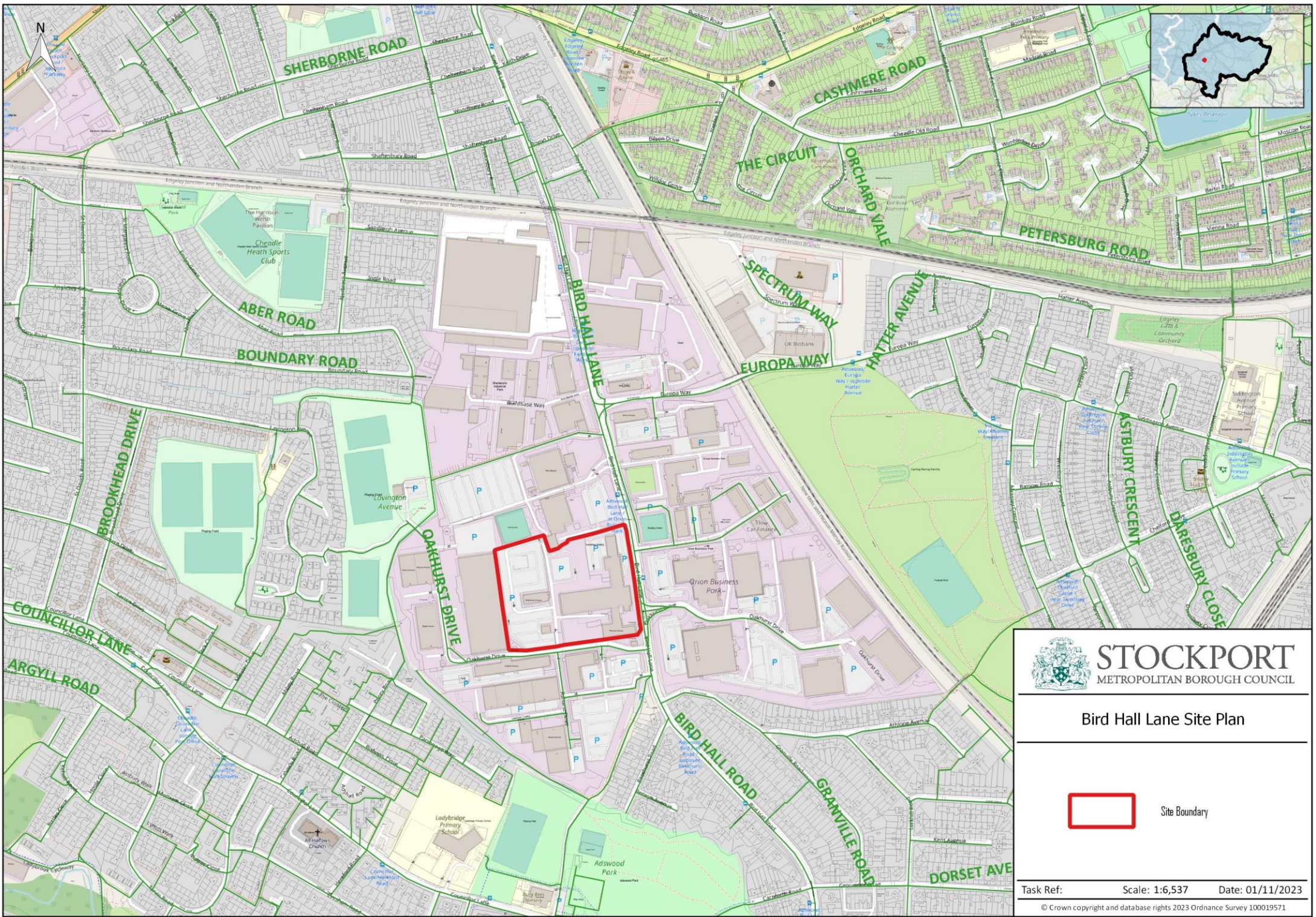

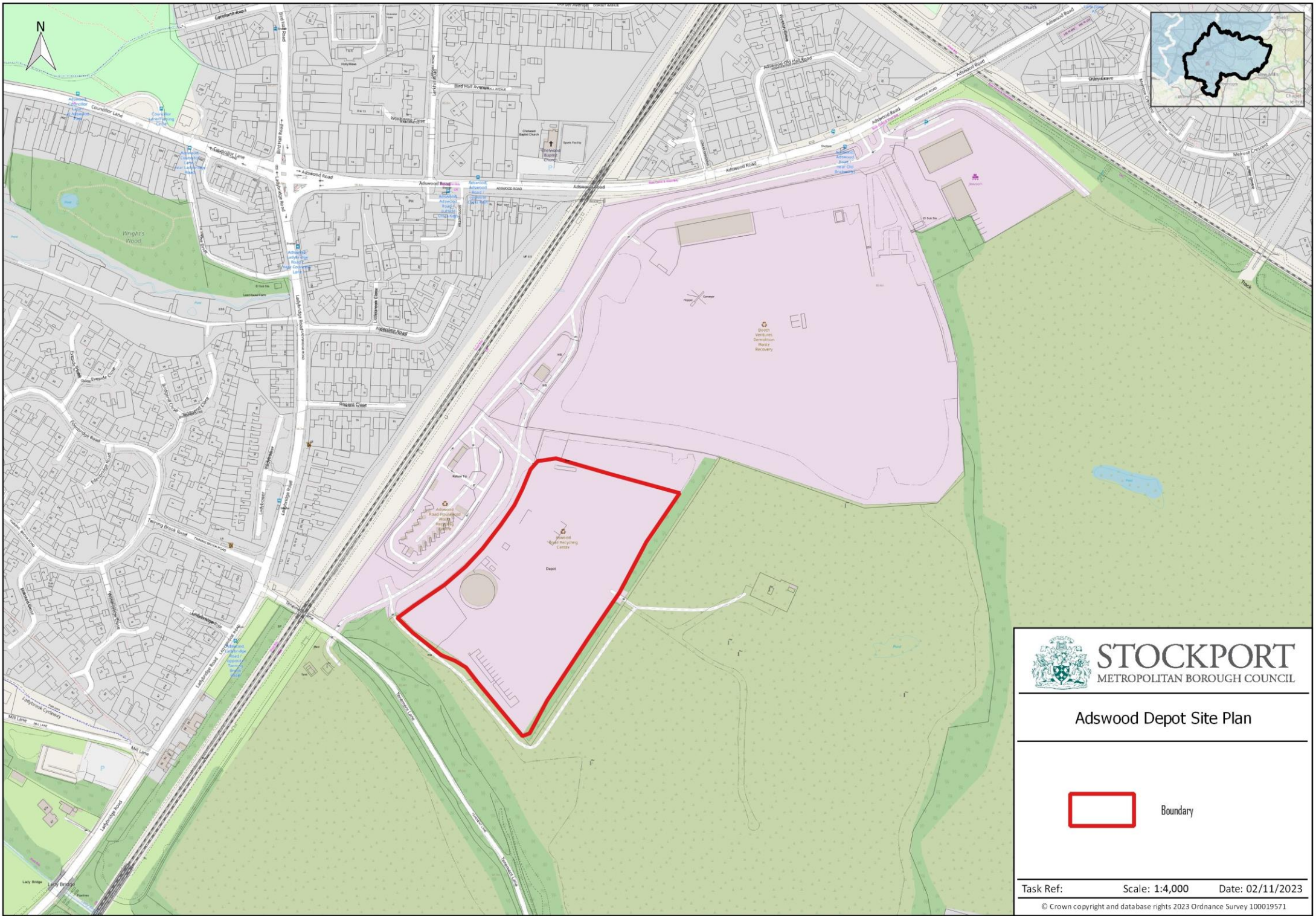


APPENDIX 1 & 2: SITE PLANS




Bird Hall Lane Site Plan

 Site Boundary



Adswold Depot Site Plan

 Boundary

APPENDIX 3: ADSWOOD EQUALITIES IMPACT ASSESSMENT



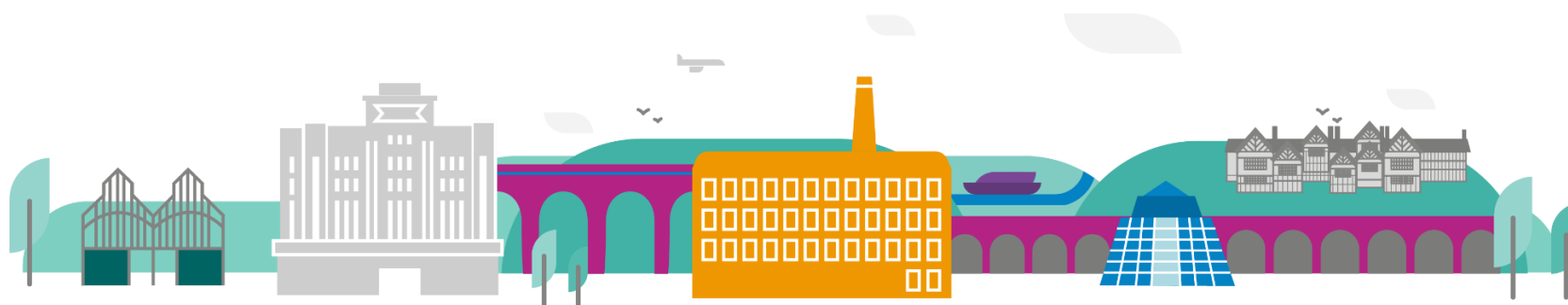
Equality Impact Assessment

This document contains a template for an Equality Impact Assessment (EqIA). An EqIA is a working document that will inform decision-makers and those who come up with solutions about the impacts of your proposal on equality groups. They provide evidence of how we as a council have reached a decision and how we have factored in equalities the decision about a proposal.

An EqIA should be done when:

- **introducing a new service, policy or scheme (whether or not the service is statutory);**
- **proposing to remove all or part of a service, policy or scheme;**
- **making a change to a the way a service is provided;**
- **making any decision that will affect people's life or the quality of it.**

If you need any help to complete an EqIA, please email equalities@stockport.gov.uk



Equality Impact Assessment

Title of report or proposal	Outline Business Case - Review Of The Proposed Redevelopment Of Adswood Depot		
Lead officer(s)	James Kington	Date	23/10/2023
Aims and desired outcomes of the proposal Are you trying to solve an existing problem?			
The proposal is to provide the amenities on site to allow numerous SMBC & TLC services to relocate from Bird Hall Ln Depot to Adswood Depot. Adswood will then be the primary depot in the Borough which will then allow the Bird Hall Ln site to be redeveloped as part of the Cheadle Eco Business Park.			
Scope of the proposal Include the teams or service areas from the Council and outward-facing services or initiatives			
The stakeholders include: SMBC – Pest Control/ Hygiene, Aids and Adaptations, Highways Client, Elections TLC – Stores/Procurement, Street Lighting, Highways Reactive, Waste/Bin Storage The proposal is for these services to be located at Adswood Depot for the foreseeable future			
What are the possible solutions you have been / will be exploring? You should refer to any business cases, issues papers or options appraisals			
An outline business case has been developed during which a wide range of options for the site have been considered. These options have included a range of services and have included detailed discussions with stakeholders involved in the delivery of these services. Full details of this engagement can be found in the main report.			
Who has been involved in the solution exploration? Please list any internal and external stakeholders			
Engagement has taken place with a wide range of stakeholders as the solution has been developed. This has included: <ul style="list-style-type: none"> • Estates & Asset Management • SMBC Highways (Designer) • SMBC Highways (Client Stock) • SMBC Aids & Adaptations • SMBC Pest Control/ Hygiene • SMBC Elections • TLC Stores/ Procurement 			

- TLC Street Lighting
- TLC Highways (Reactive)
- TLC Waste/ Bin Storage
- ENWL

What evidence have you gathered as a part of this EqIA? Which groups have you consulted or engaged with as part of this EqIA?

Sources can include but are not limited to: Statistics, JSNAs, stakeholder feedback, equality monitoring data, existing briefings, comparative data from local, regional or national sources.

Groups could include but are not limited to: equality / disadvantaged groups, VCSFE organisations, user groups, GM Equality panels, employee networks, focus groups, consultations.

Stakeholder feedback has been a key part of the evidence base, and this analysis is derived from data held within these service areas regarding demand for such uses.

Are there any evidence gaps that make it difficult or impossible to form an opinion on how the proposed activity might affect different groups of people?

None known.

Step 1: Establishing and developing the baseline

To assess the impacts of your proposal, you first need to understand how things are now. This will vary depending on your proposal, but consider who will be affected by the proposed changes: for example, who currently accesses a service or lives in an area? What works well for them? Are you aware of any issues? Are there any groups that are underrepresented?

Characteristic	Demographic of residents / service users	What works well How does the current provision or service meet the needs of people in different protected characteristics?	Current problems / issues This could include low levels of access or participation from certain demographic groups in current service or scheme; or disadvantages or barriers for particular groups
Age			
Disability Consider people with physical disabilities, sensory impairments, learning disabilities and mental health issues	<ul style="list-style-type: none"> Some employees who will be relocated to Adswood Depot with their service have physical disabilities 	<ul style="list-style-type: none"> The site has been designed with accessibility in mind. Dropped kerbs will be used for crossings on site and the office/ welfare building will have a lift between floors. Accessible WC's and showers will also be available on both floors. 	<ul style="list-style-type: none">
Gender reassignment A person whose individual experience of gender may not correspond to the sex assigned to them at birth.		<ul style="list-style-type: none"> The proposed welfare will include gender neutral/Accessible WC's 	
Maternity and pregnancy		<ul style="list-style-type: none"> Although no dedicated room, breastfeeding mothers could use meeting rooms as required. 	
Marriage and Civil Partnership			
Race Not all ethnic groups will have the same experiences so if possible specify whether the impact is likely to be different for different ethnic			

Characteristic	Demographic of residents / service users	What works well How does the current provision or service meet the needs of people in different protected characteristics?	Current problems / issues This could include low levels of access or participation from certain demographic groups in current service or scheme; or disadvantages or barriers for particular groups
groups e.g. Indian people, people of Black Caribbean heritage. This also includes Gypsy and Traveller populations			
Religion or Belief			
Sex			
Sexual orientation People who are lesbian, gay or bisexual			
Socioeconomic status	<ul style="list-style-type: none"> 6% of residents in Stockport claim Job Seekers' Allowance / Universal Credit. 	<ul style="list-style-type: none"> There is a bus stop relatively close to site, providing transport links for people who do not own cars. Cycle storage will also be available on site 	
Other Please add in here any additional relevant comments or feedback where the protected characteristic is not known			
You are encouraged to consider the below characteristics where you have relevant data, especially if your proposal is predicted to disproportionately impact one or more of these groups.			
Carers			

Characteristic	Demographic of residents / service users	What works well How does the current provision or service meet the needs of people in different protected characteristics?	Current problems / issues This could include low levels of access or participation from certain demographic groups in current service or scheme; or disadvantages or barriers for particular groups
Those experiencing homelessness			
Veterans			
Asylum seekers and refugees			

Step 2: Identifying impacts the proposal will have compared with the baseline

To explore the impacts of your proposal, you should use your baseline as a comparison with how things would be after your proposal. Think about how this would differ from the baseline for people with each protected characteristic. Include any sources of data you have used (including desktop research and engagement activity).

Impact no.	Characteristic	Positive or negative impact	Impact source	Impact details and rationale	Additional information
<i>Add more rows where needed</i>		<i>Is the impact positive or negative?</i>	<i>How have you become aware of an impact or inequality? Is it from research, have you been advised by another party, has a member of the public or a stakeholder made you aware, did someone from this or another characteristic make the claim?</i>	<i>What is the impact or inequality that has been identified? What is the frequency of claim for it? What is the rationale behind the issue, inequality or impact claimed?</i>	<i>Is there any evidence to support or deny the claim? Provide full details. Has the inequality or impact claimed been tested with people from the relevant characteristic? Have you researched the claimed issue? If yes, what has been learned and from what source(s)?</i>
	Age – older people	None			

Impact no.	Characteristic	Positive or negative impact	Impact source	Impact details and rationale	Additional information
	Age – younger people	None			
1	Disability Consider people with physical disabilities, sensory impairments, learning disabilities and mental health issues	Positive	Consultation and Stakeholder Feedback	Enterprise House which provides the current welfare & admin facilities for these services has one Accessible WC across the four floors. The proposed project provides Accessible WC's on both floors of the building, negating any requirement to use the lift if simply wanting to use the facilities.	
	Gender reassignment A person whose individual experience of gender may not correspond to the sex assigned to them at birth.	None			
2	Maternity and pregnancy	None			
	Marriage and Civil Partnership	None			
3	Race Not all ethnic groups will have the same experiences so if possible specify whether the impact is likely to be different for	None			

Impact no.	Characteristic	Positive or negative impact	Impact source	Impact details and rationale	Additional information
	different ethnic groups e.g. Indian people, people of Black Caribbean heritage. This also includes Gypsy and Traveller populations				
4	Religion or Belief	None			
5	Sex				
6	Sexual orientation Consider how the proposed policy may differently impact people who are lesbian, gay or bisexual				
7	Socioeconomic status	None			

You are encouraged to consider the below characteristics where you have relevant data, especially if your proposal is predicted to disproportionately impact one or more of these groups.

	Carers				
	Those experiencing homelessness				
	Veterans				

Impact no.	Characteristic	Positive or negative impact	Impact source	Impact details and rationale	Additional information
	Asylum seekers and refugees				

Step 3: Identifying mitigating factors to minimise negative impacts

Step 2 identified potential impacts your proposal may have on people with different protected characteristics. If there are negative impacts, then you must consider how you could mitigate against (lessen) these negative impacts.

Impact no.	Impact summary	Suggested mitigation and rationale	Source of suggestion	Evidence for solution	Feasibility
	<i>Give a brief summary of the issue/inequality /impact</i>	<i>What is being suggested to mitigate for this. What is the rationale behind the suggestion?</i>	<i>Where does this suggestion come from? Have you consulted the characteristic(s) affected for solutions?</i>	<i>What evidence is there that the suggestion would solve the problem? How have you learned this? Has this been done elsewhere?</i>	<i>Within the financial envelope, how feasible is this solution? What are the cost implications? Could it indirectly affect anyone else? Can any other body help with the solution? If yes, how?</i>

Please state if there are any additional comments or suggestions that could promote equalities in the future.

Step 4: Conclusions and outcome

It is strongly recommended to engage with people with protected characteristics to sense-check your conclusions before you indicate an outcome in this EqIA. Including feedback from this engagement activity will ensure your baseline assessment and your impacts are accurate, and that your mitigating actions are helpful and the best use of resources. It ensures that the proposal has been designed so that it is fair as possible to everybody.

If you have not undertaken any community engagement for this EqIA, please indicate this and explain why.

Engagement has taken place with Stakeholders to develop a full picture of user requirements re. Adswood Development.

If there are impacts identified that cannot be mitigated against, are there any justifications for not taking any action to improve the negative impacts that have been identified?

None known

Are there any adverse impacts that can be justified on the grounds of promoting equality of opportunity for one group, or for any other reason? Please state why.

None known

Are there any other proposals or policies that you are aware of that could create a cumulative impact?

This is an impact that appears when you consider services or activities together. A change or activity in one area may create an impact somewhere else.

None known

Based on your equality impact analysis, please indicate the outcome of this EqIA.

Please indicate the outcome of the EqIA and provide justification and / or changes planned as required.		
A.	No major barriers identified, and there are no major changes required – proceed.	<input checked="" type="checkbox"/>
B.	Adjustments to remove barriers, promote equality and / or mitigate impact have been identified and are required – proceed.	<input type="checkbox"/>
C.	Positive impact for one or more of the groups justified on the grounds of equality – proceed.	<input type="checkbox"/>
D.	Barriers and impact identified, however having considered available options carefully, there appear to be no other proportionate ways to achieve the aim of the policy or practice – proceed with caution, knowing that this policy or practice may favour some people less than others. Strong justification for this decision is required.	<input type="checkbox"/>
E.	This policy identifies actual or potential unlawful discrimination – stop and rethink.	<input type="checkbox"/>
Please describe briefly how this EqIA will be monitored. When will this be reviewed? What mitigating actions need to be implemented and when?		

This EqlA will be monitored and updated as the concept develops.

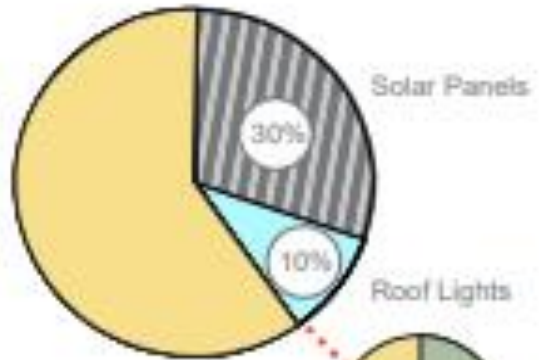
APPENDIX 4: CHEADLE ECO PARK SUSTAINABILITY FEATURES INFOGRAPHIC

Cheadle Eco Business Park

BREEAM TARGET
BREEAM OUTSTANDING ★★★★★

EPC A+ TARGET
Energy Performance Certificate A+

NET ZERO READY
CO₂



Smart lighting and a building management system to reduce energy consumption



Air source heat pump for low energy heating



Low embodied carbon fabric with sustainable materials

Steel Cladding



Modified Timber Cladding



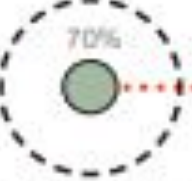
Renewable Insulation



Rainwater collection for use in waste water facilities



Carbon savings through engineered timber frame



Carbon savings through optimised steel use in reinforced concrete



Significant external EV charging provision



Outdoor communal spaces for staff wellbeing



Sustainable surface water management which reduces the risk of flooding



Significant biodiversity net gain above local policy



Internal cycle amenities



Natural ventilation for improved air quality