions on these matters; and how the direct and indirect effects of the CPO could give rise to equality impacts.</p> <p>This assessment should be read in conjunction with the Statement.</p>		

<p><b>Focus of EIA</b></p> <p>What are the aims of the new initiative?  Who implements it?  Define the user group impacted?  How will they be impacted?</p>	<p>To assess the possible impact, in accordance with the Public Sector Equality Duty (“PSED”), of the CPO and the strategic infrastructure works to be undertaken as a result of the CPO (the “Works”).</p> <p>The CPO will involve the compulsory acquisition (where such land and rights cannot be acquired by agreement with the relevant landowner) of land and rights necessary to complete the Works (the “Order Land”).</p> <p>The CPO is needed in order to facilitate the completion of the Works (both within the East Herts administrative area (the “District”) and the Harlow District Council (“HDC”) area) which in turn are necessary to unlock housing development and other growth in the Harlow-Gilston Garden Town (the “Garden Town”) area. The Council believes the CPO, and the Works carried out on the land included in the CPO, are likely to contribute to the promotion or improvement of the economic, social or environmental well-being of the District.</p> <p>The CPO is being promoted by the Council in parallel with another compulsory purchase order promoted by HDC of other land needed for the Works.</p> <p>The scheme of housing development and other growth underlying the CPO is being promoted by a partnership of local authorities concerned with the strategic development of the Garden Town, together with Places for People Developments Limited (“PpP”), one of the keys developers within the Garden Town.</p> <p>The CPO will directly affect persons identified as Qualifying Persons pursuant to the CPO process, including tenants/occupiers of the land within the CPO. The land holdings within the CPO are listed in Table 4.1 and 4.2 of the Statement.</p> <p>The Council is not aware of any residential properties within the Order Land.</p> <p>Residents, workers, employees, commuters and visitors in and around the area of the CPO may be</p>
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affected as and when the CPO is implemented and the Works are carried out, as well as after their completion.

The PSED applies to a public authority in respect of the exercise its functions. Whilst the function being exercised here is that of acquisition pursuant to the CPO, this report also considers the impact of the Works (both during and after construction) which are facilitated by the CPO. However, the Council is mindful that the Council will need to take further action before the Works can commence, for instance by granting the necessary rights to PfP to enter Council owned property (including the Order Land) to carry out the Works.

When exercising functions related to CPO the Council should consider the potential effects of the CPO on protected characteristics. They should give due regard to equality considerations and attribute appropriate weight to such considerations in its decision making. Consideration can be given to whether there are alternative approaches or additional steps that could alleviate or mitigate the impact of a decision. Equality impacts should be a considered in the balance, alongside the benefits arising from the CPO

A wider impact assessment of those who may be impacted by the effect of the other developments comprised in the Garden Town scheme will have been carried out for the two local plans and will have been or will be carried out for the planning permissions for the major developments comprised in the Garden Town scheme.

**Please note:** Prepopulated data for protected categories other than Age and Gender come from 2011 census results<sup>1</sup> on the district, the Age and Gender data comes from ONS mid-year estimates<sup>2</sup>. If the service has specific demographic data for service users/residents than this should be used instead.

<sup>1</sup><https://www.nomisweb.co.uk/census/2011>

<sup>2</sup><https://www.ons.gov.uk/peoplepopulationandcommunity/populationandmigration/populationestimates/datasets/populationestimatesforukenglandandwalesscotlandandnorthernireland>

## 2. Review of information, equality analysis and potential actions

Please fill in when appropriate to the change. If it does not, please put N/A

Protected characteristics groups from the Equality Act 2010	What do you know? Summary of data about your service-users and/or staff		What do people tell you? Summary of service-user and/or staff feedback	What does this mean? Impacts (actual and potential, positive and negative. Clearly state each)	What can you do? All potential actions to: <ul style="list-style-type: none"> <li>• advance equality of opportunity,</li> <li>• eliminate discrimination, and</li> <li>• foster good relations</li> </ul>
Age	As set out in 4.25-4.28 of the Statement.	<p>24.2%</p> <p>Under 20 4.5%</p> <p>20-24 5.5%</p> <p>25-29 19.8%</p> <p>30-44 22.9%</p> <p>45-59 5.4%</p> <p>60-64 9.6%</p> <p>65-74 5.6%</p> <p>75-84 1.6%</p> <p>85-89 0.9%</p> <p>90</p>	n/a	<p>No known adverse impacts upon Qualifying Persons (“QPs”).</p> <p>The construction phase for the Works – impacts, particularly in respect of severance, could disproportionately affect some people with particular Protected Characteristics in the absence of mitigation, particularly older people (Age) and disabled people (Disability);</p> <p>The completed</p>	<p>No need for further action except to state that the Council will keep the position under review as and when more information about the QPs becomes available.</p> <p>The nature of any equality effects from land and rights acquisition, if they arise, is likely to mean mitigation and compensation through the CPO process will be possible.</p> <p>The priority throughout the design of the mitigation process for both crossings has been to ensure that safe walking routes,</p>

Protected characteristics groups from the Equality Act 2010	What do you know? Summary of data about your service-users and/or staff		What do people tell you? Summary of service-user and/or staff feedback	What does this mean? Impacts (actual and potential, positive and negative. Clearly state each)	What can you do? All potential actions to: <ul style="list-style-type: none"> <li>• advance equality of opportunity,</li> <li>• eliminate discrimination, and</li> <li>• foster good relations</li> </ul>
				<p>Works – the effects on residents and businesses around the CPO land are likely to relate primarily to air quality, noise and traffic, which could differentially and/or disproportionately affect some people with particular Protected Characteristics in the absence of mitigation, particularly older people and children (Age), disabled people (Disability), and pregnant people or those with young children (Pregnancy and Maternity)</p> <p>See table 3.1 of the</p>	<p>especially to shops, services and recreation opportunities, are retained which limits the likelihood of a differential impact on certain residents.</p> <p>Proposed mitigation measures have prioritise keeping safe walking and cycling routes available for recreation and access to services and public transport</p> <p>Mitigation is proposed in the form of management plans which will control the timings, methods of construction and routes for construction vehicles.</p>

<b>Protected characteristics groups from the Equality Act 2010</b>	<b>What do you know?</b> Summary of data about your service-users and/or staff		<b>What do people tell you?</b> Summary of service-user and/or staff feedback	<b>What does this mean?</b> Impacts (actual and potential, positive and negative. Clearly state each)	<b>What can you do?</b> All potential actions to: <ul style="list-style-type: none"> <li>• advance equality of opportunity,</li> <li>• eliminate discrimination, and</li> <li>• foster good relations</li> </ul>
				Statement for further detail of potential effects. More detail if provided in clause 5 of the Statement.	
<b>Disability</b>	As set out in 4.29 – 4.32, 4.57 and 4.62 of the Statement.  11,663 households in East Herts have one person in household with a long-term health problem or disability.			No known adverse impacts upon Qualifying Persons.  The construction phase for the Works – impacts, particularly in respect of severance, could disproportionately affect some people with particular Protected Characteristics in the absence of mitigation, particularly older people (Age) and disabled people (Disability);	No need for further action except to state that the Council will keep the position under review as and when more information about the QPs becomes available.  The nature of any equality effects from land and rights acquisition, if they arise, is likely to mean mitigation and compensation through the CPO process will be possible.  The priority throughout the design of the mitigation process for both crossings has been to ensure that

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			<p>The completed Works – the effects on residents and businesses around the Order Land are likely to relate primarily to air quality, noise and traffic, which could differentially and/or disproportionately affect some people with particular Protected Characteristics in the absence of mitigation, particularly older people and children (Age), disabled people (Disability), and pregnant people or those with young children (Pregnancy and Maternity).</p>	<p>safe walking routes, especially to shops, services and recreation opportunities, are retained which limits the likelihood of a differential impact on certain residents.</p> <p>Proposed mitigation measures have prioritised keeping safe walking and cycling routes available for recreation and access to services and public transport.</p> <p>Mitigation is proposed in the form of management plans which will control the timings, methods of construction and routes for construction vehicles.</p>

<b>Protected characteristics groups from the Equality Act 2010</b>	<b>What do you know?</b> Summary of data about your service-users and/or staff	<b>What do people tell you?</b> Summary of service-user and/or staff feedback	<b>What does this mean?</b> Impacts (actual and potential, positive and negative. Clearly state each)	<b>What can you do?</b> All potential actions to: <ul style="list-style-type: none"> <li>• advance equality of opportunity,</li> <li>• eliminate discrimination, and</li> <li>• foster good relations</li> </ul>
			See table 3.1 of the Statement for further detail of potential effects. More detail if provided in clause 5 of the Statement.	
<b>Gender reassignment</b>	As set out in 4.41 of the Statement.		No known adverse impacts upon Qualifying Persons.  No evidence to suggest that the effects of CPO and construction and operation of the Works would differentially or disproportionately affect any residents with this protected characteristics at any spatial scale.	None.



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<b>Pregnancy and maternity</b>	As set out in 4.33-4.34 of the Statement.		<p>No known adverse impacts upon Qualifying Persons (“QPs”)</p> <p>The completed Works – the effects on residents and businesses around the Order Land are likely to relate primarily to air quality, noise and traffic, which could differentially and/or disproportionately affect some people with particular Protected Characteristics in the absence of mitigation, particularly older people and children (Age), disabled people (Disability),</p>	<p>No need for further action except to state that the Council will keep the position under review as and when more information about the QPs becomes available.</p> <p>The nature of any equality effects from land and rights acquisition, if they arise, is likely to mean mitigation and compensation through the CPO process will be possible.</p> <p>The priority throughout the design of the mitigation process for both crossings has been to ensure that safe walking routes, especially to shops, services and recreation opportunities, are retained which limits the likelihood</p>

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			and pregnant people or those with young children (Pregnancy and Maternity).  See table 3.1 of the Statement for further detail of potential effects. More detail if provided in clause 5 of the Statement.	of a differential impact on certain residents.  Proposed mitigation measures have prioritise keeping safe walking and cycling routes available for recreation and access to services and public transport.  Mitigation is proposed in the form of management plans which will control the timings, methods of construction and routes for construction vehicles.
<b>Race</b>	As set out in 4.35-4.37 of the Statement.  <b>White</b> English/Welsh/Scottish/Northern Irish/British Irish	<b>95.47%</b> 90.25% 1.14%	No known adverse impacts upon Qualifying Persons (“QPs”) <p>No evidence to suggest that the effects of CPO and construction and</p>	None.

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	<table border="0"> <tr> <td>Gypsy or Irish Traveller</td> <td>0.04%</td> </tr> <tr> <td>Other White</td> <td>4.04%</td> </tr> <tr> <td><b>Mixed/multiple ethnic groups</b></td> <td><b>1.61%</b></td> </tr> <tr> <td>White and Black Caribbean</td> <td>0.45%</td> </tr> <tr> <td>White and Black African</td> <td>0.15%</td> </tr> <tr> <td>White and Asian</td> <td>0.62%</td> </tr> <tr> <td>Other Mixed</td> <td>0.38%</td> </tr> <tr> <td><b>Asian/Asian British</b></td> <td><b>1.95%</b></td> </tr> <tr> <td>Indian</td> <td>0.73%</td> </tr> <tr> <td>Pakistani</td> <td>0.15%</td> </tr> <tr> <td>Bangladeshi</td> <td>0.20%</td> </tr> <tr> <td>Chinese</td> <td>0.37%</td> </tr> <tr> <td>Other Asian</td> <td>0.49%</td> </tr> <tr> <td><b>Black/African/Caribbean/Black British</b></td> <td><b>0.71%</b></td> </tr> <tr> <td>African</td> <td>0.43%</td> </tr> <tr> <td>Caribbean</td> <td>0.22%</td> </tr> <tr> <td>Other Black</td> <td>0.07%</td> </tr> <tr> <td><b>Other ethnic group</b></td> <td><b>0.26%</b></td> </tr> <tr> <td>Arab</td> <td>0.10%</td> </tr> <tr> <td>Any other ethnic group</td> <td>0.16%</td> </tr> </table>	Gypsy or Irish Traveller	0.04%	Other White	4.04%	<b>Mixed/multiple ethnic groups</b>	<b>1.61%</b>	White and Black Caribbean	0.45%	White and Black African	0.15%	White and Asian	0.62%	Other Mixed	0.38%	<b>Asian/Asian British</b>	<b>1.95%</b>	Indian	0.73%	Pakistani	0.15%	Bangladeshi	0.20%	Chinese	0.37%	Other Asian	0.49%	<b>Black/African/Caribbean/Black British</b>	<b>0.71%</b>	African	0.43%	Caribbean	0.22%	Other Black	0.07%	<b>Other ethnic group</b>	<b>0.26%</b>	Arab	0.10%	Any other ethnic group	0.16%		operation of the Works would differentially or disproportionately affect any residents with this protected characteristics at any spatial scale.	
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<b>Religion or belief</b>	As set out in 4.38-4.40 and 4.57 of the Statement.	<table border="0"> <tr><td>Christian</td><td>62.75%</td></tr> <tr><td>Buddhist</td><td>0.32%</td></tr> <tr><td>Hindu</td><td>0.45%</td></tr> <tr><td>Jewish</td><td>0.33%</td></tr> <tr><td>Muslim</td><td>0.72%</td></tr> <tr><td>Sikh</td><td>0.12%</td></tr> <tr><td>Other religion</td><td>0.32%</td></tr> <tr><td>No religion</td><td>27.75%</td></tr> <tr><td>Religion not stated</td><td>7.26%</td></tr> </table>	Christian	62.75%	Buddhist	0.32%	Hindu	0.45%	Jewish	0.33%	Muslim	0.72%	Sikh	0.12%	Other religion	0.32%	No religion	27.75%	Religion not stated	7.26%		<p>No known adverse impacts upon Qualifying Persons (“QPs”)</p> <p>No evidence to suggest that the effects of CPO and construction and operation of the Works would differentially or disproportionately affect any residents with this protected characteristics at any spatial scale.</p>	None.
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<b>Sex/Gender</b>	<p>As set out in 4.41 of the Statement.</p> <p>The district is 51% female and 49% male</p>			<p>No known adverse impacts upon Qualifying Persons (“QPs”)</p> <p>No evidence to suggest that the effects of CPO and construction and</p>	None.																		

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			operation of the Works would differentially or disproportionately affect any residents with this protected characteristics at any spatial scale.	
<b>Sexual orientation</b>	As set out in 4.41 of the Statement.		<p>No known adverse impacts upon Qualifying Persons (“QPs”)</p> <p>No evidence to suggest that the effects of CPO and construction and operation of the Works would differentially or disproportionately affect any residents with this protected characteristics at any spatial scale.</p>	None.

<b>Protected characteristics groups from the Equality Act 2010</b>	<b>What do you know?</b> Summary of data about your service-users and/or staff		<b>What do people tell you?</b> Summary of service-user and/or staff feedback	<b>What does this mean?</b> Impacts (actual and potential, positive and negative. Clearly state each)	<b>What can you do?</b> All potential actions to: <ul style="list-style-type: none"> <li>• advance equality of opportunity,</li> <li>• eliminate discrimination, and</li> <li>• foster good relations</li> </ul>
<b>Marriage and civil partnership</b>	As set out in 4.41 of the Statement.	30.5% 52.3% 0.2% 2.3% 8.6% 6.2%		No known adverse impacts upon Qualifying Persons (“QPs”)  No evidence to suggest that the effects of CPO and construction and operation of the Works would differentially or disproportionately affect any residents with this protected characteristics at any spatial scale.	None.
<b>Assessment of overall impacts and any further recommendations</b>					

<b>Protected characteristics groups from the Equality Act 2010</b>	<b>What do you know?</b> Summary of data about your service-users and/or staff	<b>What do people tell you?</b> Summary of service-user and/or staff feedback	<b>What does this mean?</b> Impacts (actual and potential, positive and negative. Clearly state each)	<b>What can you do?</b> All potential actions to: <ul style="list-style-type: none"> <li>• advance equality of opportunity,</li> <li>• eliminate discrimination, and</li> <li>• foster good relations</li> </ul>
<p>When considering a decision, the PSED requires the Council carefully to consider how the decision will affect people who are protected under the Equality Act 2010. In meeting its duty, the Council should have due regard to those equality considerations (and any others it considers relevant) and seek to advance equality of opportunity, and foster good relations, between people who share protected characteristics with those who do not.</p> <p>The Statement details the potential effects of the CPO and the related Works that may differentially or disproportionately affect people with protected characteristics.</p> <p>No affected persons within the Order Land have been identified for whom protected characteristics differentially affect their ability to understand or engage in the land acquisition process, or how they will be affected by it. Engagement will continue throughout the land referencing process to monitor the needs of Qualifying Persons as they relate to the Equality Act. The nature of any equality effects from land acquisition, if they arise, is likely to mean mitigation and compensation through the CPO process will be possible.</p> <p>In the Statement, some potential adverse environmental effects have been identified (which constitute indirect effects of the CPO). An adverse environmental effect does not automatically constitute an equality effect and in the majority of cases it would not do so. Some of these effects are short term, and some are isolated affecting only a very small number of residents.</p> <p>The scale and nature of these effects is not considered to amount to illegal discrimination as defined in the Act.</p> <p>No disproportionate effects have been identified.</p> <p>Some differential effects could potentially occur but can be mitigated.</p>				

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<p>In view of the information contained within the Statement, the Council has considered the potential impacts but is of the view that other considerations, including the public benefit of the wider HGGT scheme which the CPO and strategic infrastructure works will facilitate, outweigh the potential adverse effects.</p> <p>Under legislation, identification of an impact does not mean a CPO should not proceed. The Council has given due regard to the PSED.</p>				

### 3. List detailed data and/or community feedback which informed your EqIA (If applicable)

<b>Title</b> (of data, research or engagement)	<b>Date</b>	<b>Gaps in data</b> (Baseline summary data found in Appendix 2 of Statement.)	<b>Actions to fill these gaps: who else do you need to engage with?</b> (add these to the Action Plan below, with a timeframe)
Direct consultation with QPs.	Various	As described in the Statement.	Ongoing discussions with QPs.
Planning permissions relating to proposed Works.	Various	None known.	None known.



Planning permissions relating to Gilston Park Estate.	Various	None known.	None known.
See 5.5-5.19 of Statement.	Various	As described in the Statement.	None known.

**4. Prioritised Action Plan (If applicable)**

Impact identified and group(s) affected	Action planned	Expected outcome	Measure of success	Timeframe
NB: These actions must now be transferred to service or business plans and monitored to ensure they achieve the outcomes identified.				
QPs.	Further engagement as part of CPO process.	Further information to inform PSED consideration.	Ability to further consider PSED.	Unknown.
Others	Monitoring construction process	Assessment of effectiveness of mitigation process.	Ability to further consider PSED.	As Works commence.

**EqIA sign-off:** (for the EQIA to be final an email must be sent from the relevant people agreeing it or this section must be signed)

<b>Lead Equality Impact Assessment officer:</b>		<b>Date:</b>	
<b>Directorate Management Team rep or Head of Service:</b>		<b>Date:</b>	
<b>Author of Equality Impact Analysis:</b>		<b>Date:</b>	