

# Equality impact Assessment

Shepherds Lane, Mill End  
Development Agreement

CONFIDENTIAL

Project Information	
<b>Project Name</b> <i>This should clearly explain what service / policy / strategy / change you are assessing</i>	Shepherds Lane, Mill End – Collaboration Agreement, Promotion of Land and Subsequent Disposal for Residential Development
<b>Service Area</b> <i>Main team responsible for the policy, practice, service or function being assessed</i>	Property Services & Major Projects
<b>EIA Author</b> <i>Name and Job Title</i>	Justin Wingfield, Head of Property Services & Major Projects
<b>Date EIA drafted</b>	26 November 2025
<b>ID number</b> <i>This will be added by the Strategy and Partnerships Team</i>	PS005

Executive summary	
<b>Focus of EIA</b> <i>A member of the public should have a good understanding of the policy or service and any proposals after reading this section.</i>  <i>Please use plain English and write any acronyms in full first time - eg: 'Equality Impact Assessment (EIA)'</i>  <i>This section should explain what you are assessing:</i> <ul style="list-style-type: none"> <li><i>If the EIA is attached to a report, summarise the report.</i></li> <li><i>Provide information on whether any of the following communities could be affected by the policy, practice, service or function, or by how it is delivered?</i></li> <li><i>(age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex, sexual orientation, and marriage and civil partnership) in addition, TRDC recognises other communities may be vulnerable to disadvantage, this includes carers, people experiencing domestic abuse, substance misusers, homeless people, looked after children, (ex) armed forces personnel.</i></li> </ul>	<p>This Equality Impact Assessment (EIA) relates to Three Rivers District Council's proposal to enter into a Collaboration Agreement with adjoining landowners to prepare, promote, and ultimately dispose of land, including approximately 8.5 acres of TRDC-owned land in Shepherds Lane, Mill End, for a residential-led development.</p> <p>The proposal enables joint working to prepare a planning application, share costs proportionally, secure planning consent, and then dispose of the land on best value terms.</p> <p>The wider site, identified in the emerging Local Plan as suitable for residential development, is expected to deliver approximately 500–550 homes, alongside potential community infrastructure such as a medical centre, community space, or educational facilities.</p> <p>This EIA aims to evaluate whether entering the Collaboration Agreement and preparing the site for development creates any discriminatory impact on protected groups or other vulnerable communities, and whether any mitigation is required.</p>

Mitigations		
Protected Characteristic	<b>Potential Issue</b> <i>Against each protected characteristics, make a frank and realistic assessment of what issues may or do occur</i>	<b>Mitigating Actions</b> <i>How can the negative impacts be reduced or avoided by the mitigating measures? Is further engagement with specific communities needed? Is more research or monitoring needed? Does there need to be a change in the proposal itself?</i>
Age	<p>Future housing mix could disadvantage younger or older people if not diverse.</p> <p>Lack of accessible community facilities may impact older residents.</p> <p>Construction phases may temporarily affect mobility for older people.</p>	<p>Planning stage to include an age-inclusive housing mix, including family homes and accessible homes.</p> <p>Design to ensure walkability, accessible routes and proximity to community facilities.</p> <p>Targeted engagement with older residents' groups during consultation.</p>
Disability	<p>Risk of inadequate accessible housing or infrastructure.</p> <p>Poor public realm or transport connections could disproportionately impact personal safety of disabled people.</p>	<p>Ensure accessible and adaptable dwellings (Building Regulations M4(2) &amp; M4(3)) proportion is maximised.</p> <p>Accessibility (paths, crossings, lighting) incorporated into master-planning.</p>
Gender reassignment (or affirmation)	<p>Any unsafe routes may disproportionately impact personal safety of such groups.</p>	<p>Use of appropriate lighting and Secure by Design principles.</p> <p>Any community venues will be inclusive with their facilities.</p>
Pregnancy or maternity	<p>Lack of safe pedestrian routes or community facilities may impact pregnant people and parents with young children.</p> <p>Construction traffic could pose safety risks.</p>	<p>Safe walking/cycling routes and buggy-friendly public realm incorporated into planning.</p> <p>Work with promoters to manage construction logistics through planning conditions.</p>
Race	<p>Lack of community space or flexible facilities may limit cultural activities.</p>	<p>Ensure community infrastructure is flexible and multi-functional</p>
Religion or belief	<p>Lack of community space or flexible facilities may limit religious activities.</p>	<p>Ensure community infrastructure is flexible and multi-functional.</p>
Sex	<p>Poor lighting or unsafe routes may disproportionately affect women in terms of personal safety.</p>	<p>Integrate Secure by Design principles.</p> <p>Ensure safe walking/cycling routes and well-lit public spaces.</p>
Sexual Orientation	<p>Any unsafe routes may disproportionately impact personal</p>	<p>Use of appropriate lighting and Secure by Design principles.</p>

	safety of such groups identified.	
Marriage and Civil Partnership	No identifiable impact at this stage.	
The council recognises other communities may be vulnerable to disadvantage, this includes carers, people experiencing domestic abuse, substance misusers, homeless people, looked after children and care leavers, (ex) armed forces personnel.	<p>Homeless people / care leavers – future housing mix could affect their access to affordable or supported housing.</p> <p>Carers – poor accessibility or lack of future GP/medical facilities may impact them.</p> <p>Domestic abuse survivors – community safety or housing design may affect perceived/actual safety.</p>	<p>Liaise with Housing and Community Partnerships to incorporate needs assessments into planning.</p> <p>Ensure community safety principles are embedded.</p> <p>Consider opportunities to include affordable and/or specialist housing as planning evolves (subject to policy &amp; viability).</p>

### Actions Planned

*In this section you can add information on additional or proactive steps you are taking that enhance equity, engagement or equality of access to services, as well as those mitigating actions identified in the section above that will be undertaken.*

*The Equality Duty is an ongoing duty: policies must be kept under review, continuing to give 'due regard' to the duty. If an assessment of a broad proposal leads to more specific proposals, then further equality assessment and consultation are needed.*

- Conduct a full and detailed EIA at planning application stage, when housing mix, design parameters, and infrastructure are confirmed.
- Implement an inclusive engagement strategy, ensuring protected and vulnerable groups can participate meaningfully.
- Ensure master planning incorporates accessibility, safety, and inclusive design principles.
- Work with promoters and TRDC Communications to ensure community consultation is accessible, multi-format, and culturally sensitive.
- Maintain ongoing monitoring through the planning and disposal stages.

### Additional Information

*Space to provide any additional information in relation to protected characteristics or equity, diversity, equality and inclusion.*

At this stage there are no identified or significant equalities issues that may justify a full assessment at this stage, future stages of the development (planning, design, community consultation) will have far greater implications and may require detailed equality assessment.

**Sign off:**

Equalities Lead Officer	Date
Shivani Davé	27/11/2025

