

Equality impact Assessment

Barton Way
Redevelopment Project

Project Information	
Project Name <i>This should clearly explain what service / policy / strategy / change you are assessing</i>	Barton Way, Croxley Green – Redevelopment Project (Redevelopment of the former British Red Cross site)
Service Area <i>Main team responsible for the policy, practice, service or function being assessed</i>	Property Services & Major Projects
EIA Author <i>Name and Job Title</i>	Justin Wingfield, Head of Property Services & Major Projects
Date EIA drafted	26 November 2025
ID number <i>This will be added by the Strategy and Partnerships Team</i>	PS004

Executive summary	
Focus of EIA <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"> • <i>If the EIA is attached to a report, summarise the report.</i> • <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> • <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> 	<p>This Equality Impact Assessment (EIA) reviews the proposal to demolish the former British Red Cross building at Barton Way, Croxley Green, and replace it with a new 3-storey building containing:</p> <ul style="list-style-type: none"> • 8 affordable homes (first and second floors) • A new ground-floor community hall and Parish Council office, leased to Croxley Green Parish Council (CGPC) • £1m of s.106 funding committed to support scheme viability and the delivery of affordable housing <p>The affordable homes will be allocated to eligible applicants on the Council's Housing Register. The project aims to address local housing need, reduce homelessness pressures, and retain a community space in a village-centre location.</p> <p>The EIA considers potential impacts on residents and communities with protected characteristics. It also considers groups recognised as vulnerable by Three Rivers District Council.</p> <p>Overall, the scheme is expected to have a positive impact on access to affordable housing and community facilities, with some temporary construction-phase impacts that can be mitigated through planning conditions and project management.</p>

Mitigations		
Protected Characteristic	Potential Issue <i>Against each protected characteristics, make a frank and realistic assessment of what issues may or do occur</i>	Mitigating Actions <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>Older or younger residents may be affected by construction noise and disruption.</p> <p>Younger people are disproportionately impacted by local housing affordability pressures, as reported in the council's housing need assessment (population dip in ages 20–34)</p>	<p>Clear communication to local residents regarding construction timelines.</p> <p>Allocation of affordable homes supports younger adults and families priced out of the market.</p>
Disability	<p>Construction may limit accessible routes temporarily.</p> <p>Access to the community facility must meet equality legislation requirements.</p>	<p>Ensure suitable adjustments and accommodations are made during construction.</p> <p>Apply Building Regulations Part M requirements, aiming to exceed statutory minimums (as indicated in the report's environmental commitments)</p> <p>Work with CGPC to ensure community hall access is inclusive.</p>
Gender reassignment (or affirmation)	<p>No direct negative impacts identified.</p> <p>Community facilities must remain inclusive for all residents.</p>	<p>Ensure community space policies, managed by CGPC support inclusivity.</p>
Pregnancy or maternity	<p>Expectant parents may be sensitive to construction impacts (noise, dust).</p> <p>Safe access to community facilities may be temporarily affected.</p>	<p>Construction management plan to minimise dust and noise.</p> <p>Step-free access to new building and internal amenities.</p>
Race	<p>No specific risks noted in the redevelopment proposal.</p> <p>Community engagement must be accessible to all racial groups, ensuring representation.</p>	<p>Continue transparent communication and accessible consultation methods, seeking to engage with broadest/most diverse groups.</p> <p>Ensure community space booking and use policies remain non-discriminatory.</p>
Religion or belief	<p>Some faith groups may seek community space usage; management policies must not</p>	<p>CGPC should adopt fair, transparent community hall booking policies.</p>

	disadvantage any group.	
Sex	No gender-specific disadvantages identified.	
Sexual Orientation	No direct issues identified.	Encourage CGPC to adopt inclusive policies. Ensure anti-discrimination policies apply to all users.
Marriage and Civil Partnership	No specific issues identified.	
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.	These groups experience high housing need. Temporary disruption could hinder access to local support networks or services.	Provide clear communication regarding construction impacts. Allocate affordable homes via the Housing Register, benefiting at-risk groups. Ensure the community hall supports inclusive programming (e.g., support groups, veterans' services).

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.

- Ensure the design and construction exceed minimum accessibility standards where possible.
- Maintain ongoing communication with residents, stakeholders and a broad and diverse range of community groups.
- Work with CGPC to ensure community hall policies promote equity and accessibility.
- Ensure housing allocations meet with TRDC's allocations policy to ensure fairness and transparency.
- Continue engagement during construction to mitigate negative impacts.

Additional Information

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

- Public engagement in July 2025 showed general positive support for the proposed redevelopment, demonstrating responsiveness to community feedback and reducing misinformation
- The scheme directly supports households in temporary accommodation and those at risk of homelessness, aligning with the Council's equality and housing duties.
- Retaining a community space meets long-standing requests from residents and aligns with inclusive community development.

Sign off:

Equalities Lead Officer	Date
Shivani Davé	27/11/2025

