



Equality Impact Analysis

Title of policy, function or service	Watford Health Campus Farm Terrace Allotments relocation options
Lead officer	Manny Lewis
Person completing the EIA	Kathryn Robson
Type of policy, function or service:	<div>Existing (reviewed) <input type="checkbox"/></div> <div>New/Proposed <input checked="" type="checkbox"/></div>
Version	v.05- June 2016 (updated from November 2012 & September 2013 & December 2014 & February 2016)

Background

An Equality Impact Analysis (EIA) on the Watford Health Campus Farm Terrace Allotments options appraisal was undertaken in November 2012 to support the Watford Borough Council Cabinet report on the Watford Health Campus that was considered by Cabinet on 3 December 2012.

This EIA identified both positive and negative impacts of the scheme, based on the information available at the time. It also identified actions to both mitigate the negative impacts and ensure that the positive impacts are delivered.

Importantly, the EIA acknowledged that the planned, further engagement with the Farm Terrace allotment holders would provide more equality information that could better inform a future EIA. In view of this the EIA identified an update as a future action.

This initial version of the EIA, therefore, was updated in September 2013 and subsequently in December 2014 and February 2016.

Revised focus for Equality Impact Analysis

This EIA considers the potential equality related impacts, both positive and negative of the prospective loss of Farm Terrace allotments and alternative provision of allotments elsewhere on the people in the groups or with the characteristics protected in the Equalities Act 2010, should the Secretary of State be minded to grant consent under S8 of the Allotment Act 1925 for the change of use of Farm Terrace allotment land so that it can be incorporated into the Watford Health Campus scheme.

These are:

1. Age
2. Disability
3. Gender Reassignment
4. Pregnancy and maternity
5. Race
6. Religion or belief
7. Sex (gender)
8. Sexual Orientation
9. Marriage and Civil Partnership.

The Watford Health Campus scheme

Objectives

Watford Health Campus is a multi-million pound project (currently estimated at circa £350million), which will bring enormous benefits to residents in west Hertfordshire and Watford in particular. It brings together public and private sector partners who are committed to working together to deliver the Campus on a site of nearly 30 hectares in west Watford. Much of the site today is old brownfield land that is contaminated, unattractive and currently providing little in the way of amenities and services for the local community.

Watford Health Campus is an ambitious long-term scheme which will be completed over a 15 to 20 year period and will deliver:

- The opportunity to develop facilities at Watford Hospital, which serves up to 500,000 people: an improved road network and better use of space will offer greater flexibility for the hospital's future plans
- New business and work opportunities: with premises and facilities to attract new businesses to west Watford and creating up to 1,300 new jobs.
- 750 much needed new homes, including affordable homes.
- Better access and modern infrastructure, including a new road to the hospital site: this will help reduce congestion and allow much easier and quicker access for hospital vehicles, patients, staff and visitors. There will also be better walking routes and cycling facilities. The Metropolitan Line Extension - <https://tfl.gov.uk/travel-information/improvements-and-projects/metropolitan-line-extension> (formerly the Croxley Rail Link) provides a new station (Watford Vicarage Road) within a short walking distance of the Health Campus.
- Green, open spaces for the whole community to enjoy: attractive, new landscaped spaces are planned including riverside walks to open up the River Colne for the community. They will provide new wildlife habitats and encourage bio-diversity.
- A community garden: where local people can enjoy the benefits of growing fresh produce.
- Local community facilities: with a new community hub forming the heart of the Watford Health Campus. Local people as well as patients, staff and visitors to the hospital will enjoy a lively neighbourhood centre with shops and community facilities.
- Cleaning-up of former industrial and contaminated land.
- Progressive environmental and sustainable solutions: these will be promoted throughout the scheme.

In August 2012, the Watford Health Campus partnership (Watford BC and West Hertfordshire Hospitals NHS Trust [WHHT]) appointed Kier Property as the preferred private sector partner to support the delivery of the scheme. From August to June 2013, work was undertaken on the financial and legal agreements between the partnership and Kier, in order to take the Campus to the next stage of delivery – the appointment of Kier as approved partner and the establishment of the joint venture partnership (a Local Asset Backed Vehicle – LABV). This LABV is known as the Watford LLP.

This legal and financial agreement was signed on 18 June 2013 and the LABV established. As part of those agreements a masterplan and detailed infrastructure plan were agreed.

Significant work was then undertaken to develop a masterplan for the site. This delivered a draft masterplan for use during an extensive programme of consultation and engagement with the community in January / February 2014. Following this engagement, the masterplan was then refined for submission for planning permission in April 2014. At this stage, the LABV submitted two planning applications: a hybrid application for outline planning permission for the scheme without Farm Terrace (and a detailed application for the scheme's first business zone) and a separate planning application for Farm Terrace. The latter is yet to be determined.

The hybrid application was granted conditional consent on 18 September 2014 subject to a S106 agreement and conditions. The final terms of the S106 agreement and final conditions were agreed by the Council as local planning authority on 16 December 2014.

A separate planning application for what is known as the Health Campus link road, which improves access to the site and Watford General Hospital in particular, and associated infrastructure was submitted in early

September 2013 and was granted planning permission in December 2013. Work on the road is expected to start in early 2015.

Update: February 2016

Over the last 12 months, there has been considerable progress made in delivering the Watford Health Campus.

- Work has begun on the construction of the link road. This is progressing well and is expected to be completed by autumn 2016. This will be the first phase of the scheme completed and opens up the opportunities to take forward other elements of the scheme
- Planning approval has been granted for the business units on the zone known as Business Zone South, which will deliver the first phase of employment opportunities on the site
- Work has begun on planning the first residential zone on the site
- Work has also begun on the Metropolitan Line Extension, which is now being led by Transport for London. Trains are now expected to be running on the line from 2020

The Farm Terrace Allotments

Overview

Farm Terrace is an allotment site located in the Vicarage ward of Watford, directly behind Watford Football Club. It is 2.63 hectares in size. There are 128 plots ranging in size from 3 poles to 10 poles (a 10 pole plot is 250m) on the allotment. A number of plot holders have several plots, with 9 households having 20 or more poles. The majority of Farm Terrace tenants live in West Watford although there are a number who live in other areas of the town and 1 that lives outside the borough. As of 17 December 2014, there are 31 tenants on Farm Terrace. However, of these 31, four have given notice of termination, in line with a compensation package agreed for Farm Terrace allotment holder in July 2013. This means that there will be a maximum of 27 allotment holders on site by the end of 2015 who would be affected by any disposal.

As of 20 February 2016, there are 24 tenants on 31 plots.

Farm Terrace and the Watford Health Campus Scheme

The main reasons for considering the relocation of the Farm Terrace allotments are that it would:

- i) provide space for the re-provision of hospital facilities and activities on the Watford site.
- ii) improve the viability of the Campus scheme and speed up the development of the site.
- iii) secure more much-needed family housing – 69 3 bedroom houses have been included in the masterplan for the site
- iv) provide for a better designed Campus scheme to be developed of sufficient size to make a greater overall improvement for residents of west Watford including improved open and green space, which includes a community garden that has been identified for the Farm Terrace site
- v) provide re-provision for Watford Football Club's staff car park, which is being lost from another area of the Health Campus site
- vi) remove the impact on the amenity of being part of a development area. By relocating the site it avoids significant disruption and the impact of pollution that the allotment holders will otherwise be subject to over the duration of the Campus development.

In addition, the local education authority (Hertfordshire County Council) has asked Watford BC if there is potential for some of the allotment land could be for a 2 FTE primary school. This means that on the site would be: space for the hospital, houses, a school and a car park for Watford Football Club.

Application to the Department for Communities and Local Government

Cabinet gave its approval on 3 December 2012 to submit an application to the Secretary of State for the Department of Communities and Local Government (DCLG) under S8 of the Allotment Act 1925 for the appropriation of the Farm Terrace allotments into the Watford Health Campus scheme. It was also agreed at this time to continue to actively engage with the allotment holders through the next stage of the process, in anticipation of the Secretary of State's decision. Should this decision be for the inclusion of the allotments, then relocation of existing tenants would be required. The council wanted the current Farm Terrace tenants to have the opportunity to discuss their future options as early as possible and in a way that allowed them to identify their individual requirements and issues.

An application was initially submitted in February 2013 and a decision from DCLG received dated 8 May 2013. This granted consent to appropriate the Farm Terrace allotment land for the benefit of the Watford Health Campus scheme.

DCLG's original decision was quashed in on 28 August 2013. The council submitted a revised/updated submission in September 2013. On 18 December 2013, the Secretary of State again gave his consent for appropriation of the allotments. This decision was quashed at Judicial Review in October 2014 on what was deemed 'narrow' grounds.

In December 2014, the council resolved to submit a further application to the Secretary of State.

On 26 May 2016, Secretary of State granted permission for the Council, under s8 of the Allotments Act 1925, to allow the Council to appropriate the land under s122 of the Local Government Act 1972 for planning purposes to facilitate the delivery of the Watford Health Campus scheme.

Following the decision, the council is seeking to appropriate the Farm Terrace land for planning purposes under s122 of the Local Government Act 1972 to enable the site to be used for the benefit of the Watford Health Campus scheme (report to Cabinet on 4 July 2016).

Engagement survey (attached at Appendix i)

A significant programme of engagement has been undertaken with Watford allotment holders from June 2012.

Engagement update

A survey was developed in January 2013 to ascertain the requirements of Farm Terrace allotment holders should relocation be required. The survey was made available at this time on request and at an engagement event on 23 January 2013 but was sent to all Farm Terrace allotment holders in June 2013, following receipt of the DCLG's initial decision.

As well as covering issues such as:

- **Preferred site for relocation**
- **Allotment structures that the tenant might want moved to a new site**
- **Plants that the tenant might want moved to a new site**
- **Compensation,**

the survey also gave allotment holders the opportunity to provide personal information that could affect a decision taken to relocate and the requirements of a new site. In particular, the survey had questions relating to age and disability as well as one on access to a car that the allotment holder could drive.

The original EIA identified: age, disability and access to a car as areas that potentially could negatively affect an individual's ability to access alternative allotment provision. It also clearly demonstrated that these requirements would need to be known and understood on an individual basis for the council to update the EIA and to fully work through the mitigating actions that might be necessary.

Compensation package

As, from December 2013, consent had been granted by the Secretary of State to appropriate the Farm Terrace land for inclusion in the Watford Health Campus scheme, the council considered what would be an acceptable compensation package for the allotment holders who would be displaced. This also applied to the Farm Terrace allotment holders who had relocated since December 2012 and who had been waiting, in some cases over a year, to find out about the compensation package.

In July 2014, Watford BC's Cabinet agreed a compensation package comprising:

- **Category 1** - £750 for a tenant relocating (or previously relocated) voluntarily before notice is served, plus support with relocation including moving existing plants and structures as appropriate and clearing of new plot(s) so they are ready for cultivation. 50% (£375) of the compensation is payable at the time of agreeing to relocate and 50% (£375) when completed;
- **Category 2** - £1,000 for a tenant giving up completely and by agreement before notice is served. This is on the condition that the tenant will not apply for another plot within 3 years of giving up. 50% (£500) of the compensation is payable at the time of agreeing to terminate and 50% (£500) when the allotment is finally vacated ; and
- **Category 3** - statutory minimum for those served with notice for termination. Notice will be served to those tenants deciding not to take up the voluntary offers under category 1 and 2 above. The council has not set a timetable for serving notice as this will depend on the judicial review and the timescales involved in reaching a final decision. How, and when, a council serves notice on an allotment tenant is also governed by allotment legislation. For Farm Terrace, the council has agreed to give Farm Terrace tenants 12 months' notice.

All Farm Terrace allotment holders were contacted to inform of the details so they could consider their future options.

This package included the statutory compensation as set out under section 2 of the Allotments Act 1922 and s 3 of the Allotments Act 1950 in the event that notice is served on a tenant pursuant to Section 1(1) (d) of that Act.

The revised compensation package is as set out in the July 2016 Cabinet report.

What we know about Farm Terrace Allotment Holders

Current number on site:

The number of allotment holders has reduced during the development of this EIA;

- Nov 2012: 65 allotment holders affected by potential disposal
 - Sept 2013: 60 allotment holders affected by potential disposal
 - Dec 2014: 27 allotment holders affected by potential disposal (with an additional 4 having submitted notices of termination to the council)
 - Feb 2016: 24 allotment holders affected by potential disposal
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A survey of all Watford allotment holders was undertaken in 2011. This survey was sent to all tenants and covered a range of allotment related questions. Four hundred allotment holders responded to the survey. Four equality related questions were included in the survey – the results are outlined below and provide a good baseline for an understanding of the profile of allotment holders in Watford.

Allotment Tenant Profiles

- 1. Sex**
Male - 57% Female - 43%
- 2. Ethnicity**
White British - 95% Other - 5%
- 3. Disability**
16% have a disability
- 4. Age**

16-24 years - 1%	25-34 years - 5%	35-44 years - 15%	45-54 years - 19%
55 – 59 years - 12%	60-64 years - 14%	65+ years - 34%	

The most notable result was that 95% of allotment holders are White British. Watford's population overall is now around 62% White British (75% before the results of Census 2011 were known). This has been noted by the service and one of the recommendations of the council's revised Allotment Strategy (approved April 2013) will be to promote allotments in a way that ensures all parts of the community are aware of the availability of allotments across the borough and the potential benefits of allotment gardening.

Farm Terrace Allotment Tenant Profiles (taken from the results of the Allotment Survey 2011)

In terms of Farm Terrace allotment holders, 30 completed the survey in 2011, which provided the following information. In addition, we were able to do an analysis of plot holders by sex from our records (as of 8 November 2012):

White British - 24 (80%) White other - 3 (10%) Asian - 1 (3%) Other – 2 (7%)

3. **Disability** (total of 32 people answered this question)

Seven (22%) respondents have a level of disability. Of these three stated that this disability limits day to day activities a lot and four that it limits them a little.

Yes limited a lot - 3 (9%)

Yes limited a little - 4 (13%)

No - 25 (78%)

4. **Age**

Thirty three people responded to this question.

16 - 24 years – 1 (3%)

25 - 34 years – 1 (3%)

35 - 44 years - 8 (24%)

45 - 54 years - 9 (27%)

55 - 59 years – 1 (3%)

60 - 64 years – 1 (3%)

65+ – 13
(39%)

These figures, compared with results from the Census 2011, indicate:

- Higher percentage of people with disabilities using Farm Terrace allotments than the Watford population overall (14% for Watford overall compared to 22%)
- Higher percentage of White British users of the allotments than the Watford population overall – this is significantly higher (62% for Watford overall compared to 80%)
- Higher percentage of 60+ years users of the allotments than the Watford population overall (12.3% for Watford overall compared to 42%)

The responses also show a strong correlation between age and disability – six of the seven respondents with a disability are over 65.

5. **Access to a car**

The survey also asked people about their access to a car. This was purposely asked in this way rather than could people drive as an ability to drive would not necessarily mean people had access to a car.

Question: Do you have access to a car that you are able to drive?

Thirty one people responded to this question.

Yes - 22 (71%)

No – 9 (29%)

We know from our Allotment Survey 2011 that more than half of allotment holders do choose to drive to their allotments (55%) but for those without access to a car that they are able to drive, accessibility to an allotment (in terms of distance) would be a key consideration.

How will the council ensure equality is promoted as part of the relocation of Farm Terrace allotments

Under the Equality Act 2010, three areas need to be considered when analysing the equality impact of the potential relocation of Farm Terrace allotments:

1. **eliminate** discrimination, harassment, victimisation and any other conduct that is prohibited by or under the Act
2. **advance** equality of opportunity between people who share a relevant protected characteristic and people who do not share it
3. **foster** good relations between people who share a relevant protected characteristic and people who do not

1. Positive impacts

Should the Secretary of State agree that Farm Terrace allotments can be included in the Watford Health Campus scheme and it is then appropriated, the following positive impacts have been identified:

- **the delivery of Watford Health Campus objectives overall will be facilitated**

The delivery of the Watford Health Campus scheme will have positive outcomes for the community as a whole, including those members of the community with protected characteristics. It will provide an opportunity to foster good relations between people who share a relevant protected characteristic and people who do not through the delivery of improved community space and facilities in what will be a new community in West Watford.

In specific terms, it will improve access to:

- health facilities within the borough (positive impact for all protected characteristics)
- open public space, which is easily accessible for all. Issues of accessibility by people with disabilities or age related infirmities will be taken into account when these public spaces are designed. The expectation is that they will be accessible and there will be no barriers to people enjoying these new amenities. These open spaces will help foster good community relations by providing open, shared facilities for the West Watford community and beyond
- affordable housing, which is likely to be of particular benefit to people with families and within the age group when family homes are needed. See below for analysis of housing needs:

Social housing needs in Watford, Priority Band A-D

A breakdown of the borough's social housing needs in November 2014 shows that Watford currently has 903 households on its housing register in the four high priority bands

Band A Urgent Housing Need - 1 household	0.1%
Band B Very High Housing Need – 129 households	14.3%
Band C High Housing Need - 55 households	6.1%

The demand for different types of home from applicants in Bands A, B, C and D in November 2014 was as follows:

1 bedroom	324 households	35.9%
2 bedroom	336 household s	37.7%
3 bedroom	220 household s	24.5%
4+ bedroom	18 households	2.0%

- jobs and employment, which will benefit those of working age
- a range of amenities for the local community, including those which will enhance opportunities for local people to meet and engage, thus building improved community relations (positive impact for all protected characteristics)
- should a school be included on the Farm Terrace land, this will be of benefit to younger people and people within the age group with children from ages 4-11 years

Recommendation 1: the masterplan (excluding Farm Terrace), which has outline planning permission and the Farm Terrace masterplan indicate where the scheme can provide community facilities and amenities that will foster good relations between people who share a relevant protected characteristic and people who do not. As more detailed planning applications for each zone are brought forward the Watford Health Campus LLP need to ensure that the quality and accessibility of these facilities is considered and delivered to a standard that achieves the overall aim of the scheme for a vibrant, sustainable community. This includes the health benefits identified above and the potential education benefits, should this option be pursued

Community gardening concept

This has been highlighted as an initiative that could be considered within the Watford Health Campus scheme, given the additional space within the site overall that would be generated by the use of Farm Terrace allotments.

Although not a replacement for the allotments, a fundamental aspect of community gardening would be to design it in such a way that promotes inclusion and strong community links. This would support fostering good relations between protected characteristics as outlined in the Equality Act 2010. The design would also need to take into account how the garden would be accessible to people with protected characteristics such as the very young, the elderly and people with a disability

Recommendation 2: to ensure that the community garden concept is shared with the wider local community so that it is developed in a way that meets local requirements. There should be encouragement for people to get involved in shaping the space and in utilizing it once it is available.

2. Negative impacts

In relation to the impact of the Watford Health Campus scheme on Farm Terrace allotment holders, the following negative impacts can be identified.

- **Access impact**

If relocation is required it might be more difficult for tenants with a disability or older tenants to travel to a site further from home. We know from national research that people with disabilities and older people are less likely to drive and are more dependent on public transport than other groups in the community. In order to mitigate any potential impact, the council would need to consider these issues on an individual basis with each allotment holder. Age and some disabilities do not necessarily mean that the individual is unable to walk or drive, whereas for others this is clearly the case.

The council will also take into account those allotment holders who do not have access to a car they can drive when considering relocation options.

Equally, where an allotment holder's family member has access needs, these will be considered and addressed where possible. Issues of this nature can only be fully understood through effective one to one engagement, which is being facilitated by an individual employed for the purpose

The current potential number of allotment holders who might be seeking relocation (27 are still using the site without having given notice to vacate) can all be accommodated on vacancies at sites local to Farm Terrace (Holywell and Brightwell). These two sites have over 50 vacancies at present, which mean the allotment holders would have a good choice of alternative plots (33 are required). These are within a 5-10 minute walk or 2 minute drive from Farm Terrace.

- **Ability to cultivate new plot / bring it to workable standard**

There is a possibility that new plots might require work in order to bring them up to cultivation standard. This might be the case, in particular, if people choose existing plots, which have been left uncultivated for a period of time and so are overgrown etc.

The council is actively improving vacant plots in those sites close to Farm Terrace so they are in the best condition possible if required. This includes removing overgrown plants, digging over of soil, removal of unwanted structures etc.

Additionally, the council will expect the quality of soil on any new provision to be independently assessed as of sufficient quality for cultivation and for growing plants.

Recommendation 3: given that the equality information we have indicates there are issues that might impact on tenants (particularly in terms of disability and age), we will work with current Farm Terrace tenants to mitigate potential impacts where possible. This will be particularly relevant when considering support needed to relocate and undertake initial management of a new plot

- relocation options
- people's ability to travel to alternative sites
- people's ability to cultivate a new plot in terms of soil, structures, equipment, replanting etc
- **Fostering good relations**

The presence of the allotments on the site has helped support community relationships and spirit over the years. The loss of the site might impact on community relations. However, the recommendation would be to include an alternative form of community gardening on the Watford Health Campus site overall. This would provide an excellent opportunity for the existing and the new community that will emerge from the development to enjoy open space / interaction through growing food etc.

The engagement survey includes a question regarding who a current tenant might wish to be relocated close to. This is to build understanding of the existing relationships / connections and to consider if there is scope to maintain these on a new site.

3. Overall conclusion

Considering the information within this report and both the positive and negative impacts together, this analysis shows that, should Farm Terrace allotments be incorporated into the Watford Health Campus scheme, the overall impact on the Watford community is positive.

This is because the benefits of releasing the land will have a positive impact on all Watford residents (as well as on people from outside the borough whose main access to health facilities is at Watford Hospital), outweighing the potential negative impacts identified.

In addition, by working with the allotment holders on an individual basis, the council can identify any potential negative impacts for each individual and address them where feasible. In terms of those who might require an alternative plot on a site close to Farm Terrace, the council is managing vacancies at sites within west Watford which are, in some cases, around 500 metres from Farm Terrace and could be even closer to people's homes than their current plot. It has also put plans into place to provide support for those relocating and will be able to address those with specific requirements once these are raised and understood.

Recommendation 4: to update this EIA in light of developments on the Watford Health Campus scheme as and when new information / data received

Summary of potential positive and negative impacts on protected characteristics

Protected Characteristic	Positive	Negative	None	Reasons for decision
Age	✗	✗		<p>The reprovision of Farm Terrace and potential relocation of tenants has both positive and negative impacts in terms of age.</p> <p>Positive impacts</p> <ul style="list-style-type: none"> As outlined in this EIA, the Health Campus will bring a range of positive outcomes for all the community, across the range of protected characteristics. In particular, improved hospital facilities and access to open green space and improved community areas will benefit the whole community and foster good relations between people with and without a protected characteristic New provision can be designed to ensure issues that might make it difficult for older people to manage an allotment are taken into account Affordable housing on the Health Campus will address the housing needs of young people and people with families (categories identified as in housing need in Watford) Job opportunities generated by the Health Campus will benefit people of working age The potential school places that might be delivered on the Farm Terrace site would have a positive impact on younger people (4-11 years) and on their parents / carers

Protected Characteristic	Positive	Negative	None	Reasons for decision
				<p>Negative impacts</p> <ul style="list-style-type: none"> Older people might find it harder to get to a new plot if they are unable to drive / access a car – in these cases priority will be given to relocation to local sites / plots (i.e. those where there are vacancies close to their homes). Current local vacancies mitigate this issue significantly as adequate spaces are available in close proximity to the site and to current allotment holders' homes. Older people might find it harder to bring a new plot up to cultivation standard and to transfer plants / structures / equipment – in these cases support will be given to bring a new plot to a manageable standard ready for cultivation (digging over, transplanting, erecting sheds etc)
Disability	x	x		<p>The reprovision of Farm Terrace and potential relocation of tenants has both positive and negative impacts in terms of disability</p> <p>Positive impacts</p> <ul style="list-style-type: none"> As outlined the Health Campus will bring a range of positive outcomes for all the community, across the range of protected characteristics. In particular, improved hospital facilities and access to open green space and improved community areas will benefit the whole community and foster good relations between people with and without a protected characteristic New provision can be designed to ensure issues that might make it difficult for people with disabilities to manage an allotment are taken into account

Protected Characteristic	Positive	Negative	None	Reasons for decision
				<p>Negative impacts</p> <ul style="list-style-type: none"> • People with disabilities might find it harder to get to a new plot if they are unable to drive / access a car – in these cases priority will be given to relocation to local sites / plots (i.e. those where there are vacancies close to their homes). Current local vacancies mitigate this issue significantly as adequate spaces are available in close proximity to the site and to current allotment holders' homes. • People with disabilities might find it harder to bring a new plot up to cultivation standard and to transfer plants / structures / equipment – in these cases support will be given to bring a new plot to a manageable standard ready for cultivation (digging over, transplanting, erecting sheds etc)
Ethnicity	x		x	<p>The re-provision of Farm Terrace and potential relocation of tenants has positive impacts in terms of ethnicity.</p> <p>Positive impacts</p> <ul style="list-style-type: none"> • As outlined in this EIA, the Health Campus will bring a range of positive outcomes for all the community, across the range of protected characteristics. In particular, improved hospital facilities and access to open green space and improved community areas will benefit the whole community and foster good relations between people with and without a protected characteristic • The west Watford community (particularly Vicarage ward) is the most ethnically diverse in Watford. This is not currently reflected in the take up of allotments in the area. Once the allotment investment programme is completed (December 2014) and as part of the implementation of the Allotment Strategy 2013, a promotional plan will be implemented with the aim of engaging black and minority ethnic communities on becoming allotment holders.

Protected Characteristic	Positive	Negative	None	Reasons for decision
Sex	✗		✗	<p>The re-provision of Farm Terrace and potential relocation of tenants has a positive impact in terms of sex.</p> <p>Positive impact</p> <ul style="list-style-type: none"> As outlined in this EIA, the Health Campus will bring a range of positive outcomes for all the community, across the range of protected characteristics. In particular, improved hospital facilities and access to open green space and improved community areas will benefit the whole community and foster good relations between people with and without a protected characteristic
Sexual orientation	✗		✗	<p>The re-provision of Farm Terrace and potential relocation of tenants has a positive impact in terms of sexual orientation.</p> <p>Positive impact</p> <ul style="list-style-type: none"> As outlined in this EIA, the Health Campus will bring a range of positive outcomes for all the community, across the range of protected characteristics. In particular, improved hospital facilities and access to open green space and improved community areas will benefit the whole community and foster good relations between people with and without a protected characteristic
Religion	✗		✗	<p>The re-provision of Farm Terrace and potential relocation of tenants has a positive impact in terms of religion.</p> <p>Positive impact</p> <ul style="list-style-type: none"> As outlined in this EIA, the Health Campus will bring a range of positive outcomes for all the community, across the range of protected characteristics. In particular, improved hospital facilities and access to open green space and improved community areas will benefit the whole community and foster good relations

Protected Characteristic	Positive	Negative	None	Reasons for decision
				between people with and without a protected characteristic
Pregnancy/maternity	✗		✗	<p>The reprovision of Farm Terrace and potential relocation of tenants has a positive impact in terms of pregnancy / maternity</p> <p>Positive impact</p> <ul style="list-style-type: none"> As outlined in this EIA, the Health Campus will bring a range of positive outcomes for all the community, across the range of protected characteristics. In particular, improved hospital facilities and access to open green space and improved community areas will benefit the whole community and foster good relations between people with and without a protected characteristic
Gender orientation	✗		✗	<p>The reprovision of Farm Terrace and potential relocation of tenants has a positive impact in terms of gender orientation.</p> <p>Positive impact</p> <ul style="list-style-type: none"> As outlined in this EIA, the Health Campus will bring a range of positive outcomes for all the community, across the range of protected characteristics. In particular, improved hospital facilities and access to open green space and improved community areas will benefit the whole community and foster good relations between people with and without a protected characteristic

Summary of potential positive impacts and ways in which they can be ensured

Positive Impact	Protected characteristics	Ways to ensure the positive impact
<p>Watford Health Campus scheme and delivery of community amenities and facilities</p> <p>Contribution made to the delivery of Watford Health Campus project, particularly in terms of additional space to enable expansion and re-provision of hospital facilities, the delivery of more family houses and affordable homes on the site and financial viability of the scheme overall.</p> <p>This will benefit Watford and the wider community – the facilitation of new and better hospital facilities will have a positive impact on all protected characteristics. Accessible open and green spaces and community spaces are also proposed for the Watford Health Campus and these need to be fully considered in equalities terms to ensure they too contribute to the fostering of good community relations.</p> <p>In addition, the local education authority (Hertfordshire County Council) has asked Watford BC if there is potential for some of the allotment land could be for a 2 FTE primary school. This means that on the site would be: space for the hospital, houses, a school and a car park for Watford Football Club.</p>	All	<p>The masterplan for the Watford Health Campus was developed for submission for planning approval in April 2014.</p> <p>The masterplan shows that the aspirations for the Health Campus are being incorporated into the plans including:</p> <ul style="list-style-type: none"> • Expansion space for the new hospital facilities and services • Family houses on the allotment land • Open and green space • Community areas <p>There is flexibility within the masterplan to allow for a school should this requirement need to be brought forward.</p>

Positive Impact	Protected characteristics	Ways to ensure the positive impact
Quality and accessibility of new allotment provision Opportunity to improve the quality and accessibility of allotment plots where re-provision has been identified	All – particularly for those with a disability / mobility problems	<p>Ensure that when designing the new allotment provision, the site and the new plots take equalities issues into account.</p> <p>In particular, re-provision will need to consider ease of access to the new plots (in terms of entrance to the site), ease of working the new plots (in terms of ensuring some are level to take into account mobility and age related infirmities) and that the layout is conducive to building and maintaining community relations (people are able to interact easily whilst working on their site). Southern Green consultants are working on the design and initial proposals have been submitted for the first phase.</p>
Community garden Community gardening concept to foster good community relations	All	<p>Outline proposals for this are included within the masterplan. However, this is not in detail and will not be until the final decision is known on Farm Terrace. If approval is received, a more detailed plan will be developed. Engagement will be carried out with the community on any plans to understand what local people feel would be of benefit and can be sustained through community involvement.</p>
Individual needs and requirements Consideration given to individual needs and requirements through ongoing engagement	All but with particular consideration to those needs that would affect the choice of a potential relocation site / plot	<p>Ensure discussions with each allotment holder take place to identify any equality issues to be addressed if relocation is required.</p>

Positive Impact	Protected characteristics	Ways to ensure the positive impact
		Current analysis shows that some allotment holders do have needs relating to disability and age. These will be considered during individual discussions and addressed. Provision is available to support these needs both in relation to new plots and help in bringing them to cultivation standard if necessary.
Promotion of allotments across the community	Ethnicity	Work with community to understand if there are any barriers to engaging in allotment gardening and what might support greater take up amongst the non White British community. The current promotion plan for allotment holders in Watford identifies engagement with the community as a priority for 2016.

Summary of potential negative impacts and ways in which they can be removed or mitigated:

Negative Impact	Protected characteristics	Ways to mitigate the negative impact
Ability to access to allotment amenity impact	Disability Age	<p>As for positive impact - consideration given to individual needs and requirements. These can also cover issues around ability to drive and consideration of family members' access to a new site/plot.</p> <p>If relocation is required then issues that might impact on ongoing access to participating in allotment gardening need to be identified and mitigated. These will differ from individual to individual, which is why the council's engagement programme has been established. Data on individual needs is being recorded to enable understanding of the profile of Farm Terrace allotment holders to be assessed and considered.</p>
Ability to cultivate new plot / bring it to cultivation standard	Disability Age	<p>Consideration to be given to state of new plots and ability of potential plot holder to move to new site in terms of cultivation, plants, structures and equipment.</p> <p>The council's relocation programme has allowed for appropriate support to be available to mitigate issues around the state and readiness of alternative plots for cultivation.</p>
Fostering good relations	All	<p>Ensure that the provision within the Watford Health Campus masterplan to create opportunities for building good community relations through best use of open space and possibly community gardening is delivered based on the principles of good urban design and creating a strong sense of place.</p>

Monitoring the review

This analysis is reviewed on an on going basis and as information is received that affects Farm Terrace allotments and potential reprovision and relocation.

This initial EIA has been approved by:

Manny Lewis

..... **Date17.12.14.....**



Appendix i Farm Terrace Allotments Questionnaire

June 2013

Background

We were informed on 8 May that our application to the Secretary of State for the Department of Communities and Local Government to include Farm Terrace allotments in the Watford Health Campus scheme has been successful.

As part of our application to the Secretary of State, the council had to demonstrate that we would re-provide the allotment land and that alternative, good quality sites and plots were available to you as current plot holders. Earlier in the year, we promised that, when the time was appropriate, we would continue our engagement with you on your future options as allotment holders, initially through a short questionnaire we had developed. Now that the decision has been received, we want to offer you the opportunity to complete the questionnaire.

Once we have received your responses (the deadline is **19 July 2013**), we can start work on mapping people's preferences and requirements. Although we would hope to accommodate all your needs we cannot guarantee this in every case. However, we will start to provide options on alternative provision that is currently, or will shortly be, available as soon as possible after you make us aware of your needs.

This questionnaire is, therefore, a starting point for these discussions with you. The more information you can give us at this stage, the better the picture we can build of your needs, which will help us work with you on your future tenancy.

If you have any questions on this survey, please contact:

Kathryn Robson on 01923 278077 or kathryn.robson@hotmail.co.uk

About your allotment

In this section, we would like to find out about your current allotment plot.

Q1. What is your current plot number (if you know it)? Please write in below.

.....

Q2. What size is your current plot(s) in poles (if you know it)? Please write in below.

.....

Q3. Do you want to continue as an allotment holder in Watford at a different site?

☐ Yes

(please go to Q4)

☐ No

(please go to Q11)

Q4. Do you have any of the following on your plot that you would like us to consider helping relocate.
Please tick all those that you have and then whether you would like help to move them and how many.

	On my current allotment	Would like help to move to another allotment site	How many to move (please write in)
Shed	<input type="checkbox"/>	<input type="checkbox"/>
Greenhouse	<input type="checkbox"/>	<input type="checkbox"/>
Polytunnel	<input type="checkbox"/>	<input type="checkbox"/>
Cold frame	<input type="checkbox"/>	<input type="checkbox"/>
Chicken house	<input type="checkbox"/>	<input type="checkbox"/>
Beehives	<input type="checkbox"/>	<input type="checkbox"/>
Compost bin	<input type="checkbox"/>	<input type="checkbox"/>
Lawnmower	<input type="checkbox"/>	<input type="checkbox"/>
Water butt	<input type="checkbox"/>	<input type="checkbox"/>
Wheelbarrow	<input type="checkbox"/>	<input type="checkbox"/>
Rotovator	<input type="checkbox"/>	<input type="checkbox"/>
Raised beds	<input type="checkbox"/>	<input type="checkbox"/>
Large hand tools	<input type="checkbox"/>	<input type="checkbox"/>
Other (please write in)		

	<p>.....</p> <p>.....</p>
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Q5. Is there any other information you want to let us know about items / things you have on your allotment. Please write in below.

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Q6. Do you have any of the following growing on your plot that you would like help to move from Farm Terrace to another allotment site? Please state how many. Please tick all those that you have and then whether you would like help to move them and how many and what type.

	On my current plot	Would like help to move to another allotment site	How many to relocate (please write in)	What type (please write in)
Fruit trees	<input type="checkbox"/>	<input type="checkbox"/>
Vines	<input type="checkbox"/>	<input type="checkbox"/>
Fruit canes/bushes ...	<input type="checkbox"/>	<input type="checkbox"/>
Rose trees/bushes ...	<input type="checkbox"/>	<input type="checkbox"/>
Ornamental trees/shrubs	<input type="checkbox"/>	<input type="checkbox"/>
Established plants, e.g. herbs, strawberries etc	<input type="checkbox"/>	<input type="checkbox"/>

Other (please write in)	<p>.....</p> <p>.....</p> <p>.....</p> <p>.....</p>
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Q7. Is there any other information you would like us to be aware of in relation to plants growing on your current plot? Please write in below.

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Q8. Are there any other allotment holders that you would like to be located next or close to if possible? Please give details below.

.....

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.....

Alternative sites

Q9. Which of the following sites would be your preference to move to? Please mark your choices 1st, 2nd, 3rd and 4th.

We cannot guarantee any preferences at this stage but the information provided will be useful in building a picture of the overall requirements of Farm Terrace allotment holders.

	Choice number (1 st , 2 nd , 3 rd or 4 th)
Brightwell allotments - (Tolpits Lane)
Paddock Road allotments (current vacant plots)
Paddock Road allotments (new plots*)
Wiggenhall allotments - (Longcroft)

Holywell allotments - (Scammell Way) (current vacant plots)
Holywell allotments - (Scammell Way) (new plots*)
Other – please write in below

** The council will be re-providing allotments to replace Farm Terrace allotments by expanding the sites at Paddock Road and Holywell. These plots will not be available until works have been completed to prepare the sites. Existing vacancies on these sites can be made available to Farm Terrace Allotment holders who wish to re-locate sooner.*

Q10. Is there anything else you want us to consider that would help us work with you on the best possible location for your new allotment plot?

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.....

Compensation

Under the law, allotment tenants are entitled to compensation if their tenancy is ended by their landlord (which is Watford Borough Council in this case).

The legal requirement for compensation is:

‘for crops growing upon the land in the ordinary course of the cultivation of the land as an allotment garden or allotment gardens, and for manure applied to the land’. *Allotment Act 1922 – Section 2*

‘compensation equal to one year’s rent of the land’. *Allotment Act 1950 – Section 1*

We are considering the compensation package that we might offer, if needed.

Q11. Thinking about the compensation package are there any other issues you think we should take into consideration? Please write in below.

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About you

This information is confidential and will not be used for any other purpose. It helps us ensure we are aware of any specific needs that you may have and that our approach takes these into account.

Q12. Your Name

Q13. Your Address

.....

..... **Postcode**

Q14. Your phone number

Q15. Your email

Q16. Do you have access to a car that you are able to drive? Please tick.

☐

Yes

☐

No

Q17. What is your age range? Please tick.

16 to 24 years

☐

55 to 59 years

☐

25 to 34 years

☐

60 to 64 years

☐

35 to 44 years

☐

65 to 70 years

☐

45 to 54 years

☐

70 years +

☐

Q18. Are your day-to-day activities limited because of a health problem or disability which has

lasted, or is expected to last, at least 12 months? Please tick.

- ☐ Yes, limited a lot
☐ Yes, limited a little
☐ No

Q19. Which of these groups do you consider you belong to?

White or White British

- English / Welsh / Scottish /
Northern Irish / British ☐
Gypsy or Irish Traveller ☐
Irish ☐
Any other White background ☐
(✓ and write in below)

.....

Mixed / multiple ethnic groups

- White & Black Caribbean ☐
White & Black African ☐
White & Asian ☐
Any other mixed / multiple ethnic ☐
background
(✓ and write in below)

.....

Black or Black British

- Caribbean ☐
African ☐
Any other Black background ☐
(✓ and write in below)

.....

Asian or Asian British

- Indian ☐
Pakistani ☐
Bangladeshi ☐
Chinese ☐
Any other Asian background ☐
(✓ and write in below)

.....

Other ethnic group

- Arab ☐
Other ethnic group ☐
(✓ and write in below)

.....

THANK YOU FOR COMPLETING THIS QUESTIONNAIRE

ONCE COMPLETED PLEASE RETURN IT IN THE ENCLOSED PRE-PAID ENVELOPE