



# Equality Impact Analysis

<b>Title of policy, function or service</b>	Watford Health Campus Farm Terrace Allotments relocation options  <a href="#">Update on Equality Impact Analysis – November 2012</a>
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<b>Type of policy, function or service:</b>	Existing (reviewed) <input type="checkbox"/> New/Proposed <input checked="" type="checkbox"/>
<b>Version</b>	v.02- September 2013 (updated from November 2012)

## **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 version of the EIA, therefore, provides this update.

### **Revised focus for Equality Impact Analysis**

Given the progress achieved on the Watford Health Campus since December 2012, the initial equality impact analysis' focus has been reviewed to reflect the current stage of the project. The options appraisal is no longer relevant, given the Cabinet decision in December 2012 to apply to the Secretary of State for Communities and Local Government under S8 of the Allotments Act 1925 for approval to include the entire allotment site in the Watford Health Campus scheme (outlined later in the EIA).

This EIA, therefore, 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

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, 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

The overall objectives of the Watford Health Campus scheme are to:

- Deliver a flexible, sustainable and market facing masterplan
- Deliver high quality homes including affordable homes
- Create employment opportunities and regeneration within West Watford (currently estimated at 1600 jobs)
- 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 new hospital facilities and services
- Provide private sector expertise and finance
- Realise land value to help improve patient and staff experience

## **Recent progress**

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 (known as a Local Asset Backed Vehicle – LABV).

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.

Over the last year, significant work has been undertaken to develop a hybrid masterplan for the site. A planning application for this masterplan will be submitted in December 2013 (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).

Extensive consultation and engagement on the scheme will be undertaken during autumn 2013, including with specific community groups.

## **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 September 2013, there are 60 tenants on Farm Terrace.

## **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
- 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 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.

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.

### **Application to the Department for Communities and Local Government**

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 and the application is to be re-determined.. The council will submit a revised/updated submission in September 2013.

### **Engagement survey (attached at Appendix i)**

A significant programme of engagement was undertaken with Watford allotment holders from June 2012. This was detailed in the previous EIA and is presented in this EIA as Appendix ii.

### **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.

## What we know about Farm Terrace Allotment Holders

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

- Sex**  
Male - 57%    Female - 43%
- Ethnicity**  
White British - 95%    Other - 5%
- Disability**  
16% have a disability
- 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):

- Sex**  
Male - 51%    Female - 49%
- Ethnicity**  
White British - 90%    White other - 7% (1 not answered)
- Disability**  
13% have a disability
- 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
- Higher percentage of White British users of the allotments than the Watford population overall
- Higher percentage of 60+ years users of the allotments than the Watford population overall

**Farm Terrace Allotment Tenant Profiles UPDATED – September 2013** (taken from engagement survey 2013)

In the initial EIA on the options for Farm Terrace, building an improved understanding of the equality needs of the Farm Terrace allotment holders was identified as an action. This was to be achieved through including key equality questions in the engagement survey on relocation (Appendix i).

Thirty seven Farm Terrace tenants responded to the survey. Not all respondents completed the survey, so not all questions have responses.

As of 9 September 2013, there are 60 allotment tenants on Farm Terrace.

**1. Sex**

**i. Not taken from survey but from tenancy information (ALL TENANTS)**

**Male - 55%**

**Female – 45%**

**ii. Taken from survey** (total of 33 people answered this question)

**Male - 17 (52%)**

**Female – 16 (48%)**

**2. Ethnicity** (total of 30 people answered this question)

**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 DCLG agree that Farm Terrace allotments can be included in the Watford 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 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 September 2013 shows that Watford currently had 1,276 households on its housing register in the four high priority bands A-D:

- Band A Urgent Housing Need - 1 household
- Band B Very High Housing Need – 104 households
- Band C High Housing Need - 135 households
- Band D Recognised Housing Need – 1,036 households

The demand for different types of homes from applicants in Bands A, B, C and D in September 2013 was as follows:

• 1 bedroom	481 households	37.7%
• 2 bedroom	553 households	43.3%
• 3 bedroom	202 households	15.8%
• 4+ bedroom	40 households	3.2%

- 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)

**Recommendation 1: to ensure that the masterplan for the Watford Health Campus identifies 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 of September 2013, the illustrative masterplan is showing a range of community areas that will facilitate good relations.**

- **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 or age related infirmities could be taken into account and designed into re-provision. For example, feedback from one Farm Terrace allotment holder is that the slope of Farm Terrace has made it difficult to manage the plot at times (in comparison to a flat plot). This is the types of issues that can be addressed when designing the re-provision.

**Recommendation 2: to ensure that the re-provision for Farm Terrace, if required, addresses the equality needs of the community, particularly with regard to disabilities or age related issues. Watford BC to work with appointed consultants to ensure re-provision does take into account specific requirements such as levels, ease of access.**

- **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

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

Discussions are ongoing with Farm Terrace allotment holders on an individual basis on their specific needs and requirements. This includes understanding requirements in terms of protected characteristics – for example how best can a disability requirement be accommodated if relocation is necessary. As the necessary information is now provided for a significant number of allotment holders who have voluntarily submitted their surveys, the council is in a much better position to assess and respond to these requirements

Although engagement is initially with the named allotment tenant themselves, the individual nature of the engagement means that discussions can take place on other issues of concern to current tenants. One that has been raised is the ‘family nature’ of allotment gardening in so far as other members of the plot holder’s family often support them on their allotments and participate in the activity. Where this is raised and there are access issues identified beyond the plot holder themselves, this can be considered when a decision is taken on relocation.

The council has been actively managing allotment vacancies to ensure that there is a wide a range of options available to Farm Terrace allotment holders, should relocation be required.

There is currently good availability on two allotment sites in close proximity to Farm Terrace. Brightwell is within 0.7mile, has car parking available and is a flat site allowing easy access and management of sites. Holywell is closer (0.5 miles) and a 10 minute walk from Farm Terrace. There is already a community group for people with disabilities using this site.

- **support with relocation as, and when, required**

In addition, the council is providing support for relocation for all tenants – this would be of particular importance for allotment holders with disabilities and any age-related issues. There

is no expectation that allotment holders will be required to bring a new plot up to a state where it is ready for cultivation without appropriate help and support. Indeed, the required level of support has been provided for those who have already, voluntarily chosen to relocate in the past few months.

This support could include:

- ensuring quality of soil on the plot
- digging over of new plot
- removal of any unwanted plants / structures / equipment on the new plot
- relocation of identified plants / structures / equipment to the new plot

**Recommendation 3: to continue engagement with allotment holders on an individual basis to ensure that needs are identified and addressed when consideration is given to relocation options**

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

This will support the promotion of allotments across the Watford community (not just in relation to Farm Terrace). Certain issues have already been identified in terms of understanding the low level of ethnicities other than White British up of allotments.

At present, vacancies are being managed to ensure that there are choices available to Farm Terrace allotment holders should they be required. Once the needs of Farm Terrace tenants has been identified and understood, the promotion plan will be implemented.

**Recommendation 4: to ensure that effective promotion is developed for delivery following Farm Terrace allotment holders being able to access alternative allotment sites and plots if required. This promotion needs to take into account the current profile of allotment holders and consider ways of engaging with those not currently represented within the Watford allotment holder community**

## **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

- **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 5: 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 particular 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 be 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 General 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 6: 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	<b>x</b>	<b>x</b>		<p>The reprovision of Farm Terrace and potential relocation of tenants has both positive and negative impacts in terms of age.</p> <p><b>Positive impacts</b></p> <ul style="list-style-type: none"> <li>• 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</li> <li>• New provision can be designed to ensure issues that might make it difficult for older people to manage an allotment are taken into account</li> <li>• 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)</li> <li>• Job opportunities generated by the Health Campus will benefit people of working age</li> </ul> <p><b>Negative impacts</b></p> <ul style="list-style-type: none"> <li>• 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)</li> </ul>

Protected Characteristic	Positive	Negative	None	Reasons for decision
				<ul style="list-style-type: none"> <li>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)</li> </ul>
<b>Disability</b>	<b>x</b>	<b>x</b>		<p>The reprovision of Farm Terrace and potential relocation of tenants has both positive and negative impacts in terms of disability</p> <p><b>Positive impacts</b></p> <ul style="list-style-type: none"> <li>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</li> <li>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</li> </ul> <p><b>Negative impacts</b></p> <ul style="list-style-type: none"> <li>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)</li> <li>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)</li> </ul>

Protected Characteristic	Positive	Negative	None	Reasons for decision
Ethnicity	<b>x</b>		<b>x</b>	<p>The re-provision of Farm Terrace and potential relocation of tenants has positive impacts in terms of ethnicity.</p> <p><b>Positive impacts</b></p> <ul style="list-style-type: none"> <li>• 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</li> <li>• 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 underway 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.</li> </ul>
Sex	<b>x</b>		<b>x</b>	<p>The reprovision of Farm Terrace and potential relocation of tenants has a positive impact in terms of sex.</p> <p><b>Positive impact</b></p> <ul style="list-style-type: none"> <li>• 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</li> </ul>

Protected Characteristic	Positive	Negative	None	Reasons for decision
Sexual orientation	<b>x</b>		<b>x</b>	<p>The re-provision of Farm Terrace and potential relocation of tenants has a positive impact in terms of sexual orientation.</p> <p><b>Positive impact</b></p> <ul style="list-style-type: none"> <li>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</li> </ul>
Religion	<b>x</b>		<b>x</b>	<p>The reprovision of Farm Terrace and potential relocation of tenants has a positive impact in terms of religion.</p> <p><b>Positive impact</b></p> <ul style="list-style-type: none"> <li>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</li> </ul>
Pregnancy/maternity	<b>x</b>		<b>x</b>	<p>The reprovision of Farm Terrace and potential relocation of tenants has a positive impact in terms of pregnancy / maternity</p> <p><b>Positive impact</b></p> <ul style="list-style-type: none"> <li>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</li> </ul>



Protected Characteristic	Positive	Negative	None	Reasons for decision
				open green space and improved community areas will benefit the whole community and foster good relations between people with and without a protected characteristic
<b>Gender orientation</b>	<b>x</b>		<b>x</b>	<p>The reprovision of Farm Terrace and potential relocation of tenants has a positive impact in terms of gender orientation.</p> <p><b>Positive impact</b></p> <ul style="list-style-type: none"> <li>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</li> </ul>

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

Positive Impact	Protected characteristics	Ways to ensure the positive impact
<p><b>Watford Health Campus scheme and delivery of community amenities and facilities</b></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 homes 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 green open 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>	All	<p>The masterplan for the Watford Health Campus will be available from the end of September 2013. The illustrative masterplan shows that the aspirations for the Health Campus are being incorporated into the plans including:</p> <ul style="list-style-type: none"> <li>• Expansion space for the new hospital facilities and services</li> <li>• Family homes on the allotment land</li> <li>• Green, open space</li> </ul> <p>Community areas</p>
<p><b>Quality and accessibility of new allotment provision</b></p> <p>Opportunity to improve the quality and accessibility of allotment plots where re-provision has been identified</p>	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</p>

Positive Impact	Protected characteristics	Ways to ensure the positive impact
		are working on design as of September 2013.
<p><b>Community garden</b> Community gardening concept to foster good community relations</p>	All	<p>Consideration to be given within masterplan as it is developed. This is not likely to form part of the detail in the initial masterplan as until the final decision is known on Farm Terrace, space will not be allocated for the garden. It will be brought forward as part of a future zone within the masterplan. 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>
<p><b>Individual needs and requirements</b> Consideration given to individual needs and requirements through ongoing engagement</p>	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> <p>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.</p>
<p><b>Promotion of allotments across the community</b></p>	Ethnicity	<p>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.</p>

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

<b>Negative Impact</b>	<b>Protected characteristics</b>	<b>Ways to mitigate the negative impact</b>
<b>Ability to access to allotment amenity impact</b>	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>
<b>Ability to cultivate new plot / bring it to cultivation standard</b>	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>
<b>Fostering good relations</b>	All	<p>Ensure that the Watford Health Campus masterplan considers how to create opportunities for building good community relations through best use of open space and possibly community gardening.</p>

**Monitoring the review**

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

**This EIA has been approved by:**

**Manny Lewis**

..... **Date** .....09.09.13.....



## 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](mailto:kathryn.robson@hotmail.co.uk)

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### 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)	..... ..... ..... .....		

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

.....

.....

.....

.....

**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)	..... ..... ..... .....			



**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.**

.....  
 .....  
 .....  
 .....

**Alternative sites**

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

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.

	<b>Choice number (1<sup>st</sup>, 2<sup>nd</sup>, 3<sup>rd</sup> or 4<sup>th</sup>)</b>
<b>Brightwell allotments</b> - (Tolpits Lane)	.....
<b>Paddock Road allotments</b> (current vacant plots)	.....
<b>Paddock Road allotments</b> (new plots*)	.....
<b>Wiggenhall allotments</b> - (Longcroft)	.....
<b>Holywell allotments</b> - (Scammell Way) (current vacant plots)	.....
<b>Holywell allotments</b> - (Scammell Way) (new plots*)	.....
<b>Other</b> – 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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.....  
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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 .....	<input type="checkbox"/>	55 to 59 years .....	<input type="checkbox"/>
25 to 34 years .....	<input type="checkbox"/>	60 to 64 years .....	<input type="checkbox"/>
35 to 44 years .....	<input type="checkbox"/>	65 to 70 years .....	<input type="checkbox"/>
45 to 54 years .....	<input type="checkbox"/>	70 years + .....	<input type="checkbox"/>

**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**

## Appendix ii

### Earlier engagement with allotment holders

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

At the Cabinet meeting in June 2012, 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 2012, 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 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.
  - all meetings were minuted and minutes were distributed to the group
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;
  - all meetings were minuted and minutes were distributed to the group.

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 (as detailed in section 3 below). 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. Only one response was received.