

Shropshire Council
Equality, Social Inclusion and Health Impact Assessment (ESHIA)
Stage One Screening Record 2024

A. Summary Sheet on Accountability and Actions

Name of proposed service change
Shrewsbury Town Centre Regeneration: Smithfield Riverside Phase One Development Activities

Name of the officer carrying out the screening
Tim Pritchard & Claire Evans

Decision, review, and monitoring

Decision	Yes	No
Initial (Stage One) ESHIA Only?	X	
Proceed to Stage Two Full ESHIA or HIA (part two) Report?		X

If completion of a Stage One screening assessment is an appropriate and proportionate action at this stage, please use the boxes above, and complete both part A and part B of this template. If a Full or Stage Two report is required, please move on to full report stage once you have completed this initial screening assessment as a record of the considerations which you have given to this matter.

Actions to mitigate negative impact or enhance positive impact of the service change in terms of equality and social inclusion considerations
<p>The development and delivery of the Shrewsbury Town Centre Regeneration: Smithfield Riverside Phase One Development Activities is anticipated to have a positive impact on communities in Shropshire.</p> <p>Positive impacts would be intended for a variety of intersecting Protected Characteristic groupings as defined by the Equality Act 2010 (Age, Disability, Pregnancy and Maternity, Sex) as the development provides a unique opportunity to repair/ stitch together and transform this part of the town centre and positively change perceptions of the area.</p> <p>The area is poorly connected to the town centre due to its topography and the barrier created by the former shopping centres accommodated in the Pride Hill and Riverside centres. The existing footbridge that links Frankwell to the Riverside is also difficult to navigate for some due to its height above the road and landings. Furthermore, pedestrian routes are dominated by vehicular traffic and prevent good quality public realm being developed, particularly along the river, and an inability to maximise footfall.</p> <p>The redevelopment of Smithfield Riverside and the proposed interventions, notably</p>

the inclusion of Roushill Park, and its inclusiveness including green interventions, play equipment and access to all aspects of the site will ensure that this area of the county town is accessible for all.

Given the recognised intersectionality across the nine Protected Characteristic groupings as set out in the Equality Act 2010 above, there will be a predicted positive impact for individuals and households across groupings, particularly in the groupings of Age and Disability. For example, young people who have been engaged with the consultation activity to date have contributed to the design of Roushill Park and the overall masterplan to ensure it incorporates interventions that can positively impact their lives.

The involvement of Accessibility Groups has ensured that consideration has been given to residents and visitors to the town who may have a range of disabilities, whether physical, sensory or in terms of neurodiverse conditions. Specifically, the entry point from Frankwell Bridge into the site will be fully compliant with legislation to address disability discrimination, empowering individuals to feel confident walking through and utilising this area creating a much more pleasant environment for all to enjoy. It is also important that any wayfinding implemented across the town is multi-sensory, enabling neurodiverse individuals to be able to experience the town in a safe and accessible manner.

Similarly, older people who may be frailer due to associated physical disability have been considered through involvement with Age UK and may also feel more confident venturing out, therefore mitigating against loneliness as well as improved physical wellbeing.

There will be ongoing efforts, in this and future related projects, to engage with people in the Protected Characteristic groupings, particularly where low levels of responses to public consultation have been received to date and where responses are limited to demographics.

Overall, there will therefore be positive equality impacts anticipated across local communities and groupings within, as the Masterplan sets out to support creation of a vibrant, safe and inclusive town centre.

Actions to mitigate negative impact or enhance positive impact of the service change in terms of health and wellbeing considerations

Key elements of the design of Smithfield Riverside have evolved to maximise health and wellbeing considerations, and as such will have a positive impact.

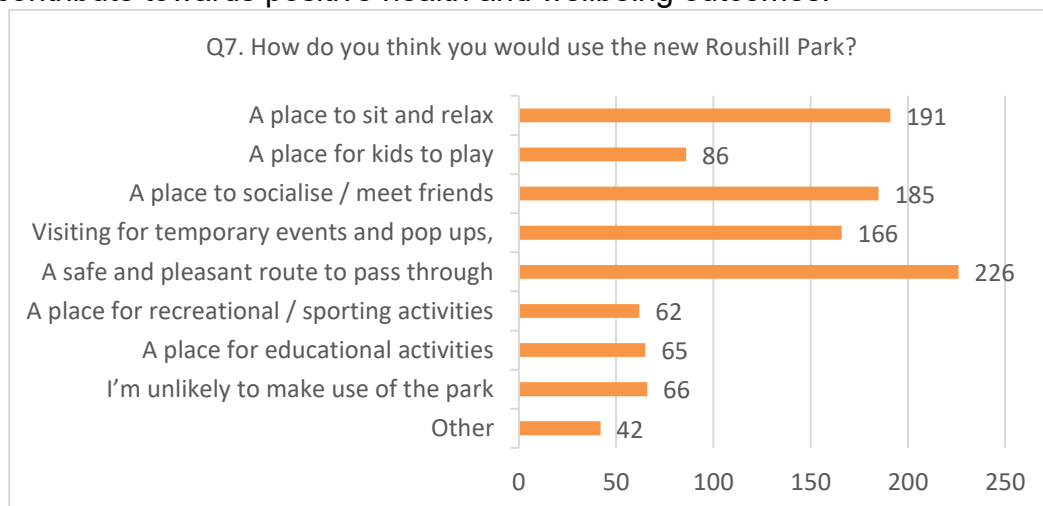
The Park will be an exciting new space for the town centre, a symbol of urban regeneration and demonstration of the importance of greenspace as a crucial part of making towns more resilient to climate change and improving health outcomes.

A panel review with Design Midlands on the initial masterplanning vision produced the following feedback:

“The site as existing has a confused street layout, suffers from severance and feels to a large degree like the ‘back of town’.

The development provides a unique opportunity to repair/ stitch together and transform this part of the town centre and positively change perceptions of the area. The site has significant potential and the investment in Shrewsbury town centre is welcome. The shared ambition, the collaborative approach and the work undertaken to date is rigorous and commendable. This approach has led to a scheme which is sensitive, well considered overall and responds positively to its site context”

The results of the consultation (the approach to which is laid out in Section B) identified the key uses that Roushill Park would provide for. All of these uses contribute towards positive health and wellbeing outcomes.



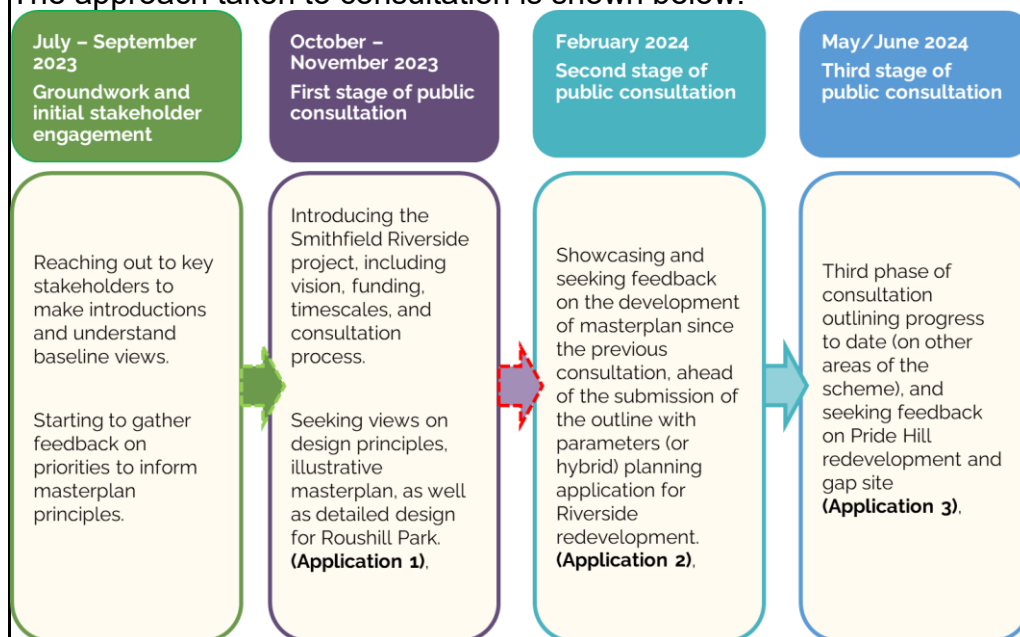
Children’s play elements have been made more reflective of stakeholder desires, making use of solid and sculptural play features rather than traditional children’s play equipment, with a design ethos that ties more closely with the geology and archaeology of the site. This will also make the play equipment more robust, and easier to clean up after flooding – responding to a concern raised in feedback.

Partly in response to these considerations around flood resilience, climbing boulders have been incorporated into the park design. These features also reflect feedback around the need to provide outdoor play and activity elements for a range of ages, including adults. Access to blue and green spaces, and places to ‘play’ will have a further positive impact on wellbeing.

Actions to review and monitor the impact of the service change in terms of equality, social inclusion, and health considerations

Ongoing communication, engagement and public consultation with residents and key stakeholders in Shrewsbury will need to consider any potential negative impacts of the strategic interventions outlined in terms of equality, social inclusion, and health. In addition, noting positive impacts of the development will be key to show the positive change made for the residents and visitors of Shrewsbury. As the redevelopment programme continues at each stage public consultation will be a requirement, and at those intervals reviewing and monitoring of previous activity can be undertaken.

The approach taken to consultation is shown below:



Monitoring and evaluation are essential to ensuring that the activities within phase 1 of the development are delivering the outputs stated in the Outline Business Case and as a requirement of receiving Levelling Up funding.

The following monitoring and evaluation activities will be undertaken as part of the LUF2 funding:

- Change in business sentiment
- Change in perceptions of place (business, residents and visitors)
- Increase in business investment
- Change in pedestrian & cycle flow (+20% increase in foot and cycle trips)
- Increased pride of place of Shrewsbury residents
- Future phases of Shrewsbury Masterplan accelerated

Carbon performance and climate mitigation measures have also been included as an integral part of the project from the early stages of the design process. Carbon performance will be quantified, monitored and reported as the project proceeds.

Additionally, the social value outputs of the phase 1 development activities will be tracked and monitored. For instance, there will be on-going engagement with Shrewsbury Colleges Group (SCG) to potentially offer young people work placements and enable age-specific engagement with this hard to reach group. Considerable efforts have been put into establishing and developing the

relationship between Smithfield Riverside and SCG to ensure positive impacts are made for this Protected Characteristic grouping, and relationships with Age UK and Shropshire Accessibility Groups will remain in place.

The Council is also keeping abreast of other approaches across the country in regard to monitoring and evaluating the impact of changes. To reflect this, Equality Impact Assessments, and associated documents from local authorities across the West Midlands continue to be analysed to understand their approach to monitoring equality impacts.

Further engagement work will include efforts to strengthen engagement with people in Protected Characteristic groupings and people at risk of social exclusion, to maximise positive health impact benefits for individuals and for the wider community, and to define and deliver actions accordingly to mitigate any negative impact and enhance positive impact of the proposals as they progress.

Actions to mitigate negative impact, enhance positive impact, and review and monitor overall impacts in terms of climate change considerations and any other impacts with regard to economic and societal implications

The current site of Smithfield Riverside has low ecological value (i.e. hard standing, amenity grass and shrubs). The phase one activities for Smithfield Riverside will help reverse that resulting in a positive impact while helping to negate the current site conditions and their impact on economic and societal factors and future proofing the site against the impact of climate change.

The aim is to identify all materials which have the potential to be recovered for re-use, reclaim or recycling as part of the demolition works to minimise waste to landfill. This waste will be stockpiled for a period of time on site.

Roushill Park will be planted with new trees and plants for pollinators - boosting local biodiversity in the town centre. The park will collect surface water runoff into Rain Gardens, which will create new habitats for birds and invertebrates. As a consequence of the new park, there will be a substantial increase in greenspace on the Site and biodiversity net gain.

The Park avoids removing further area from the floodplain providing additional flood compensation within the Site. The permeable hardstanding treatments allows water to be naturally released from the site in the event that it does flood with landscaped areas providing filtration of surface water.

In the short term, the demolition and development of the Park meet the following key policy objectives and will have a positive impact on a number of health, social and environmental implications:

- Providing high quality public realm and links between spaces including walking routes
- A new green link via the Park to the River Severn
- Removing underused buildings to provide a setting for investment in better quality buildings
- Celebrating new gateways and arrival points through the Park and a new arched wall feature and lift and stairs linking the Park and podium
- The park will replace existing buildings, increasing the volume of available floodplain storage.
- Rain gardens and planted filter margins have been incorporated into the park landscape in preference to traditional surface drainage such as gullies. The proposed features will help to attenuate surface water, will provide storage for surface water within the filter material, and will help to safeguard water quality. Within and outside of Roushill Park, surface water storage tanks and flow restrictions will also be provided where possible.
- The park will provide substantial leisure and amenity value as well as enhancing biodiversity in what is currently a heavily urbanised area.
- Proposed landscaping in Roushill Park would introduce substantial new planting and green infrastructure including tree and shrub cover, flower rich meadows, flowering and fruiting trees and shrubs and

seasonally wet SUDS areas. All planting is selected to maximise biodiversity and feature native or near native species which will help to establish a new habitats within the Site compared to existing.

- Roushill Park will reuse part of a redundant brownfield site to create new open space in the centre of Shrewsbury providing multifunctional uses - places to meet, sit, play and host community events;
- Community health and wellbeing benefits arising from the new Park in terms of access to nature and open space

Carbon performance and climate mitigation measures have been included as an integral part of the project from the early stages of the design process. Carbon performance will be quantified, monitored and reported as the project proceeds and includes:

- inclusion of the linear park to Roushill linking the Riverside to Pride Hill and the River Severn, whilst contributing to flood adaptation;
- raising of the development site to ensure flood resilience, potentially create undercroft parking, and improve connectivity of the site to both Pride Hill and Frankwell; and,
- to retain/improve parking at the site of the Raven Meadows multi-story car park to sustain/improve footfall to the Darwin Centre.
- all materials which have the potential to be recovered for re-use, reclaim or recycling as part of the demolition works to minimise waste to landfill.
- the design of specific buildings such as the Multi-Agency Hub (MAH) has included extensive consideration of energy and carbon performance.
- Stakeholder engagement workshop(s) undertaken by Arup (Engineering specialist on the Project) on the sustainable design of the Riverside redevelopment, including exploring the potential to incorporate various low carbon energy technologies and other sustainable design features.





Associated ESHIAs

A recent ESHIA for the Shrewsbury Movement and Public Space Strategy was undertaken by the same team involved in Smithfield Riverside and went to Cabinet on 17 January 2024. The overlap between this and the Movement Strategy is important to recognise as both will provide positive impact for Shrewsbury. The involvement in delivering the Shrewsbury Big Town plan for each of these ESHIAs ensures that that future public consultations in Shrewsbury continue to engage with Protected Characteristic Groupings.

ESHIA's were also previously carried out in relation to the development of the Council's Economic Growth Strategy 2022 - 2027, before and following public consultation. These provide useful additional context for the overall strategic policy of the Council towards economic growth as an integral element of place shaping approaches across the County.

An initial Equality, Social and Health Impact Assessment (ESHIA) completed for the Shrewsbury Big Town Plan was signed off on 17th October 2018 with a follow up ESHIA in January 2021.

Scrutiny at Stage One screening stage

People involved	Signatures	Date
<i>Lead officer for the proposed service change</i>	Tim Pritchard 	11 March 2024
<i>Officer carrying out the screening</i>	Claire Evans 	4/3/2024
<i>Any other internal service area support*</i>		
<i>Any external support**</i>	Lois Dale 	7 th March 2024
	Adrian Cooper 	12 th March 2024

***This refers to other officers within the service area**

****This refers to support external to the service but within the Council, e.g, the Performance and Research Specialist for Rurality and Equalities, Public Health colleagues, the Feedback and Insight Team, performance data specialists, Climate Change specialists, etc.**

Sign off at Stage One screening stage

Name	Signatures	Date
<i>Lead officer's name</i>	Tim Pritchard 	11 March 2024
<i>Service manager's name</i>	Tracy Darke 	12 th March 2024

***This may either be the Head of Service or the lead officer**

B. Detailed Screening Assessment

Aims of the service change and description
<p>The aim of the Phase One development is to undertake demolition works, alongside facilitation and enablement works. These include:</p> <ul style="list-style-type: none"> • Phase 1a – demolition of the former Riverside shopping centre, ground remediation, enabling works and the creation of the park to Roushill. • Phase 1b – Partial demolition of the former Pride Hill shopping centre and construction of leisure led mixed-use redevelopment, including cinema and food and beverage. • Phase 1C – Construction of commercial office (including multi-agency hub) to the site of the former Riverside shopping centre site. • Phase 1d – refurbishment/reconstruction of the Raven Meadows multi-storey car park (subject to further detailed technical assessments). <p>These Phase One activities form a key, regenerative element of the Shrewsbury Town Centre Redevelopment (STCR) Programme which is an ambitious regeneration initiative, supporting many of the strategic objectives of the Shropshire Plan.</p> <p>Notably, it supports a Healthy Economy, promoting the County town ‘as a safe, strong and vibrant destination to visit and invest’; Healthy Environment and Organisation through the potential for low carbon development, mitigating climate change, increasing flood resilience, whilst reducing the Council’s operational carbon footprint and providing greenspace in our public realm.</p> <p>These objectives are reinforced by the Economic Growth Strategy, Shrewsbury Place Plan and Big Town Plan Vision and informed by the emerging Movement and Public Space Strategy (which is currently subject to public consultation, ending 22 March 2024).</p>

The key objectives for Smithfield Riverside, as laid out in the Shrewsbury Riverside Framework Regeneration are provided below, and when taken together ensures that the redevelopment aims to make positive impacts on equality, social inclusion, climate change and health and wellbeing outcomes.

<p>CELEBRATE THE RIVER SEVERN, making the most of the fantastic natural waterfront setting, providing opportunities for biodiversity through the site and ensuring the site responds to and is resilient to flooding.</p>	<p>INNOVATIVE & SUSTAINABLE, a design which embraces new technology and contemporary design to deliver sustainability and distinctiveness, representing a positive future and spearheading innovation in Shrewsbury.</p>	<p>MEANINGFUL CONNECTIONS, a highly connected site which knits seamlessly into the town centre and the surround urban context.</p>	<p>RESILIENT TO CHANGE, delivering an adaptable plan which can respond is resilient to economic and environmental change.</p>	<p>CHARACTERFUL & DISTINCTIVE, achieving distinctive modern design which responds to the unique character of Shrewsbury.</p>	<p>PEDESTRIAN-LED, a place which is designed for and prioritises pedestrians and cyclists over vehicles.</p>	<p>A HIGHLY LIVEABLE TOWN CENTRE, contribute towards a town centre with a vibrant mixed use community and delivers an excellent quality of life within a beautiful urban setting.</p>

Intended audiences and target groups for the service change

Throughout the consultation, engagement activities have been guided by the following key principles:

- Being open and honest with stakeholders and members of the local community when presenting all information about the proposals.
- Being clear and 'plain speaking', avoiding the use of jargon or technical terms where possible.
- Ensuring that all public engagement materials can be easily accessed by local stakeholders and the wider public.
- Identifying different audiences and developing appropriate communication techniques that effectively engage with each one.
- Responding quickly and effectively to enquiries received from stakeholders and members of the public.

The objectives of the consultation process were as follows:

- To undertake a multi-phase consultation to ensure that members of the local community and key stakeholders had the opportunity to comment and influence the development proposals at
 - (a) an early, formative stage and
 - (b) a more detailed design stage.
- To demonstrate best practice in consultation delivery, ensuring the consultation was accessible, thorough, and robust.
- To proactively demonstrate where feedback from the consultation has influenced the scheme design.
- To use the consultation and engagement process to fully explain the proposals in context, and as an opportunity to address any sensitive issues or concerns.

The different audience groups identified were:

- Elected representatives – including representatives to Shrewsbury Town Council and surrounding parish councils, Shropshire Council, and Members of Parliament.
- Directly affected residents – i.e. those living close to the site.
- Local organisations and businesses – including schools and colleges, civic organisations, museums and cultural attractions, environmental groups and residents' organisations.
- Businesses and residents across a wider area of Shropshire

The intended audience and target groups have been engaged in the consultation activities that have taken place to date, with concerted efforts to engage younger audience which is demonstrated by the summary of the first consultation below, and showing a 23% response rate overall for 16 – 19 year olds:

CONSULTATION OVERVIEW

Between 18 October and 15 November 2023, Shropshire Council and the Smithfield Riverside project team consulted with residents, businesses, and organisations across the county to gather feedback on our plans for Smithfield Riverside, including a new park on Roushill.



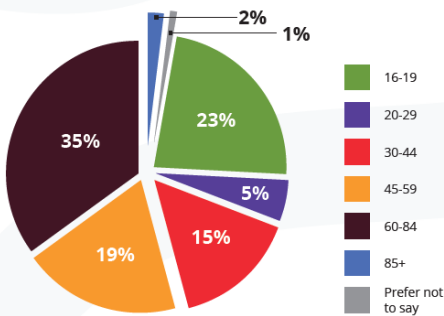
Over the course of the consultation we:

- Spoke to over **500** people from all across Shropshire
- Hosted **8** events
- Received **429** written responses
- Had more than **14,000** visitors to the Smithfield Riverside website

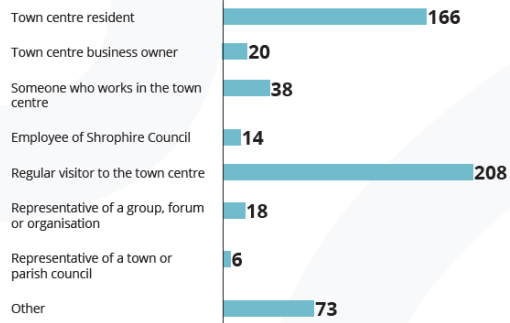
Who did we speak to?

Most people we spoke to either lived in Shrewsbury or were regular visitors to the town. We heard from people across different age groups, genders, and ethnicities to gather a sample that represents the different demographics in Shropshire.

What age group are you?*



How are you responding to this questionnaire

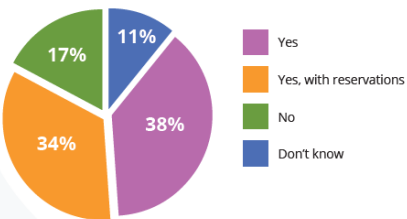


* of 387 people who answered this question

What did people think of the plans?

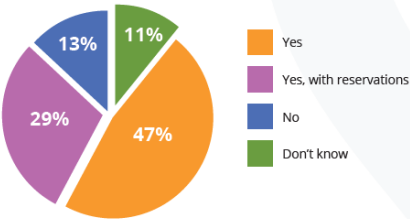
Most people we heard from were supportive of our plans, particularly for a new park on Roushill. Lots of people also had suggestions on how we could improve the scheme.

Based on what you've seen so far, do you support our vision for Smithfield Riverside?*



* of 389 people who answered this question

Based on what you've seen so far, do you support our plans for Roushill Park?***



*** of 378 people who answered this question

Evidence used for screening of the service change

The Smithfield Riverside Redevelopment Programme is supported by a robust evidence base. The programme has undertaken numerous economic & environmental impact assessments, and provided a full Planning Statement in January 2024 as part of the Planning Application for the demolition and creation of the Roushill Park (23/05402/FUL)

Over the last five years Shrewsbury has been the focus of an ambitious plan for growth, driven forward by the Big Town Plan. This plan outlined a series of key themes for the town, which included creating a place for enterprise and vitality, life and mix. The plan has since been progressed in 2020 through the creation of the [Shrewsbury Masterplan Vision](#) to drive forward the aspirations of the original Big Town Plan. A key driver of both these plans has been to connect communities and create balanced growth.

The Proposed Development will also act as a catalyst for benefits in the longer term namely:

- Reducing the impact of traffic on Smithfield Road
- Providing further high quality public realm and new routes through to Pride Hill
- Enhancing the role of the river and access to it

Shropshire's adopted Local Plan and emerging Review has identified Shrewsbury as a 'Strategic Centre', with 'high-growth aspirations' which will enable growth of its businesses through the provision of both housing and employment land allocations. The population of the town is already growing faster than the county average (+3.8%, equating to +2,700 people over the last five years).

As a result of ambitious growth plans, the population is projected to rise to 85,700 by 2026. This is the equivalent of more than 10,000 additional people who will be reliant on the town centre for access to the retail, education, health, leisure and cultural offer within 'their' town.

Specific consultation and engagement with intended audiences and target groups for the service change

A number of methods were used to engage with intended audiences that included:

- Consultation Postcard – distributed to 4,436 commercial and residential properties
- Stakeholder Emails
- Consultation Posters
- Public Information Totems in 8 locations in the town centre
- Information in public libraries across the county
- Media Coverage & associated PR campaign
- Social Media
- Consultation website
- Consultation Drop-in Events, a breakdown of the attendees of each drop-in event during the consultation period is shown below.

Date	Time	Attendees
Wednesday 25 October	2pm -7pm	74
Thursday 26 October	11am-4pm	102
Saturday 28 October	10:30am – 3:30pm	202
Wednesday 15 November	4pm - 6pm	10

- *Three events were held at Shrewsbury Colleges Group (SCG) campuses in the final week of the initial consultation, with a particular focus on gathering the views of young people. In total, 102 students were engaged and 78 feedback forms were collected from these events. The events held at SCG campuses collected feedback from a total of 78 young people across three days, as shown below.*

Date	Location	Feedback Forms Collected
Wednesday 15 November	SCG London Road Campus	20
Thursday 16 November	SCG English Bridge Campus	26
Friday 17 November	SCG Welsh Bridge Campus	32

The feedback that was collated as part of the consultation was provided in summary form and disseminated at the second consultation event in February 2024 to demonstrate the impact the engagement had in informing the design – this is shown below:

OCTOBER 2023 CONSULTATION FEEDBACK

In October 2023 we launched our first round of consultation on Smithfield Riverside, where we asked for your feedback on the masterplan and our designs for Roushill Park.

Between 18 October and 15 November last year, we:



spoke to more than **500** Shropshire residents across **8 events**



received **429** feedback forms



had over **14,000** visitors to the Smithfield Riverside website



found that around **two thirds (65%)** of people we asked were supportive of our plans

Many people were excited to see positive change happening in this area of the town centre. Lots of people also had suggestions on how we could improve the scheme.

YOU SAID: WE DID!

The feedback we received helped us to further develop the plans for Roushill Park, and ensure they meet the needs of Shropshire residents.

Some specific changes we've made to the park's design, based on your feedback, are:

Many people had questions about how the park will cope with flooding, so we're using solid sculptural play features, rather than traditional children's play equipment, with a design that will tie-in closely with the geology and archaeology of the site. This will also make the play equipment sturdier, and easier to clean up after flooding.

Climbing boulders have been incorporated into the park design in response to feedback around the need to provide outdoor play and activity elements for a range of ages, including adults.

The park has been designed to make cleanup after flooding events as easy as possible, including the use of durable paving materials and furniture, research into suitable soils, and carefully chosen tap locations for clean up hoses/pipes.

Additional rain gardens have been introduced to the park to enhance its role in the Sustainable Urban Drainage and Flood Management Strategy for the area. The additional rain gardens will also improve biodiversity and wildlife on the site, which was highlighted as a priority for many people.



Initial equality impact assessment by grouping (Initial health impact assessment is included below this table)

Please rate the impact that you perceive the service change is likely to have on a group, through stating this in the relevant column.

Please state if it is anticipated to be neutral (no impact) and add any extra notes that you think might be helpful for readers.

Protected Characteristic groupings and other groupings in Shropshire	High negative impact <i>Stage Two ESHIA required</i>	High positive impact <i>Stage One ESHIA required</i>	Medium positive or negative impact <i>Stage One ESHIA required</i>	Low positive, negative, or neutral impact (please specify) <i>Stage One ESHIA required</i>
<u>Age</u> (please include children, young people, young people leaving care, people of working age, older people. Some people may belong to more than one group e.g., a child or young person for whom there are safeguarding concerns e.g., an older person with a disability)			X <i>positive</i>	
<u>Disability</u> (please include cancer; HIV/AIDS; learning disabilities; mental health conditions and syndromes; multiple sclerosis; neurodiverse conditions such as autism; hidden disabilities such as Crohn's disease; physical and/or sensory disabilities or impairments)			X <i>positive</i>	
<u>Gender re-assignment</u> (please include associated aspects: safety, caring responsibility, potential for bullying and harassment)				Neutral
<u>Marriage and Civil Partnership</u> (please include associated aspects: caring responsibility, potential for bullying and harassment)				Neutral
<u>Pregnancy and Maternity</u> (please include associated aspects: safety, caring responsibility, potential for bullying and harassment)			X <i>positive</i>	

<u>Race</u> (please include ethnicity, nationality, culture, language, Gypsy, Roma, Traveller)				Neutral
<u>Religion or belief</u> (please include Buddhism, Christianity, Hinduism, Islam, Jainism, Judaism, Nonconformists; Rastafarianism; Shinto, Sikhism, Taoism, Veganism, Zoroastrianism, and any others)				Neutral
<u>Sex</u> (this can also be viewed as relating to gender. Please include associated aspects: safety, caring responsibility, potential for bullying and harassment)				Neutral
<u>Sexual Orientation</u> (please include associated aspects: safety; caring responsibility; potential for bullying and harassment)				Neutral
<u>Other: Social Inclusion</u> (please include families and friends with caring responsibilities; households in poverty; people for whom there are safeguarding concerns; people you consider to be vulnerable; people with health inequalities; refugees and asylum seekers; rural communities; and veterans and serving members of the armed forces and their families)			X <i>positive</i>	

Initial health and wellbeing impact assessment by category

Please rate the impact that you perceive the service change is likely to have with regard to health and wellbeing, through stating this in the relevant column.

Please state if it is anticipated to be neutral (no impact) and add any extra notes that you think might be helpful for readers.

Health and wellbeing: individuals and communities in Shropshire	High negative impact <i>Part Two HIA required</i>	High positive impact	Medium positive or negative impact	Low positive negative or neutral impact (please specify)
Will the proposal have a <i>direct impact</i> on an individual's health, mental health and wellbeing?		X – Creation of Roushill Park will improve health and wellbeing		

<p>For example, would it cause ill health, affecting social inclusion, independence and participation?</p> <p>.</p>		outcomes		
<p>Will the proposal indirectly impact an individual's ability to improve their own health and wellbeing?</p> <p>For example, will it affect their ability to be physically active, choose healthy food, reduce drinking and smoking?</p> <p>.</p>		X - it will help support an individuals health & wellbeing outcomes through green and play spaces		
<p>Will the policy have a direct impact on the community - social, economic and environmental living conditions that would impact health?</p> <p>For example, would it affect housing, transport, child development, education, employment opportunities, availability of green space or climate change mitigation?</p> <p>.</p>			X – Community improvements will be made including measures to enable commercial premises to improve economic outcomes.	
<p>Will there be a likely change in demand for or access to health and social care services?</p> <p>For example: Primary Care, Hospital Care, Community Services, Mental Health, Local Authority services including Social Services?</p> <p>.</p>				Neutral

Guidance Notes

1. Legal Context

It is a legal requirement for local authorities to assess the equality and human rights impact of changes proposed or made to services. It is up to us as an authority to decide what form our equality impact assessment may take. By way of illustration, some local authorities focus more overtly upon human rights; some include safeguarding. It is about what is considered to be needed in a local authority's area, in line with local factors such as demography and strategic objectives as well as with the national legislative imperatives.

Carrying out these impact assessments helps us as a public authority to ensure that, as far as possible, we are taking actions to meet the general equality duty placed on us by the Equality Act 2010, and to thus demonstrate that the three equality aims are integral to our decision making processes.

These are: eliminating discrimination, harassment and victimisation; advancing equality of opportunity; and fostering good relations.

These screening assessments for any proposed service change go to Cabinet as part of the committee report, or occasionally direct to Full Council, unless they are ones to do with Licensing, in which case they go to Strategic Licensing Committee.

Service areas would ordinarily carry out a screening assessment, or Stage One equality impact assessment. This enables energies to be focussed on review and monitoring and ongoing evidence collection about the positive or negative impacts of a service change upon groupings in the community, and for any adjustments to be considered and made accordingly.

These screening assessments are recommended to be undertaken at timely points in the development and implementation of the proposed service change.

For example, a Stage One ESHIA would be a recommended course of action before a consultation. This would draw upon the evidence available at that time, and identify the target audiences, and assess at that initial stage what the likely impact of the service change could be across the Protected Characteristic groupings and our tenth category of Social Inclusion. This ESHIA would set out intended actions to engage with the groupings, particularly those who are historically less likely to engage in public consultation eg young people, as otherwise we would not know their specific needs.

A second Stage One ESHIA would then be carried out after the consultation, to say what the feedback was, to set out changes proposed as a result of the feedback, and to say where responses were low and what the plans are to engage with groupings who did not really respond. This ESHIA would also draw more upon actions to review impacts in order to mitigate the negative and accentuate the positive. Examples of this approach include the Great Outdoors Strategy, and the Economic Growth Strategy 2017-2021

Meeting our Public Sector Equality Duty through carrying out these ESHIAs is very much about using them as an opportunity to demonstrate ongoing engagement

across groupings and to thus visibly show we are taking what is called due regard of the needs of people in protected characteristic groupings

If the screening indicates that there are likely to be significant negative impacts for groupings within the community, the service area would need to carry out a full report, or Stage Two assessment. This will enable more evidence to be collected that will help the service area to reach an informed opinion.

In practice, Stage Two or Full Screening Assessments have only been recommended twice since 2014, as the ongoing mitigation of negative equality impacts should serve to keep them below the threshold for triggering a Full Screening Assessment. The expectation is that Full Screening Assessments in regard to Health Impacts may occasionally need to be undertaken, but this would be very much the exception rather than the rule.

2. Council Wide and Service Area Policy and Practice on Equality, Social Inclusion and Health

This involves taking an equality and social inclusion approach in planning changes to services, policies, or procedures, including those that may be required by Government. The decisions that you make when you are planning a service change need to be recorded, to demonstrate that you have thought about the possible equality impacts on communities and to show openness and transparency in your decision-making processes.

This is where Equality, Social Inclusion and Health Impact Assessments (ESHIA) come in. Where you carry out an ESHIA in your service area, this provides an opportunity to show:

- What evidence you have drawn upon to help you to recommend a strategy or policy or a course of action to Cabinet.
- What target groups and audiences you have worked with to date.
- What actions you will take in order to mitigate any likely negative impact upon a group or groupings, and enhance any positive effects for a group or groupings; and
- What actions you are planning to monitor and review the impact of your planned service change.

The formal template is there not only to help the service area but also to act as a stand-alone for a member of the public to read. The approach helps to identify whether or not any new or significant changes to services, including policies, procedures, functions, or projects, may have an adverse impact on a particular group of people, and whether the human rights of individuals may be affected.

There are nine Protected Characteristic groupings defined in the Equality Act 2010. The full list of groupings is: Age; Disability; Gender Reassignment; Marriage and Civil Partnership; Pregnancy and Maternity; Race; Religion or Belief; Sex; and Sexual Orientation.

There is also intersectionality between these. Eg a young person with a disability would be in the groupings of Age and Disability, and if they described themselves as having a faith they would then also be in the grouping of Religion or Belief.

We demonstrate equal treatment to people who are in these groups and to people who are not, through having what is termed 'due regard' to their needs and views when developing and implementing policy and strategy and when commissioning, procuring, arranging, or delivering services.

Social inclusion is then the wider additional category we use in Shropshire, in order to help us to go beyond the equality legislation in also considering impacts for individuals and households with regard to the circumstances in which they may find themselves across their life stages. This could be households on low incomes, or households facing challenges in accessing services, such as households in rural areas, and veterans and serving members of the armed forces and their families, or people that we might consider to be vulnerable, such as young people leaving care or refugee families.

Please note that the armed forces are now a grouping to whom we are required to give due regard under new Armed Forces legislation, although in practice we have been doing so for a number of years now.

When you are not carrying out an ESHIA, you still need to demonstrate and record that you have considered equality in your decision-making processes. It is up to you what format you choose.-You could use a checklist, an explanatory note, or a document setting out our expectations of standards of behaviour, for contractors to read and sign. It may well not be something that is in the public domain like an ESHIA, but you should still be ready for it to be made available.

Both the approaches sit with a manager, and the manager has to make the call, and record the decision made on behalf of the Council.

Carry out an ESHIA:

- If you are building or reconfiguring a building.
- If you are planning to reduce or remove a service.
- If you are consulting on a policy or a strategy.
- If you are bringing in a change to a process or procedure that involves other stakeholders and the wider community as well as particular groupings

Carry out an equality and social inclusion approach:

- If you are setting out how you expect a contractor to behave with regard to equality, where you are commissioning a service or product from them.

- If you are setting out the standards of behaviour that we expect from people who work with vulnerable groupings, such as taxi drivers that we license.
- If you are planning consultation and engagement activity, where we need to collect equality data in ways that will be proportionate and non-intrusive as well as meaningful for the purposes of the consultation itself.
- If you are looking at services provided by others that help the community, where we need to demonstrate a community leadership approach

3. Council wide and service area policy and practice on health and wellbeing

This is a relatively new area to record within our overall assessments of impacts, for which we are asking service area leads to consider health and wellbeing impacts, much as they have been doing during 2020-2021 and 2021-2022, and to look at these in the context of direct and indirect impacts for individuals and for communities.

A better understanding across the Council of these impacts will also better enable the Public Health colleagues to prioritise activities to reduce health inequalities in ways that are evidence based and that link effectively with equality impact considerations and climate change mitigation.

Health in All Policies – Health Impact Assessment

Health in All Policies is an upstream approach for health and wellbeing promotion and prevention, and to reduce health inequalities. The Health Impact Assessment (HIA) is the supporting mechanism

- Health Impact Assessment (HIA) is the technical name for a process that considers the wider effects of local policies, strategies and initiatives and how they, in turn, may affect people's health and wellbeing.
- Health Impact Assessment is a means of assessing both the positive and negative health impacts of a policy. It is also a means of developing good evidence-based policy and strategy using a structured process to review the impact.
- A Health Impact Assessment seeks to determine how to maximise health benefits and reduce health inequalities. It identifies any unintended health consequences. These consequences may support policy and strategy or may lead to suggestions for improvements.
- An agreed framework will set out a clear pathway through which a policy or strategy can be assessed and impacts with outcomes identified. It also sets out the support mechanisms for maximising health benefits.

The embedding of a Health in All Policies approach will support Shropshire Council through evidence-based practice and a whole systems approach, in achieving our corporate and partnership strategic priorities. This will assist the Council and partners in promoting, enabling and sustaining the health and wellbeing of individuals and communities whilst reducing health inequalities.

Individuals

Will the proposal have a *direct impact* on health, mental health and wellbeing?

For example, would it cause ill health, affecting social inclusion, independence and participation?

Will the proposal directly affect an individual's ability to improve their own health and wellbeing?

This could include the following: their ability to be physically active e.g., being able to use a cycle route; to access food more easily; to change lifestyle in ways that are of positive impact for their health.

An example of this could be that you may be involved in proposals for the establishment of safer walking and cycling routes (e.g., green highways), and changes to public transport that could encourage people away from car usage. and increase the number of journeys that they make on public transport, by foot or on bicycle or scooter. This could improve lives.

Will the proposal *indirectly impact* an individual's ability to improve their own health and wellbeing?

This could include the following: their ability to access local facilities e.g., to access food more easily, or to access a means of mobility to local services and amenities? (e.g. change to bus route)

Similarly to the above, an example of this could be that you may be involved in proposals for the establishment of safer walking and cycling routes (e.g. pedestrianisation of town centres), and changes to public transport that could encourage people away from car usage, and increase the number of journeys that they make on public transport, by foot or on bicycle or scooter. This could improve their health and well being.

Communities

Will the proposal directly or indirectly affect the physical health, mental health, and wellbeing of the wider community?

A *direct impact* could include either the causing of ill health, affecting social inclusion, independence and participation, or the promotion of better health.

An example of this could be that safer walking and cycling routes could help the wider community, as more people across groupings may be encouraged to walk more, and as there will be reductions in emission leading to better air quality.

An *indirect impact* could mean that a service change could indirectly affect living and working conditions and therefore the health and well being of the wider community.

An example of this could be: an increase in the availability of warm homes would improve the quality of the housing offer in Shropshire and reduce the costs for

households of having a warm home in Shropshire. Often a health promoting approach also supports our agenda to reduce the level of Carbon Dioxide emissions and to reduce the impact of climate change.

Please record whether at this stage you consider the proposed service change to have a direct or an indirect impact upon communities.

Demand

Will there be a change in demand for or access to health, local authority and social care services?

For example: Primary Care, Hospital Care, Community Services, Mental Health and Social Services?

An example of this could be: a new housing development in an area would affect demand for primary care and local authority facilities and services in that location and surrounding areas. If the housing development does not factor in consideration of availability of green space and safety within the public Space, further down the line there could be an increased demand upon health and social care services as a result of the lack of opportunities for physical recreation, and reluctance of some groupings to venture outside if they do not perceive it to be safe.

For further advice: please contact

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