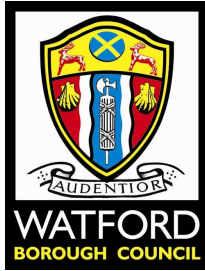


Appendix G



Equality Impact Analysis

Title of policy, function or service	Watford Health Campus Farm Terrace Allotments options appraisal
Lead officer	Manny Lewis
Person completing the EIA	Kathryn Robson
Type of policy, function or service:	Existing (reviewed) <input type="checkbox"/> New/Proposed <input checked="" type="checkbox"/>
Version	v.01- November 2012

Background

This analysis considers the potential impacts, both positive and negative, of the options appraisal for Farm Terrace allotments. This options appraisal has arisen in response from work being undertaken to progress the Watford Health Campus scheme.

The overall objectives of the Watford Health Campus scheme are:

- To deliver a flexible, sustainable and market facing masterplan
- Delivering high quality homes
- Create employment opportunities and regeneration within West Watford
- Enhance patient, staff and visitor experience by:-
 - Improving accessibility to green open space,
 - Upgrading car parking facilities
 - Delivering new access roads and infrastructure
 - Providing expansion zones for the new hospital.
- Provide private sector expertise and finance
- Realising land value to help improve patient and staff experience

In September 2012, the Watford Health Campus partnership (Watford BC and West Hertfordshire Hospitals NHS Trust [WHHT]) appointed Kier Project Investment Ltd as the preferred private sector partner to support the delivery of the Campus. Since this time work has been ongoing to arrive at financial and legal agreement between the partnership and Kier in order to take the Campus to the next stage of delivery – appointment of Kier as approved partner, the establishment of the joint venture partnership (known as a Local Asset Backed Vehicle – LABV) and the development of a masterplan that will go forward for planning approval,

Through the work taken to reach this stage of the Health Campus scheme, the requirement to consider the inclusion of some, or all, of the Farm Terrace allotments has arisen. Farm Terrace allotments were not included in the original outline of the Campus site that was presented to potential developers. However, at a relatively early stage, potential private sector bidders identified the possible need for the allotments within the scheme as a significant issue. This was in terms of ensuring the proposed masterplan was market facing / financially viable and that there was adequate space within the site to deliver aspirations for family homes and hospital expansion. The latter has since been reinforced by WHHT – in terms of its requirements for sufficient space in which to re-provide hospital facilities and services.

At this stage, approval was sought from Watford BC's Cabinet (June 2012) to undertake an options appraisal for including into the Campus site:

- None of the allotments
- 50% of the allotments
- 100% of the allotments

Agreement was given with a commitment to engage with allotment holders (with a dedicated group for Farm Terrace allotment holders) throughout the appraisal process. A decision on the appraisal is to be made by Watford BC's Cabinet in December 2012.

This Equality Impact Analysis (EIA) will be developed further once the outcome of the Cabinet decision is known. At this stage, therefore, the EIA is considering the potential impact of the Farm Terrace allotments options appraisal on the people in the groups or with the characteristics protected in the Equalities Act 2010.

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 analysis also considers how we can achieve the positive effects and reduce or mitigate the negatives.

Farm Terrace Allotments

Background

Farm Terrace is the 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.

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 the hospital on the Watford site.
- ii) Improve the viability of the Campus scheme and speeds up the development of the site.
- iii) secure more much-needed family housing
- 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.
- v) remove the impact on the amenity of allotment holders. By relocating the site it avoids significant disruption and the impact of pollution that they will otherwise be subject to over the duration of the Campus development.

Potential impact

The options being considered for the allotments comprise:

- retain the allotment site, although the impact of the Campus scheme would necessitate certain changes to the site including to current access arrangements
- retain 50% of the allotments, with consideration being given to relocation to an alternative site or sites; and
- relocate 100% of the allotments, again with consideration being given to relocation.

All options will have an impact on Farm Terrace tenants, although to different degrees.

Engagement with allotment holders

A comprehensive programme of engagement has been undertaken to support this element of the Watford Health Campus project.

At the Cabinet meeting in June, a commitment was made to engage with allotment holders to provide opportunities to share their views on the future of allotments within the borough. This commenced with a meeting for all allotment holders on 17 July, with over 100 allotment holders in attendance. At

this meeting and through subsequent communications allotment holders who expressed an interest were invited to get involved through two working groups:

1. A Farm Terrace Group – focusing on the future of the Farm Terrace allotments as part of the wider Watford Health Campus scheme.

The meetings so far have covered:

- explanation by the Watford Health Campus team as to the current status of proposals and the project;
- discussion with a West Hertfordshire Hospitals NHS Trust representative to clarify why the Trust needs part of the allotment site for the future hospital; and
- a participative session to enable the group to understand the Health Campus site more fully and explore alternative development scenarios for the Campus.

2. An Allotment Stakeholder Panel – looking at the council's Allotment Strategy, an acceptable quality standard for allotments and the level of investment needed to achieve this standard across all sites in the borough.

The meetings so far have covered:

- Current issues of concern to allotment holders;
- The 'model' allotment and how this might relate to Watford;
- Priorities for potential investment and improvement.

A joint meeting of these two groups took place on the 7 November 2012. Kier provided an update of their Watford Health Campus proposals including masterplan proposals if there was 0%, 50% or 100% usage of the allotments by the Campus. A report was presented on relocation options and the investment strategy for improving all allotments across Watford was covered. A representative from the National Society for Allotments and Leisure Gardeners (NSALG) was present.

Following this meeting, a letter was sent to all current Watford allotment holders apprising them of the areas covered by the meeting and bringing them up to date on the current situation and next steps. This was also circulated to councillors and to the NSALG. Allotment holders were invited to feedback on the issues raised in the letter. To date only one response has been received.

What we know about Farm Terrace Allotment Holders

The most recent information we have on Watford allotment holders overall is from a 2011 survey.

This was sent to all allotment holders and so the results are not specific to Farm Terrace tenants.

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 around 75% White British. This has been noted by the service and one of the recommendations for the emerging Allotment Strategy 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.

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

Farm Terrace Allotment Tenant Profiles

1. **Sex**
Male - 51% Female - 49%
2. **Ethnicity**
White British - 90% White other - 7% (1 not answered)
3. **Disability**
13% have a disability
4. **Age**
16-24 years - 3% 25-34 years - 13% 35-44 years - 17% 45-54 years - 17%
55-59 year – 1% 60-64 years – 20% 65+ - 27%

These figures indicate higher:

- Percentage of people with disabilities using Farm Terrace allotments than the Watford population overall
- Percentage of White British users of the allotments than the Watford population overall
- Percentage of 60+ users of the allotments higher than the Watford population overall

How will the council ensure equality is promoted through the outcome of the options appraisal

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

The Watford Health Campus scheme will impact on Farm Terrace allotments, whichever option is agreed by Cabinet. (The recommendation to Cabinet in December is to incorporate all the Farm Terrace allotment within the Health Campus scheme but at this stage of developing this EIA no decision has been taken).

Therefore, steps will need to be taken to continue engaging with current tenants to understand the effect on each of them individually as the Campus scheme progresses. This will need to include building an understanding of any impact in terms of equality.

1. Positive impacts

Should the decision be taken to include some or all of the Farm Terrace allotments in the Health Campus scheme, 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 certainly improve access to:

- health facilities within the borough
- open public space, which is easily accessible for all
- affordable housing, which is likely to be of particular benefit to people with families and within the age group when family homes are needed
- jobs and employment, which will benefit those of working age

- **opportunity to improve the quality of allotment plots where re-provision has been identified**

Re-provision of allotments at other sites within the borough would allow for improvement to some aspects of the facilities currently provided at Farm Terrace. Issues that would impact on protected characteristics, such as suitability for tenants with a disability would be taken into account and designed into re-provision

- **community gardening concept**

This has been highlighted as an initiative that could be considered within the 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.

- **consideration given to individual needs and requirements**

If required, discussions will take place with each current allotment holder on their specific needs and requirements. This will include understanding requirements in terms of protected characteristics – for example how best can a disability requirement be accommodated if relocation is necessary.

- **review promotion of allotments in light of emerging Allotment Strategy**

This will support the promotion of allotments across the Watford community (not just in relation to Farm Terrace)

Recommendation 1: the Council will need to ensure that effective promotion is considered within the Allotment Strategy and associated action plan

2. Negative impacts

In relation to the impact of the Watford Health Campus scheme on Farm Terrace allotment holders, there are some negative impacts that 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, we would need to consider these issues on an individual basis with each allotment holder.

Recommendation 2: given that the equality information we have indicates there are issues that might impact on tenants (particularly in terms of disability and age) the Council will work with current Farm Terrace tenants to mitigate potential impacts where possible. This will be particularly relevant when considering relocation options and people's ability to travel to alternative sites

- **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 Health Campus site overall. This would provide an excellent opportunity for the existing and the new community that will be emerge from the development to enjoy open space / interaction through growing food etc.

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 General Hospital), outweighing the potential negative impacts identified. In addition, opportunities have been identified to mitigate the potentially negative impacts.

Recommendation 3: to update this EIA in light of developments on the Health Campus scheme and when new information / data received

The table summarises potential positive impacts and ways in which they can be ensured

Positive Impact	Protected characteristics	Ways to ensure the positive impact
<p>Contribution made to the delivery of Watford Health Campus project, particularly in terms of additional space to enable expansion and re-provision of Watford General Hospital, the delivery of more family 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.</p>	All	<p>The Health Campus is now entering the stage where contractual commitments are entered into to establish a LABVI. This and the work going forward will involve developing a masterplan that delivers the objectives and aspirations of the Health Campus scheme.</p> <p>An overall Equality Impact Analysis will be developed as part of the emerging masterplan. This will ensure that the equalities duty will be considered within the scheme and before it is considered for planning approval.</p>
Opportunity to improve the quality of allotment plots where re-provision has been identified	All – particularly for those with a disability / mobility problems	Ensure that work carried out on re-provision takes equalities issues into account.
Community gardening concept to foster good community relations	All	Consideration to be given within masterplan as it is developed.
Consideration given to individual needs and requirements	All	Ensure discussions with each allotment holder to identify any equality issues to be addressed if relocation is required.
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 table summarises potential negative impacts and ways in which they can be removed or mitigated:

Negative Impact	Protected characteristics	Ways to mitigate the negative impact
Access impact	Disability Age	As for positive impact - consideration given to individual needs and requirements. If relocation is needed then issues that might impact on ongoing access to participating in allotment gardening need to be identified and mitigated where possible.
Fostering good relations	All	Ensure that the Health Campus masterplan considers how to create opportunities for building good community relations through best use of open space and possibly community gardening.

Monitoring the review

This analysis will be reviewed as part of the development of the Sports Facilities Strategy.

This EIA has been approved by:

Manny Lewis

Date 27.11.12