

Fair Treatment Assessment (FTA) Form



| Part A: Overview | | | |
|---|----------------------------|------------------------------------|------------------------------------|
| 1 Name of service, policy, strategy, procedure, or function etc Note: to save space services, policies, strategies, procedures and functions will be referred to as “functions” for the rest of this form. | | | |
| Kingshurst Village Centre Regeneration | | | |
| 2 Directorate | Economy and Infrastructure | 3 Division/Service | UK Central PMO |
| 4 FTA lead | Lisa Whitton | 5 Other members of FTA team | Alexander Heath, Angharad Bullward |
| 6 Is this a new, existing or revised function? | New (regeneration) | | |
| Part B: Background and Context | | | |
| 7 Why are you completing this FTA? | | | |
| <p>This Fair Treatment Assessment has been updated to support the ‘Statement of Reasons’ accompanying the Compulsory Purchase Order (CPO) for the redevelopment of Kingshurst Village Centre. The FTA was first completed to accompany the submission of the OBC to the WMCA after passing through the UKC Project Management Framework’s Gateway 2 approvals. Cabinet approval had already been obtained in 2016 to proceed in principle with the possibility of CPO and property acquisition in the shadow of the CPO has started. The second request to Cabinet is the start of the legal process ahead of making and sealing the CPO with the ‘Statement of Reasons’ being a key document and part of the evidence base for the CPO decision making process.</p> <p>Kingshurst Village Centre currently consists of a mix of council services, health care provision, retail units and residential accommodation. It however is no longer fit for the needs of the community. Therefore, the main shopping parade and other neighbouring buildings will be demolished to create a new village centre. This FTA considers the effects that this regeneration programme could have on residents and seeks to identify and mitigate against any disproportionate disadvantage that may arise within any of the protected groups recognised by equality legislation.</p> <p>The residents living within the Village Centre vary in tenure. There are 22 SMBC tenanted properties (managed by SCH), 16 properties which are privately owned (some of which have tenants in occupation) and 21 leased garages. There is also a vicarage neighbouring St Barnabas Church within the redline. Both SMBC and private tenants have substantial protection and every resident’s needs will be met in line with housing legislation and SMBC Housing Policy. At this stage of the project, the acquisition of the private residential properties has begun with 8 properties already acquired, with a further 5 with terms agreed (as at 9th November 2020) while the Council has yet to start the formal process to engage with Council tenants. Therefore, this FTA will be updated once formal agreement to commence the Council tenant decant process has been made and prior to the commencement of that process.</p> <p>There are a total of 32 commercial interests within the redline; of these, the Council already owns or has acquired 18 interests. There are three categories</p> | | | |

If you have any queries about completing FTAs that are not contained in the Guidance Note, please contact your Directorate Equality & Diversity Officer or another member of the Equalities Team (phone 6442 or email equalities@solihull.gov.uk)

of commercial owners/tenants; those who may remain in occupation of their existing premises until approximately 2023 due to the proposed phasing of the works, those who will require relocation to continue critical service provision through the construction period and those who have leasehold interests which require termination in order that vacant possession is obtained to facilitate the development of the site. The loss of a large number of existing businesses poses a potential threat to the whole community. However, the proposed measures include more modern commercial facilities which will provide improved access for people with disabilities, provide opportunities to introduce a diverse range of shops and facilities and ensure that they remain sustainable.

An FTA has been completed to ensure that the new village centre does not intentionally or unintentionally cause unlawful discrimination, harassment or victimisation of current and future residents, visitors, businesses owners and community groups. It will ensure that where possible the design and use of the village centre advances equality of opportunity between users who share a protected characteristic and those who do not; and fosters good relations between users who share a characteristic and those who do not.

8 In terms of equality, what do you already know about this function?

The location of Kingshurst in North Solihull is challenged by a prosperity and inequalities gap. There are considerable issues in respect of deprivation, skills, employment and health in the local area compared to both Solihull and England averages. The North Solihull Partnership was set up in 2005 to bring about the physical, social and economic regeneration and they have built over 1500 homes, 6 schools and two village centres. Kingshurst benefited from new housing and a new school, With a strong emphasis on inclusive growth, and supported by funding from WMCA, the Council is aiming to regenerate the village centre , building upon this wave of improvements.

The regeneration of the village centre directly affects 38 residential properties (22 managed by Solihull Community Housing) as they are within the project's red line and will be demolished.

Private Residential Properties

A significant number of the privately owned properties have either been acquired by SMBC or are in the advanced stages of negotiation. All private acquisitions are being made 'in the shadow of CPO' whereby the properties are being acquired at market value with compensation paid in the form of a home loss payment (in the case of owner/occupiers) and relevant disturbance costs. Information relating to households is being collated on an individual basis and negotiations are being conducted by the Council's Property Development Manager. Vulnerable adults, carers and nominated family members to contact have been identified and given the Covid-19 pandemic, households who were shielding were also noted. Heads of Terms for the properties are generous as they can include (at the owners/Council's discretion) a period of up to 12 months to reach completion and provide vacant possession, therefore there is no immediate need to find alternative property and it acknowledges how the housing market could be unpredictable given the pandemic. Any requests for extension will be given due consideration by the project team. Private tenants affected by their landlords selling to SMBC have been identified, are in direct communication with the project team and together with SCH colleagues are signposting these individuals to alternative forms of support that may be available should they be concerned about finding alternative properties.

Solihull Council Residential Tenants

Solihull Community Housing (SCH) will appoint a single point of contact to work with SMBC's project group and ensure the relocation needs of tenants are met. Pre-interviews will be completed with all tenants occupying affected properties, to identify their specific requirements. Once the decision is taken by SMBC to commence clearance, affected residents who qualify for the housing register will be awarded high priority (Band B) in accordance with the allocations policy. These residents will be able to bid for properties of their choice through the housing register for 12 months. If, at the end of this 12

month period, bidding has not been successful SCH will make a direct offer of a suitable property.

Commercial Tenants and Public Services

Kingshurst Village Centre is also an important amenity for the local population. It incorporates library services, a GP surgery, Dentist, Pharmacy, Optometrist and retail units as well as a neighbouring primary school and church. Therefore it is essential that the development of the new village centre is delivered in a way that doesn't negatively impact any individuals, organisations or groups' ability to access and use the facilities and there is appropriate management during the construction phase to minimise disruption of services as much as possible.

The project team have developed a phasing and decant plan which will enable the temporary relocation and/or retention of the dentist, pharmacy and optometrists through the construction phase and commercial discussions are ongoing with these service providers. The GP surgery, library service and community space will also be retained through the construction period and access to the church and school will be carefully managed throughout.

Protected Characteristics

Due to the relative small number of households which are decreasing it is not possible to draw any wide conclusions relating to protected characteristics. However given the impact that the village centre will have throughout Kingshurst the information and data for the whole area is applicable.

A Health Needs Assessment was conducted by a Public Health Registrar and found that life expectancy is low particularly for men in Kingshurst at 75.4 years compared to 80.3 across Solihull. The child development at the pre-school age group is below expected standards as only 50% of children under 5 are achieving a good level of development, significantly less than the national average of 60%. It also found that there were high levels of dissatisfaction with the area as a place to live and while there are community assets, the awareness of them wasn't high.

North Solihull, of which Kingshurst forms a part of alongside Chelmsley Wood, Smith's Wood, Castle Bromwich and Marston Green, traditionally has a relatively low proportion of people from Black or Asian Minority Ethnic backgrounds (BAME), but diversity is increasing. Between 2001 and 2011, the proportion of BAME residents increased by 66%.

For the Kingshurst GP practice, covering B36 and B37 postcodes, 21.2% of registered patients have caring responsibilities, which is not significantly different to the Solihull CCG average of 21.1 %. However, the proportion providing 'full-time' care is high, with 32% in Kingshurst compared to 21% in Solihull.

9 What outcomes are wanted from this function?

In order to progress delivery of the Kingshurst Village Centre Redevelopment, the Kingshurst Project Board has developed a Kingshurst Outcomes Framework. It defines the overarching outcomes for the place, as well as providing a benchmark which specific elements of the development can be assessed against; both the housing mix and health have been tested against the framework through a series of well attended workshops. Both these workshops have informed an updated logic model which clearly sets out the context for the redevelopment, the scheme objectives, inputs, activities, outputs, outcomes and the impacts of the programme.

In general the redevelopment of Kingshurst Village Centre seeks to improve the public health outcomes of the area and ensure the current inequality trends are halted. Higher quality housing reflective of the local need will be built and key health services will be delivered. In contrast to the current retail units, which have reached the end of their economic life, leading to an increasing number of void properties that can attract anti-social behaviour, the new

retail accommodation will be modern, flexible and welcoming. They will enable local residents to access services within a safe environment and creating opportunities for local businesses to thrive. New businesses could potentially support around 60 jobs, the majority of which would be accessible to local residents.

In addition, there is significant consideration being given to managing the village centre during the construction. A phased approach has been agreed to ensure the continuation of local services and amenities. The GP surgery, Dentist, Opticians and Pharmacy have been identified as services that will need to be open throughout as well as access to a food store and the proposed phasing will allow for the library service and a community space to remain open also. While the private residents have started to move out the relocation of Council residents will also be managed by SCH through their clearance process which will start with pre-interviews completed with all tenants to identify their specific requirements.

The Council is working with the local community to understand what community spaces are needed, including a new facility, and how these spaces work together to provide the community with what they require. The new facility is included within the Concept Masterplan where the final design will be shaped by community engagement and outreach. A community pilot was launched late 2019 offering a temporary space for local groups, testing the demand, connectivity to other community facilities, council services and governance structure. The Covid-19 pandemic, however, has impacted on the pilot and the space was used as a foodbank as part of the immediate response to the emergency. The Steering Group managing the space are now refocusing the pilot to enable it to achieve its initial objectives.

It was recognised that a CPO might have to be carried out as there are 16 privately owned residential properties, a number of commercial interests and numerous covenants within the red line. In addition, the vicarage for Church of England's St Barnabas Church will be demolished but it will be re-provided within the scheme as agreed with the Diocese.

There is a commitment to high quality design and numerous industrial standards have been identified to aim for. The concept masterplan and outline business case have considered National Described Space Standards, Lifetime Homes Standards and Sustainable Housing Action Standards. In addition, Solihull Council has set its own Zero Carbon target of being carbon neutral by 2030. Further detailed assessment will be carried out in the next detailed design stage.

The regeneration of the village centre will importantly contribute to developing an inclusive economy in North Solihull, reducing the prosperity gap and taking advantage of the investment spearheaded by the arrival of HS2 in that area of the Borough.

10 Are any other departments or partners involved in the delivery of the function? How are they being involved in this assessment?

The Kingshurst Village Regeneration is being led by the Council's UK Central Project Management Office, working closely with the WMCA and the Council's Inclusive Growth teams. The Kingshurst Outcomes Framework has been developed by the Inclusive Growth Team after leading two workshops that covered the housing tenure mix and health requirements. It reaffirmed the vision for the project which was subsequently embedded into the project reporting.

The development has a dedicated Project Board and three sub groups where expertise from across the council including architects, development surveyors, public health officers and community development teams are combined. Advice relating to the property market is being provided by external advisors. A Health sub group has been established where health service providers feed in.

Solihull Community Housing (SCH) are intrinsically involved with the project and have representation at both Project Board and Sub Group levels. The project team is working closely with them to ensure consistent message for all residents of Kingshurst and have participated in the public engagement sessions. In the preparation for the CPO, while the project team leads on the private acquisitions, there is partnership working to ensure that Council tenants' needs are met and residents are supported to move. SCH'S Private Sector Officer will also be involved to support tenants of private landlords.

Approvals will be secured through the internal governance process set out within the UKC Project Management Framework.. In addition, funders have their own requirements that have their own assurance processes, e.g. West Midlands Combined Authority and Homes England.

Part C: Assessment

11 What key information, results of consultation or data have you collected and used to inform this assessment?

There has been a wide range of key information referenced in this assessment and the wider design process. There is also significant knowledge and expertise available internally concerning housing policy, public health, community outreach and property management.

Reports include;

- Kingshurst Health Needs Assessment by SMBC's Public Health Registrar that focuses on;
 - o Local Demographics
 - o Gross Markers of Health
 - o Individual Lifestyle Factors
 - o Illness Epidemiology
 - o Social Determinants
 - o Environmental Determinants
 - o Economic/Educational Determinants

Aston University's Research Report - *Experiences of families living in Kingshurst, North Solihull*, commissioned by the Children's Society (Sept 2014) that focuses on:

- o Money and work
- o Income and debt
- o Employment, volunteering and training
- o Friends, family and community
- o Relationships with professionals and stigma
- o Crime and anti-social behaviour
- o Racial tensions
- o Housing
- o Parks and play areas
- o Kingshurst parade
- o Health services
- o Schools
- o Local amenities for children

- Solihull Observatory's North Solihull Profile 2018 that focuses on:
 - o Population
 - o Ethnicity, Origin and Language
 - o Household Composition
 - o Housing and Tenure
 - o Deprivation
 - o Infrastructure and Assets
 - o Housing Development
 - o Solihull Council Place Survey
 - o Solihull Community Housing STAR Survey
 - o Employment, Worklessness and Adult Skills
 - o Incomes and Poverty
 - o Housing Need
 - o Adult Health and Wellbeing
 - o Adult Social Care
 - o Social Isolation
 - o Children, Young People and Education
 - o Crime and Community Safety

Public Consultations:

- Planning Brief Consultation - September 2017
- Planning Brief Consultation - February and March 2019
- Planning Illustrative Masterplan Engagement – February 2020

12 What does your information tell you about the impact of your function on different groups of people? Are there any specific differences (positive or negative) between their experiences of interacting with this function?

The council has a duty to eliminate discrimination/harassment and victimisation, as well as duties to promote equality of opportunity, and foster good relations between groups of people. In assessing the effects of your function on different groups of people, you should think about how your function achieves these three aims.

Note: You should consider barriers to equal access, equality of outcomes, human rights and the ten dimensions of equality for the different groups of people listed

| | Are any of these positive impacts? How could you better promote equality? How could you improve relations between groups of people? Note: If any actions are identified insert these into Part D | Are any of these negative impacts? How can you reduce/eliminate these? Note: If any negative impacts are identified put actions to address these in Part D | What evidence has informed this assessment? |
|-------------|--|--|---|
| *Age | The Kingshurst Community Sub Group is tasked to establish the requirements of | The creation of a new community space could possibly lead to a reduction of users | Community Sub Group's Engagement and Outreach activities. |

| | | | |
|---|--|--|---|
| | <p>the community where the need will be identified, assessed and met.</p> <p>Existing age focused community groups hosted by Seeds of Hope at Church of St Barnabas Community Hall will not lose their space.</p> <p>The Health Group will review current and future service provision to respond to community need.</p> | <p>at the other established spaces. However an objective of the pilot, which has been reaffirmed for the pilot reset, is establishing any possible negative impacts and ensuring the most appropriate provision within the new village centre.</p> | <p>Health Group Engagement and Outreach activities</p> |
| Carers | <p>The Kingshurst Community Sub Group is tasked to establish the requirements of the community where the need will be identified, assessed and met.</p> | | <p>Community Sub Group's Engagement and Outreach activities.</p> |
| *Disability | <p>The Kingshurst Community Sub Group is tasked to establish the requirements of the community where the need will be identified, assessed and met.</p> <p>The homes are being designed to Lifetime Homes Standards to enable possible future adaptations.</p> <p>The public realm will be designed to be attractive and accessible to all, building on the standards developed for North Solihull Partnerships and other UKC Projects.</p> <p>The Health Sub-Group will review current and future service provision to respond to community need.</p> | | <p>Community Sub Group's Engagement and Outreach activities.</p> <p>Lifetime Homes standard of 16 design criteria</p> |
| *Gender reassignment | <p>No impact</p> | | |
| Looked after children/care leavers | <p>The Kingshurst Community Sub Group is tasked to establish the requirements of the community where the need will be</p> | | <p>Community Sub Group's Engagement and Outreach activities.</p> |

| | | | |
|------------------------------------|---|--|---|
| | identified, assessed and met. | | |
| *Marriage/civil partnership | No impact | | |
| *Pregnancy/ maternity | <p>The Kingshurst Community Sub Group is tasked to establish the requirements of the community where the need will be identified, assessed and met.</p> <p>Existing young family focused community groups hosted by Seeds of Hope at Church of St Barnabas Community Hall will not lose their space.</p> <p>Medical services provided by the GP surgery will not be affected as due to the phasing of construction it will not close, only move.</p> <p>The Health Sub Group will review current and future service provision to respond to community need.</p> | <p>The creation of a new community space could possibly lead to a reduction of users at the other established spaces. However an objective of the pilot, which has been reaffirmed for the pilot reset, is establishing any possible negative impacts and ensuring the most appropriate provision within the new village centre.</p> | <p>Community Sub Group's Engagement and Outreach activities.</p> <p>Health Group Engagement and Outreach activities</p> |
| *Race/ ethnicity | The Kingshurst Community Sub Group is tasked to establish the requirements of the community where the need will be identified, assessed and met. | | Community Sub Group's Engagement and Outreach activities. |
| *Religion/ belief/ faith | The Kingshurst Community Sub Group is tasked to establish the requirements of the community where the need will be identified, assessed and met. | The Church of St Barnabas is adjacent to the village centre and its vicarage will be demolished as part of the development. A new vicarage will however be built as per the Church of England's requirements. Neighbouring places of worship will not be affected. | <p>Community Sub Group's Engagement and Outreach activities.</p> <p>C of E's Parsonage A Design Guide 1998</p> |
| *Sex/Gender | The Kingshurst Community Sub Group is tasked to establish the requirements of the community where the need will be identified, assessed and met. | The creation of a new community space could possibly lead to a reduction of users at the other established spaces. However an objective of the pilot, which has been reaffirmed for the pilot reset, is establishing | <p>Community Sub Group's Engagement and Outreach activities.</p> <p>Health Group Engagement and Outreach activities</p> |

If you have any queries about completing FTAs that are not contained in the Guidance Note, please contact your Directorate Equality & Diversity Officer or another member of the Equalities Team (phone 6442 or email equalities@solihull.gov.uk)

| | | | |
|------------------------------------|--|--|--|
| | Existing gender focused community groups hosted at hosted by Seeds of Hope at Church of St Barnabas Community Hall will not lose their space. The Health Sub Group will review current and future service provision to respond to community need. | any possible negative impacts and ensuring the most appropriate provision within the new village centre. | |
| *Sexual orientation | No impact | | |
| Socio-economic disadvantage | A main focus is to address the prosperity gap between Kingshurst and the rest of the Borough. The aim is for public health to improve which in turn will have a positive impact socio-economically. The temporary relocation and retention of the dentist, pharmacy and optometrists through the construction phase and commercial discussions are ongoing with these service providers. Also the retention of the GP surgery, dentist, library service and community space during the construction period will support existing employees of those businesses. | The loss of commercial shops will have a significant impact on those who may lose their business and/or jobs as a result. The Council's Business & Investment Team will be engaged to assist in signposting support for premise owners/occupiers. The Council's employment and skills team will offer support to any individual that loses their job so that they can secure alternative employment. | Health Needs Assessment Solihull Observatory Ward Profile |
| Other – please specify | | | |

13 How does this function contribute towards people's human rights? Note: refer to the guidance document for information on human rights. If any actions are identified insert these into Part D

The Compulsory Purchase Order process will be carried out in accordance with the relevant legislation and compensation will be assessed and paid in accordance with the Compensation Code.

The majority of the units above the current shopping parade are managed by Solihull Community Housing and their rights are protected by their tenancy agreements. SCH will manage the process of relocating the households as per their Allocation Policy. Solihull Council considers that the provisions of this Housing Allocations Scheme comply with the provisions of the Human Rights Act 1998 and the European Convention on Human Rights. Property acquired from owner-occupiers have rights protected by the CPO legislation and for tenants in private rented accommodation, in addition to protection in their rental agreements, the project team in partnership with SCH are providing support and signposting to appropriate services.

If you have any queries about completing FTAs that are not contained in the Guidance Note, please contact your Directorate Equality & Diversity Officer or another member of the Equalities Team (phone 6442 or email equalities@solihull.gov.uk)

The quality of the residential units, as outlined in the concept masterplan, will be greater than the current provision. All properties will adhere to National Described Space Standards and Lifetime Homes Criteria, ensuring that the housing is sustainable and can adapt to resident's future needs. The majority of the existing properties are flats with no dedicated outside space with issues around capacity. The new units will be houses with a private garden and SCH allocation policy will avoid overcrowding.

Therefore, the Village Centre regeneration does not affect or alter the rights and freedoms of any of the land owners, property owners, or tenants of buildings.

14 How does this function contribute towards safeguarding children and vulnerable adults? Note: refer to the guidance document for information on safeguarding. If any actions are identified insert these into Part D

The Kingshurst Village Centre Regeneration aims to ensure that the village centre remains a safe place for all visitors, which supports us in our duty to safeguard and promote the safety and wellbeing of children, young people and vulnerable adults.

Part D: Actions

15 List any actions required to address negative impacts identified or to better promote equality, good relations, human rights, and safeguarding issues. Do you need to collect any additional data, conduct equality monitoring, or undertake further consultation to be able to take account of the impact on particular groups?

| Action | Outcome | Lead | Timescale | How will progress be monitored? |
|---|--|---------------|------------------------------------|---|
| Set up a dedicated group of SMBC and SCH staff to carry out detailed work on supporting all residents regardless of tenure and according to Covid 19 policy where applicable. This work will include the development of a clear communications plan | Those threatened with homelessness are supported to find alternative suitable accommodation and helped through the moving process | SCH | Ongoing | Reporting to Community Sub Group and Kingshurst Project Board. |
| Create an updated resource of equality data on the residents and businesses affected by the Programme | So that we have an ongoing assessment of the impact on the Programme against any equality groups protected under the Equality Act 2010 and mitigate against any likely negative impacts. | SCH | Ongoing | Reporting to Community Sub Group and Kingshurst Project Board. |
| SMBC's Building Design Studio provide plans adhering to required standards. | Residential units are the correct size and can be adapted to the future needs. | Peter Carroll | Illustrative Masterplan – COMPLETE | Monthly Kingshurst Land and Property Sub Group Meetings with routine reporting to the Kingshurst Project Board. |

| | | | | |
|---|--|-------------------------------|--|--|
| | | | Detailed Design – ongoing until FBC submission in Oct 2021 | |
| Outline Planning Application is submitted and approved. | The new village centre can be built, as per the housing, community and retail needs of Kingshurst. | Lisa Whitton | COMPLETE – Outline Planning Permission granted 16 th Sept 2020 | Monthly Kingshurst Project Board meetings with routine reporting to the UKC Programme Board |
| Reserved Matters (Full Planning Consent) submitted and approved | The new village centre can be built, as per the housing, community and retail needs of Kingshurst. | Lisa Whitton | Expected by March 2021 | Monthly Kingshurst Land and Property Sub Group Meetings with routine reporting to the Kingshurst Project Board |
| Kingshurst Community Sub Group finalise community space requirements based on trial and liaising with the community | A community space is designed that is fit for purpose. | Alison McGrory | Pilot Extended to March 2021 due to Covid-19 Pandemic. A pilot reset will be in April 2021 | Monthly sub meetings with routine reporting to Kingshurst Project Board. Community Pilot Steering Group. |
| Phased delivery - community services are maintained during redevelopment. Kingshurst Community Space is constructed and opened. | The community space and library services remain available throughout the construction period. | Lisa Whitton | TBC – construction timescale dependent on property acquisitions | Monthly Kingshurst Project Board meetings with reporting to the UKC Programme Board |
| Kingshurst's new health care centre incorporating a GP surgery, dentists and pharmacy is constructed and opened. | The health care provision is continued and enhanced. | Lisa Whitton / David Waterson | TBC – construction timescale dependent on property acquisitions | Monthly Kingshurst Project Board meetings with reporting to the UKC Programme Board Health Task and Finish group convened when required, reporting to the Kingshurst Project Board. |
| Identify and support individuals who suffer job losses as a result of the permanent closure of commercial properties | Any people who lose their employment as a result of permanent commercial premises closures are well-supported to deal with the impact. | Employment and Skills Team | Ongoing | Reporting to Community Sub Group and Kingshurst Project Board. |
| Identify and support commercial premise owners/leaseholders who suffer loss of premise as a result of | Any people who lose their business premise as a result of permanent commercial premises | Business and Investment Team | Ongoing | Reporting to Community Sub Group and Kingshurst Project Board. |

| | | | | |
|--|--|--|--|--|
| the permanent closure of their commercial property | closures are well-supported to deal with the impact. | | | |
|--|--|--|--|--|

Part E: Summary

16 a Summary for Publication Note: this should include the key findings and impacts identified in this assessment – refer to the guidance document

This Fair Treatment Assessment has been updated to accompany the ‘Statement of Reasons’ as part of the Compulsory Purchase Order request to Cabinet.

Kingshurst Village Centre is an important amenity for the local population. It is intended for residents of all backgrounds including the groups covered under the protected characteristics of the Equality Act 2010 such as age, disability, race, gender etc., It incorporates library services, a GP surgery, Dentists, Pharmacy, Optometrists and retail units as well as a neighbouring primary school and church. Unfortunately, it is no longer meeting the needs of the community and is an area in recognised decline, leading to the main shopping parade and other neighbouring buildings to be demolished for a new village centre. The Council, whilst having some property interest in Village Centre, needs to acquire all interests to enable the regeneration to go ahead. The project team has a successful proactive acquisition policy to minimise properties needing a CPO and are providing support to residents.

This FTA recognises that residents affected by the Regeneration Programme all have legitimate needs and expectations. From our assessment so far, we have identified for instance, the need to take account of the religious needs of those affected with the demolishing of the vicarage to Church of St Barnabas as a new vicarage will be built as per the Diocese’s requirements. We have identified that neighbouring places of worship will not be affected.

General principles apply across all affected groups and include:

- Keeping residents and businesses fully informed about issues that affect them. This will include communication and consultations being accessible with reasonable adjustments such as written information in plain English, large print, having available translation and interpreting services that include British Sign Language, fully accessible and timely meetings.
- Giving residents and businesses the opportunity to express their views and that these are taken into account – we want to hear the views of all residents affected, with a particular emphasis on our most vulnerable residents
- Providing appropriate support, including advice, assistance and financial compensation - in line with Council policy and financial regulations. This will include for example, whilst decanting tenants, we take account of the suitability of the property in relation to age, disability, caring needs, family size.

Full account will be taken on the equality makeup of the residents and businesses affected as the Programme progresses along will an ongoing assessment on any likely negative impact on any equality groups.

As we progress this work a clear communication plan will be reviewed and updated appropriately to facilitate resident awareness and involvement throughout the lifetime of the programme.

The location of Kingshurst in North Solihull is challenged by a prosperity gap. There are considerable issues in respect of deprivation, skills, employment and health in the local area compared to both Solihull and England averages. Therefore, with a strong emphasis on inclusive growth and supported by

funding from West Midlands Combined Authority, the Council is seeking to help address this disparity through the regeneration of Kingshurst.

The new village centre will improve the public health outcomes of the area. Higher quality housing reflective of the local need will be built, key health services such as the GP surgery, pharmacy, opticians and dentist will be retained, the village centre will be designed to enhance the connectivity with green spaces and with sustainable travel options. The community will have a range of integrated community facilities and the project team will continue to work with the local community to understand what community spaces they need (including a new facility), and how these spaces work together to provide the community with what they need.

| | |
|--|---|
| b Please indicate which of the following best describes the outcome of your FTA | |
| <input type="checkbox"/> | Only negative impacts have been identified for this function |
| <input type="checkbox"/> | No different impacts have been identified for this function |
| <input checked="" type="checkbox"/> | A mixture of positive and negative different impacts have been identified for this function |
| <input type="checkbox"/> | Only positive different impacts have been identified for this function |
| <input type="checkbox"/> | There wasn't enough information to be able to reach a conclusion at this point in time |

Part F: Sign off

17 This FTA has been completed by

| | |
|-----------------------------------|--|
| Signed (Lead for FTA) |  |
| Name and job title (please print) | Lisa Whitton, UKC Project Manager |
| Date | 19/11/2020 |

18 This FTA has been reviewed by the directorate equality & diversity group and its completion will be reported to the corporate equality & diversity group

| | |
|-----------------------------------|---|
| Signed (on behalf of group) |  |
| Name and job title (please print) | Karen Grant |
| Date reviewed | 20/11/2020 |

19 This FTA has been approved by Head of Service

| | |
|-----------------------------------|--|
| Signed |  |
| Name and job title (please print) | Perry Wardle, Assistant Director |
| Date | 25/11/20 |

