

Equality Impact Assessment (EIA) and our equality duty

The Equality Duty helps public bodies to deliver their overall objectives for public services, and as such should be approached as a positive opportunity to support good decision-making.

It encourages public bodies to understand how different people will be affected by their activities so that policies and services are appropriate and accessible to all and meet different people's needs. By understanding the effect of their activities on different people, and how inclusive public services can support and open up people's opportunities, public bodies are better placed to deliver policies and services that are efficient and effective.

Complying with the Equality Duty may involve treating some people better than others, as far as this is allowed by discrimination law. For example, it may involve providing a service in a way which is appropriate for people who share a protected characteristic, such as providing computer training to all people to help them access information and services.

Whilst [the Gunning Principles](#) set out the rules for consulting with 'everyone', additional requirements are in place to avoid discrimination and inequality.

Cheshire East Council is required to comply with the Equality Act 2010 and the Public Sector Equality Duty. The Equality Act 2010 simplified previous anti-discrimination laws with a single piece of legislation. Within the Act, the Public Sector Equality Duty (Section 149) has three aims. It requires public bodies to have due regard to the need to:

- eliminate unlawful discrimination, harassment, victimisation and any other conduct prohibited by the Act, by consciously thinking about equality when making decisions (such as in developing policy, delivering services and commissioning from others)
- advance equality of opportunity between people who share a protected characteristic and people who do not share it, by removing disadvantages, meeting their specific needs, and encouraging their participation in public life
- foster good relations between people who share a protected characteristic and people who do not

The Equality Act identifies nine 'protected characteristics' and makes it a legal requirement to make sure that people with these characteristics are protected from discrimination:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnerships
- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexual orientation

Applying the equality duty to engagement

If you are developing a new policy, strategy or programme you may need to carry out an Equality Impact Assessment. You may be able to ascertain the impact of your proposal on different characteristics through desk-based research and learning from similar programmes, but you also need to carry out some primary research and engagement.

People with protected characteristics are often described as ‘hard to reach’ but you will find everyone can be reached – you just need to tailor your approach, so it is accessible for them.

Please feel free to contact the [Equality and Diversity mailbox](#) who will try to help you to assess the impacts of your proposals and will ensure that you help the Council to comply with the Equality Act 2010 and the Public Sector Equality Duty.

Section 1 – Details of the service, service change, decommissioning of a service, strategy, function or procedure

(Please delete the guidance in italics once you complete a section)

Proposal Title	Disposal of Residential Land at Leighton Green, Crewe
Date of Assessment	29 th November 2024
Assessment Lead Officer Name and other officers involved	Lee Beckett Report of: Peter Skates, Acting Executive Director – Place & Director of Growth and Enterprise
Directorate/ Service	Estates, Asset Management Service / Place
Details of the service, service change, decommissioning of the service, strategy, function or procedure.	A freehold disposal of residential land at Leighton Green, Crewe to Persimmon Homes Limited.
Who is impacted?	Residents who reside in Crewe St Barnabas and Leighton Ward.
Links and impact on other services, strategies, functions or procedures.	A disposal of the land will ensure the delivery of circa of 400 residential units which is in line with Local Plan Site 4 - ‘Leighton West’ (LPS4) and part of a Masterplan promoted jointly by Bloor Homes, Vistry Homes and the Council’s Economic Development Team (previously Engine of the North).

<p>How does the service, service change, strategy, function or procedure help the Council meet the requirements of the Public Sector Equality Duty?</p>	<p>Should the site be utilised for the purpose of development then any disposal will be in accordance with Council policy and any future application by a third party will be subject to a planning application and building regulations application. This process in turn will be subject to elements of the Equality Act.</p> <p>The appropriate legislation in terms of planning permission etc will ensure that no individual or party is discriminated against.</p>
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Section 2 - Information – What do you know?

<p>What do you know?</p>	<p>The Site comprises a circa 16.64 hectares (41.14 acres) residential development site with the benefit of outline planning permission for development of up to 400 dwellings. The Site forms part of Local Plan Site 4 - 'Leighton West' (LPS4) and part of a Masterplan promoted jointly by Bloor Homes, Vistry Homes and the Council's Economic Development Team (previously Engine of the North).</p> <p>In April 2024, the Site was advertised by the Council's retained agents Sanderson Weatherall (SW) as available for 'For Sale' as a single parcel, inviting offers on conditional and unconditional bases.</p> <p>SW sought 'Best and Final Offers' from the five highest bidders whilst also engaging with the Planning Department to establish whether there were any substantive issues with the masterplans presented by the bidders. SW analysed the Second Stage Offers and recommended an offer presented by Persimmon Homes Ltd on the basis that it provided the highest realisation for the Site.</p>
<p>Information you used to arrive at the decision</p>	<p>As above.</p>
<p>Gaps in your Information</p>	<p>None</p>

Section 3 - Information - What did people tell you?

<p>What did people tell you about your proposals?</p>	<p>The Council has complied with the requirements of Section 123 of the Local Government Act 1972 by advertising the intention to dispose of the land for two consecutive weeks in the local press. This was undertaken in January 2024. This</p>
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	<p>allowed the local community an opportunity to comment on and make any representations in respect of the proposed disposal of Public Open Space.</p> <p>The Council did not receive any objections or representations in respect of the proposed disposal of Public Open Space.</p> <p>As part of the sale, the Council marketed the site for sale which resulted in a number of offers being received.</p>
Details and dates of the consultation/s and/or engagement activities	As above – undertaken and completed in January 2024.
Are there any gaps in consultation and engagement feedback?	No.

Section 4 - Review of information, consultation feedback and equality analysis

Protected characteristics groups from the Equality Act 2010	What do you know? <i>Summary of information used to inform the proposal</i> <u>Refer to Section 2</u>	What did people tell you? <i>Summary of customer and/or staff feedback</i> <u>Refer to section 3</u>	What does this mean? <i>Impacts identified from the information and feedback (actual and potential).</i> <i>These can be either positive, negative or have no impact.</i>
Age			<i>no impact</i>
Disability			<i>no impact</i>
Gender reassignment			<i>no impact</i>
Pregnancy and maternity			<i>no impact</i>

Race/ethnicity			<i>no impact</i>
Religion or belief			<i>no impact</i>
Sex			<i>no impact</i>
Sexual orientation			<i>no impact</i>
Marriage and civil partnership			<i>no impact</i>

Section 5 - Review of information, consultation feedback and equality analysis

Mitigation	What can you do to mitigate any negative impacts or further enhance positive impacts?
<i>Please summarise the impacts listed in section 4 and what will be done to mitigate these impacts</i>	Not applicable.

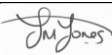
Section 6 – Monitoring and review

Details of monitoring activities	The Councils Estates and Legal Services will oversee the disposal. Any future development will be subject to the planning process with any submission made by a third party.
Date and responsible officer for the review of the EIA	Lee Beckett - Senior Surveyor

Section 7 – Sign off

When you have completed your draft EIA, it should be sent to the [Equality, Diversity and Inclusion Mailbox](#) for review.

If your EIA is approved, it must then be signed off by a senior manager within your Department (Head of Service or above).

Name	Joanne Jones – Interim Head of Estates
Date	6 th December 2024
Signature	

Once the EIA has been signed off, please forward a copy to the [Equality, Diversity and Inclusion mailbox](#) for it to be published on the website.

For Transparency, we are committed to publishing all Equality Impact Assessments relating to public engagement.

Help and support - For support and advice please contact the [Equality, Diversity and Inclusion mailbox](#)