

Equality and Public Health Full Impact Assessment

Impact Assessment Id: #600

1.0 Screening Information

Project Name

Shrub Hill Enterprise Centre - Isaac Maddox House

Name of Project Sponsor

Penny Unwin

Name of Project Manager

Nadia Kaminska

Name of Project Lead

Penny Unwin

Please give a brief description of the project

Creation of an Enterprise Centre in Isaac Maddox House - delivering 4,922m² of high-quality commercial space and unlocking 400 new jobs by 2027.

Data Protection screening result

Does not need a full impact assessment

Equality and Public Health screening result

Will require a full impact assessment

Environmental Sustainability screening result

Will require a full impact assessment

1.1 Background and Purpose

Background and Purpose of Project?

To support your answer to this question, you can upload a copy of the project's Business Case or similar document. Worcester City Council secured Towns Fund monies in order to aid the regeneration of Shrub Hill Quarter in Worcester. This project, regeneration of Isaac Maddox House into an Enterprise centre will lead to the creation of 4,922m² of high-quality commercial space and unlock 400 new jobs by 2027.

Upload Business Case or Support documents

[□ Supplement Agenda Item 5 - Town Investment Plan - Shrub Hill Regeneration and Community Skills An \(2\).pdf](#)

Project Outputs

Briefly summarise the activities needed to achieve the project outcomes.

In order to create the Enterprise Centre:

extensive surveys have/will be undertaken

existing tenants have been given notice to vacate Isaac Maddox House

Architects have been engaged to completed RIBA Stages 2 & 3

Internal strip out will be undertaken to remove outdated utilities and internal structures

External repairs will be completed and new services installed

Internal fit out to complete the new Enterprise Centre space

Project Outcomes

Briefly summarise what the project will achieve.

Regeneration of Isaac Maddox House into an Enterprise centre will lead to the creation of 4,922m² of high-quality commercial space and unlock 400 new jobs by 2027.

Is the project a new function/service or does it relate to an existing Council function/service?

Existing

Was consultation carried out on this project?

No

1.2 Responsibility

Directorate/Organisation

Economy & Infrastructure

Service Area

Major Projects & Waste

1.3 Specifics

Project Reference (if known)

Not Recorded

Intended Project Close Date *

March 2026

1.4 Project Part of a Strategic Programme

Is this project part of a strategic programme?

Yes

An overarching screening has already been carried out for the following areas:

Not recorded

Upload previous impact assessment documents if available

No files uploaded

2 Organisations Involved

Please identify the organisation(s) involved:

Other - Worcester City Council

Details of contributors to this assessment:

Name	Kevin Moore
Job title	Head of Property and Asset Management
Email address	Kevin.Moore@worcester.gov.uk

3.0 Who will be affected by the development and implementation

Please identify group(s) involved:

Communities

3.1 Information and evidence reviewed

What information and evidence have you reviewed to help inform this assessment? *

N/A

3.2 Summary of engagement or consultation undertaken

Who and how have you engaged, or why do you believe engagement is not required? *

Public Engagement as been carried out on the Vision for the Shrub Hill Quarter and further engagement will be carried out ahead of Planning Submission

3.3 Summary of relevant findings

Please summarise your relevant findings. *

To be confirmed

4 Protected characteristics - Equality

Please consider the potential impact of this activity (during development & implementation) on each of the equality groups outlined below. **Please select one or more impact box(es) below for each equality group and explain your rationale.** Please note it is possible for the potential impact to be both positive and negative for the same equality group and this should be recorded. Remember to consider the impact on e.g. staff, public, patients, carers etc. who are part of these equality groups.

Age

Potential neutral impact selected.

Explanation of your reasoning:

There is no anticipated impact of this project on this equality group

Disability

Potential positive impact selected.

Explanation of your reasoning:

Regeneration works include the installation of 2 lifts within Isaac Maddox House making the whole building accessible and in line with current Building Regulations

Gender reassignment

Potential neutral impact selected

Explanation of your reasoning:

There is no anticipated impact of this project on this equality group

Marriage and civil partnerships

Potential neutral impact selected.

Explanation of your reasoning:

There is no anticipated impact of this project on this equality group

Pregnancy and maternity

Potential neutral impact selected.

Explanation of your reasoning:

There is no anticipated impact of this project on this equality group

Race including travelling communities

Potential neutral impact selected.

Explanation of your reasoning:

There is no anticipated impact of this project on this equality group

Religion and belief

Potential neutral impact selected.

Explanation of your reasoning:

There is no anticipated impact of this project on this equality group

Sex

Potential neutral impact selected.

Explanation of your reasoning:

There is no anticipated impact of this project on this equality group

Sexual orientation

Potential neutral impact selected.

Explanation of your reasoning:

There is no anticipated impact of this project on this equality group

5 Characteristics - Public health

Other vulnerable and disadvantaged groups

Potential neutral impact selected.

Explanation of your reasoning:

It is not anticipated that this scheme will have any impact on this characteristic

Health inequalities

Potential neutral impact selected.

Explanation of your reasoning:

It is not anticipated that this scheme will have any impact on this characteristic

Social and economic

Potential positive impact selected.

Explanation of your reasoning:

Regeneration of Isaac Maddow House will create 4,922m² of high-quality commercial space and unlock 400 new jobs by 2027. Current plans also include co-working spaces

Physical health

Potential neutral impact selected.

Explanation of your reasoning:

It is not anticipated that this scheme will have any impact on this characteristic

Mental health and wellbeing

Potential neutral impact selected.

Explanation of your reasoning:

It is not anticipated that this scheme will have any impact on this characteristic

Access to services

Potential neutral impact selected.

Explanation of your reasoning:

It is not anticipated that this scheme will have any impact on this characteristic

6 Actions to mitigate potential negative impacts

You have confirmed that there are no negative impacts for equality protected characteristics and public health characteristics.

7 When will you review this equality and public health estimate(EPHIA)?

Following Pre-Planning Public engagement

8 Declaration

The following statement has been read and agreed:

- All public bodies have a statutory duty under the Equality Act 2010 to set out arrangements to assess and consult on how their policies and functions impact on the 9 protected characteristics: Age; Disability; Gender Reassignment; Marriage & Civil Partnership; Pregnancy & Maternity; Race; Religion & Belief; Sex; Sexual Orientation
- Our Organisation will challenge discrimination, promote equality, respect human rights, and aims to design and implement services, policies and measures that meet the diverse needs of our service, and population, ensuring that none are placed at a disadvantage over others
- All staff are expected to deliver and provide services and care in a manner which respects the individuality of service users, patients, carers etc, and as such treat them and members of the workforce respectfully, paying due regard to the 9 protected characteristics

I confirm to the best of my knowledge that the information I have provided is true, complete and accurate

I confirm that I will make sure that Equality and Public Health have been and continue to be considered throughout the project life cycle and that, if circumstances change in the project, a further Equality and Public Health Impact Assessment Screening will be carried out.

8 Application Details

Last Updated Date Time

09/10/2023 19:32:26

Screening Submitted Date Time

22/09/2023 11:52:15

Last Reopened Date Time

No Date Recorded

Full Impact Submitted Date Time

09/10/2023 19:32:26

Approved/Rejected Date Time

No Date Recorded

Current User Dashboard Request Status

Submitted

9.0 People with access to the original screening

[Miriam Gorman \(MGorman@worcestershire.gov.uk\)](mailto:MGorman@worcestershire.gov.uk)

[Penny Unwin \(PUwin1@worcestershire.gov.uk\)](mailto:PUwin1@worcestershire.gov.uk)

9.1 People with access to this equality and public health assessment

[Miriam Gorman \(MGorman@worcestershire.gov.uk\)](mailto:MGorman@worcestershire.gov.uk)

[Penny Unwin \(PUwin1@worcestershire.gov.uk\)](mailto:PUwin1@worcestershire.gov.uk)

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Direct Questions

No Questions Asked