

EQUALITY IMPACT ASSESSMENT (EIA)



Title of EIA		EIA University of Warwick Campus Development Framework Masterplan Supplementary Planning Document
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	Position	Planning Policy Manager
	Date of completion	May 2024
Head of Service	Name	Chris Styles
	Position	Head of Planning Policy & Environment
Cabinet Member	Name	Cllr David Welsh
	Portfolio	Housing & Communities

EIA	<ul style="list-style-type: none"> • Having identified an EIA is required, ensure that the EIA form is completed as early as possible. • Any advice or guidance can be obtained by contacting Jaspal Mann or Mamta Kumar.
Sign Off	<ul style="list-style-type: none"> • Brief the relevant Head of Service/Director/Elected Member for sign off • Have the EIA Form ready for consultation if it is required • Amend according to consultation feedback and brief decision makers of any changes
Action	<ul style="list-style-type: none"> • Implement project / changes or finalise policy/strategy/contract • Monitor equalities impact and mitigations as evidence of duty of care

PLEASE REFER TO [EIA GUIDANCE](#) FOR ADVICE ON COMPLETING THIS FORM

SECTION 1 – Context & Background

1.1 Please tick one of the following options:

This EIA is being carried out on:

- New policy / strategy
- New service
- Review of policy / strategy
- Review of service
- Commissioning



Other project (*please give details*)

1.2 In summary, what is the background to this EIA?

The University of Warwick Campus Development Framework Supplementary Planning Document (SPD) adds further detail to the Local Plan which was adopted on 6th December 2017 and for which EIA was undertaken. SPDs do not introduce new policy but provide further detail and guidance to enable the delivery of adopted policies. The SPD sets out further detail to support the existing policies in the Coventry Local Plan, in particular Policy JE1 'Overall Economy and Employment Strategy' which confirms that the council will work in partnership with the City's universities to promote and support innovation, the policy objective being to maximise the economic development and community benefits associated with the continued growth of the universities, and Policy CO1 Part 3 which confirms that proposals for new or improved social, community and leisure premises which accord with an approved masterplan for the campus will be approved subject to high quality design. The SPD sets the guiding principles for future development within the University of Warwick Campus and provides strategies for matters relating to transport, ecology, sustainability, heritage and drainage.

SECTION 2 – Consideration of Impact

Refer to guidance note for more detailed advice on completing this section.

In order to ensure that we do not discriminate in the way our activities are designed, developed and delivered, we must look at our duty to:

- Eliminate discrimination, harassment, victimisation and any other conflict that is prohibited by the Equality Act 2010
- Advance equality of opportunity between two persons who share a relevant protected characteristic and those who do not
- Foster good relations between persons who share a relevant protected characteristic and those who do not

2.1 Baseline data and information

- Please include an analysis of the equalities data your service holds. This could include surveys, complaints, compliments, management information and customer profiles. (*Please refer to Diversity Guide*)
- Where possible compare your data to local data using
 - Facts about Coventry
 - Census 2011
 - Census 2021



- JSNA

The Local Plan was independently examined by a Planning Inspector to ensure that its policies were robust and formulated using appropriate evidence before it could be sound and capable of adoption. Further detail on the Local Plan and the evidence base can be found here <https://www.coventry.gov.uk/localplan>

This SPD expands upon adopted Local Plan Policy JE1 ‘Overall Economy and Employment Strategy, and Policy C01 Part 3. It provides a development framework masterplan for the campus which will guide future development.

2.2 On the basis of evidence, complete the table below to show what the potential impact is for each of the protected groups.

- Positive impact (P),
- Negative impact (N)
- Both positive and negative impacts (PN)
- No impact (NI)

Any impact on the Council workforce should be included under question 5.0 – **not below*

Protected Characteristic	Impact type P, N, PN	Nature of impact and any mitigations required
Age 0-18	P	Whilst those aged 0-18 would generally not be directly involved in the planning process, many will live in communities adjacent to the University campus and visit the facilities on campus such as the Warwick Arts Centre. The SPD will guide future development on the campus to ensure it is of high quality.
Age 19-64	P	The University has c25,000 students and c5,500 members of staff, the large majority of whom fall within the 19-64 age bracket. Many staff also live within the local area. The SPD will provide guidance for future development on the campus to continue the University’s world leading reputation, ensuring that new development is of a high quality and creates a safe, welcoming and accessible campus.
Age 65+	P	Those in Coventry’s population falling into this age bracket may live in the residential areas immediately adjoining the campus, and are likely to visit the campus facilities including Warwick Arts Centre. The SPD will provide guidance for future development on the

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		campus to continue the University's world leading reputation, ensuring that new development is of a high quality and creates a safe, welcoming and accessible campus.
Disability	P	The SPD will provide guidance for future development on the campus to continue the University's world leading reputation, ensuring that new development is of a high quality and creates a safe, welcoming and accessible campus.
Gender reassignment	P	The SPD is intended to ensure that the university and its campus is more inclusive for all therefore positive impacts are anticipated.
Marriage and Civil Partnership	P	The SPD is intended to ensure that the university and its campus is more inclusive for all therefore positive impacts are anticipated.
Pregnancy and maternity	P	The SPD is intended to ensure that the university and its campus is more inclusive for all therefore positive impacts are anticipated.
Race (Including: colour, nationality, citizenship ethnic or national origins)	P	The SPD is intended to ensure that the university and its campus is more inclusive for all therefore positive impacts are anticipated.
Religion and belief	P	The SPD is intended to ensure that the university and its campus is more inclusive for all therefore positive impacts are anticipated.
Sex	P	The SPD is intended to ensure that the university and its campus is more inclusive for all therefore positive impacts are anticipated.
Sexual orientation	P	The SPD is intended to ensure that the university and its campus is more inclusive for all therefore positive impacts are anticipated.

SECTION 3 – HEALTH INEQUALITIES - See the health inequalities pre EIA guidance sheet for this section.

3	Further information on health inequalities is available on the Intranet
<p>3.1 Please tell us how the proposal you are submitting this EIA form will reduce health inequalities: <i>Please include which Marmot Principles this work covers.</i></p>	
<p>The University of Warwick Campus Development Framework Masterplan SPD supplements the policies of the adopted Local Plan which was subject to Health Impact Assessment. The Health and Wellbeing chapter of the Local plan, which includes Policy HW1, requires Health Impact Assessments for particular types scale of development where there could be significant impacts. See https://www.coventry.gov.uk/localplan This was supplemented by a Health Imp Assessment SPD which provided further detail and guidance including that in relation to affordable housing.</p>	



See https://www.coventry.gov.uk/downloads/file/28900/health_impact_assessment_ Policy HW1 requires all major development proposals to complete a HIA and the explanatory text encourages the use of the toolkit for smaller developments than those covered by the policy. The University of Warwick SPD does not seek permission for development and therefore, future development on the campus will be required to complete HIA in line with adopted Local Plan policy, where required.

3.2 What information do you have to show you are going to reduce health inequalities:

The Health Impact Assessment SPD referred to above sets out a number of considerations and potential health impacts to consider in the design of new development.

Whilst the University of Warwick SPD itself does not seek permission for new development, it sets the context for future development of the University campus. The following are therefore of relevance:

- Access to healthcare services and other social infrastructure (including primary secondary, higher and special needs education) – The University is a key provision of higher education in the region, with many students living in the local area. Improving facilities through development on the campus will help maintain the provision of high quality higher education facilities in the Coventry area.
- Access to open space and nature – the University campus contains extensive open space and the approach taken in the SPD is to concentrate new academic development within the built up core of the campus. The formal and informal landscapes of the campus contribute to its character and the SPD focus is for these to be incorporated and enhanced by new development. The majority of the open spaces on campus are open and accessible to all.
- Accessibility and Active Travel – The SPD sets out the University’s approach to transport and mobility and the measures that are already in place and propose to improve and enhance accessibility for all, to, from and within the campus. The University’s overarching aim, and this is embedded in the draft SPD, is to reduce single occupancy private vehicle usage whilst providing viable non car alternatives for campus users to consider.
- Minimising the use of resources – The SPD sets out the University’s approach to sustainability and sets the approach towards a hierarchy of decision making with the reuse and refurbishment of buildings being the highest priority. All development projects have to conform to ‘The Warwick Standard’ which reflects the University’s ‘low energy, low maintenance’ strategy.
- Climate Change – The SPD notes that as part of their Climate Change Emergency Declaration, the University has made a commitment to reach net zero carbon from direct emissions and energy purchased by 2030. The approach to promotion of sustainable transport and the measures the University are taking to

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achieve this are also set out in the SPD.

3.3 Who/which groups of people might face the biggest health inequalities for your work and why:

This was considered through the Local Plan (the 'parent document'), this document provides the detail to ensure the Local Plan policies can be delivered effectively.

The SPD elaborates on adopted Local Plan Policy JE1 'Overall Economy and Employment Strategy, and Policy CO1 Part 3. It provides a development framework masterplan for the campus which will guide future development.

3.4. What can be done to improve health equity for the groups of people you have identified?

Please see above answers: the SPD aims to ensure that the university is more inclusive and the SPD will set the context for future development.

SECTION 4 - DIGITAL EXCLUSION INEQUALITIES

Please consider the digital exclusion information in the supporting document prior to completing this section.

4.1 Starting point:

Thinking of the main aims of your work area that this EIA is for; does your work area impact digital inequalities or exacerbate? Y/N

- Does your work assume service users have digital access and skills?
- Do outcomes vary across groups, for example digitally excluded people benefit the least compared to those who have digital skills and access?
- Consider what the unintended consequences of your work might be.

This SPD expands existing Local Plan policy and is aimed at ensuring that the university is more accessible as set out earlier in this document. In line with statutory requirements the SPD will need to be consulted on in line with the adopted Statement of Community Involvement which ensures a range of ways of participating which do not just rely on digital process.

See: <https://www.coventry.gov.uk/planning-policy/coventry-local-plan-2011-2031/8>

4.2 4.1 Reducing digital exclusion inequalities

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Where are the opportunities for your area to reduce digital exclusion inequalities and embed supports/interventions as part of your work?

See Above.

5.0 Will there be any potential impacts on Council staff from protected groups?

No.

You should only include the following data if this area of work will potentially have an impact on Council staff. This can be obtained from: Nicole.Powell@coventry.gov.uk

Headcount:

Sex:

Female	
Male	

Age:

16-24	
25-34	
35-44	
45-54	
55-64	
65+	

Disability:

Disabled	
Not Disabled	
Prefer not to state	
Unknown	

Ethnicity:

Religion:

Any other	
Buddhist	
Christian	
Hindu	
Jewish	

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White	
Black, Asian, Minority Ethnic	
Prefer not to state	
Unknown	

Muslim	
No religion	
Sikh	
Prefer not to state	
Unknown	

Sexual Orientation:

Heterosexual	
LGBT+	
Prefer not to state	
Unknown	

6.0 How will you monitor and evaluate the effect of this work?

6.1	Action Planning	
Issue Identified	Planned Action	Timeframe
Monitor and evaluation	Planning applications made within the SPD boundary will be assessed against the SPD once adopted.	

7.0 Completion Statement

As the appropriate Head of Service for this area, I confirm that the potential equality impact is as follows:

No impact has been identified for one or more protected groups

Positive impact has been identified for one or more protected groups

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Negative impact has been identified for one or more protected groups

Both positive and negative impact has been identified for one or more protected groups

Email completed EIA to equality@coventry.gov.uk