



# EQUALITY IMPACT ASSESSMENT (EIA)

University of Warwick Draft Campus Framework Masterplan Supplementary Planning Document

**Service/policy/strategy/practice/plan being assessed:** University of Warwick Draft Campus Framework Masterplan Supplementary Planning Document.

**Business Unit/Service Area:** Planning Policy and Site Delivery

**Is this a new or existing service/policy/strategy/practice/plan?**

*If an existing service/policy/strategy/practise/plan, please state date of last assessment.*

This is a new Supplementary Planning Document relating to the University of Warwick Campus. It provides supplementary guidance to Policy MS1 (University of Warwick) of the Warwick District Local Plan 2011-2029 (adopted September 2017) which requires that “development at the University will be permitted in line with an approved Masterplan or Development Brief”.

**EIA Review team – list of members:** Philip Clarke/Andrew Cornfoot/Adam James

**Do any other Business Units/Service Areas need to be included?**

Other teams were asked to review draft versions of the SPD and those comments have shaped the final version of the SPD. That includes internal Development Management, Open Space, Climate Change and Conservation/Heritage teams, as well as external teams such as the Highways/Transportation team at Warwickshire County Council.

**Date of assessment:** 24 April 2024

**Are any of the outcomes from this assessment likely to result in complaints from existing services users, members of the public and/or employees?**

*If YES please let your Head of Service and the Customer Relations Team know as soon as possible.*

As with any SPD consultation, it is possible that consultees may raise objections to the SPD as part of the formal public consultation process. Any objections would have to be duly considered in advance of a final version of the SPD being produced. As the consultation will be undertaken in accordance with the requirements set out in the Council’s adopted Statement of Community Involvement<sup>1</sup>, there will be a range

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<sup>1</sup> [https://www.warwickdc.gov.uk/downloads/file/8362/statement\\_of\\_community\\_involvement\\_2024](https://www.warwickdc.gov.uk/downloads/file/8362/statement_of_community_involvement_2024)

of methods of engagement and measures to advertise the consultation to maximise the amount of responses. It is therefore hoped that the methods of engagement are widely accepted and this should minimise the scope of complaints from service users, members of the public or employees.

## DETAILS OF SERVICE/POLICY/STRATEGY/PRACTICE/PLAN

### Scoping and Defining

#### **1. What are the aims, objectives and outcomes of the service/policy/practice/plan?**

The draft University of Warwick Campus Development Framework Masterplan is intended to supplement Policy MS1 of the adopted Warwick District Local Plan, setting guidance for future development within the University of Warwick Campus as defined in the SPD. This additional guidance will hopefully assist with delivering high quality development and the determination of future planning applications for new proposals on campus. Ultimately, the ambition is to deliver high quality development on campus and sustain its role as a Higher Education facility of international importance.

It is worth clarifying that even if the SPD is adopted, planning applications will still need to be submitted for the specific proposals set out in the SPD. In accordance with legal requirements, planning applications are advertised and information submitted as part of the planning application process is available for the public to review. If the plans or submitted information raises equality concerns (e.g. disabled access), those issues can be raised at the planning application stage for further consideration and potential amendments.

#### **2. Who are the customers?**

Customers include University students, staff and visitors, residents who live in the adjoining communities as well as Development Management planning officers, and possibly Councillors, will also use the guidance when assessing planning applications submitted for proposals on campus.

#### **3. How has equality been considered in the development or review so far?**

The Council has a legal duty to consider equality considerations when exercising its functions under the Public Sector Equality Duty as part of the Equalities Act 2010. The Local Plan recognises the importance of the campus to the local economy and as a Higher Education Facility of international importance. In order to sustain and build upon that role, it must be a safe, welcoming and productive environment, where there is equality of opportunity, fostered in an environment of mutual respect and dignity. The draft SPD sets the framework for future development on the campus and includes supporting strategies related to Sustainability, Heritage, Transport and Mobility, Ecology and drainage. Those strategies support the overarching aim of encouraging staff, students and the local community to

use the campus.

**4. What is the reason for the change/development?**

The SPD once adopted will supplement the Policies in the adopted Local Plan, in particular Policy MS1, and will provide necessary guidance to assist with decision making on future planning applications.

**5. How does it fit with Warwick District Council wider objectives?**

The SPD will supplement the adopted Warwick District Local Plan. It also helps to achieve strategic aims set out in the Corporate Strategy. This includes 'delivering low cost, low carbon energy across the district', including through the delivery of photovoltaic installations on campus as well as an Energy Innovation Centre, and also encouraging zero and low carbon travel to, and around, campus by reducing reliance on private car. The SPD also helps with 'creating vibrant, safe and healthy communities for the future' by 'opening up' the campus to the wider community.

**6. Why might it be important to consider equality and the protected characteristics?**

The University has c25,000 students and c5,500 members of staff, and welcomes many visitors to the campus throughout the year. It is important that future development of the campus considers equality and protected characteristics in this context.

Information Gathering

**7. What sources of data have you used?**

*You must keep a record of any data you have currently used as supporting evidence*

Enrolment data has been used to show numbers of students resident on and off campus. Transport and traffic data (including car parking data) have also been used to determine existing transport movements across all modes. Modelling of a notional 2033 scenario (based on 31,000m<sup>2</sup> of additional floorspace) has also been undertaken to understand potential impacts and to determine any necessary mitigation measures. This helps ensure equality of opportunity when accessing the campus.

All consultation responses received will be considered and help shape the final version of the SPD.

**8. What does the data you have tell you about your customers and about protected equality groups?**

In seeking to 'open up' the campus to the wider community, this helps to encourage access for all including those within protected equality groups. Whilst the SPD seeks to make the campus more pedestrian friendly, creating a one-way circulatory route to minimise traffic will still allow access and parking for blue-badge holders, thereby ensuring that disabled users can still access facilities on campus.

**9. What do you need to know more about?**

Unknown at this point but to be kept under review.

**10. How could you find this out and who could help you?**

Not applicable.

Engagement and Consultation

**11. Who have you consulted with from protected equality groups?**

It is intended to undertake public and stakeholder consultation in late spring/early summer 2024. The consultation will be undertaken in accordance with the Council's Statement of Community Involvement (SCI). The SCI sets out the various measures taken to encourage participation by all members of the community, regardless of protected equality group status. The Council's Planning Policy Consultation Database will be used to notify stakeholders directly of the consultation, and that includes a number of under-represented and 'hard to reach' groups.

**12. Who else could you consult with?**

The consultation will be advertised via the Council's website, press releases and via social media channels to maximise public awareness of the consultation. There may be other specific stakeholders that may be interested in the SPD consultation such as those stakeholders that regularly engage with the university to discuss activity on site and this will be explored further.

**13. Who can help you to do this?**

The Council will work with the University to identify any groups who it would be beneficial to engage with through public and stakeholder consultation in Summer 2024.

Monitor and Evaluate

**14. Who have you consulted with from protected equality groups?**

The Council's Consultation Planning Policy Consultation Database includes a number of stakeholders interested in policy consultations and this includes representatives from protected equality groups and "hard to reach" groups.

**15. Analysis of impact and potential actions:**

| Protected characteristics from the Equality Act 2010 | What do you know? Summary of data about/feedback from your service-users and/or staff   | What does this mean?  |   | What can you do?<br>All potential actions to:<br><ul style="list-style-type: none"> <li>• Eliminate discrimination/mitigate negative impact</li> <li>• Advance equality of opportunity</li> <li>• Foster good relations</li> </ul> |
|--|---|---|---|--|
|  |   | Positive impacts identified ( <i>actual and potential</i> ) | Negative impacts identified ( <i>actual and potential</i> ) |  |
| <b>Age</b>   | Improved access and facilities for students, staff and the wider community will benefit people of all ages.   | Improved access for all                                     | N/A   | Advertise the consultation widely via various different methods and duly consider all responses received.  |
| <b>Disability</b>                                    | Improved access and facilities for students, staff and the wider community will provide equality of opportunity, particularly those with disabilities. Access to more central parts of the campus for blue-badge holders is retained. | Improved access for all                                     | N/A   | Advertise the consultation widely via various different methods and duly consider all responses received.  |
| <b>Sex</b>   | Improved access and facilities for students, staff and the wider community will provide equality of   | Improved access for all                                     | N/A   | Advertise the consultation widely via various different methods and duly consider all responses received.  |



| Protected characteristics from the Equality Act 2010 | What do you know?<br>Summary of data about/feedback from your service-users and/or staff  | What does this mean?  |   | What can you do?<br>All potential actions to:<br><ul style="list-style-type: none"> <li>• Eliminate discrimination/mitigate negative impact</li> <li>• Advance equality of opportunity</li> <li>• Foster good relations</li> </ul> |
|--|---|---|---|--|
|  |   | Positive impacts identified ( <i>actual and potential</i> ) | Negative impacts identified ( <i>actual and potential</i> ) |  |
|  | opportunity for all, irrespective of sex.   |   |   |  |
| <b>Race</b>  | Improved access and facilities for students, staff and the wider community will provide equality of opportunity, irrespective of race.                          | Improved access for all                                     | N/A   | Advertise the consultation widely via various different methods and duly consider all responses received.  |
| <b>Religion or belief</b>                            | Improved access and facilities for students, staff and the wider community will provide equality of opportunity, irrespective of religion or belief.            | Improved access for all                                     | N/A   | Advertise the consultation widely via various different methods and duly consider all responses received.  |
| <b>Gender Re-assignment</b>                          | Improved access and facilities for students, staff and the wider community will provide equality of opportunity for all, including those who have completed, or | Improved access for all                                     | N/A   | Advertise the consultation widely via various different methods and duly consider all responses received.  |

| Protected characteristics from the Equality Act 2010  | What do you know?<br>Summary of data about/feedback from your service-users and/or staff  | What does this mean?  |   | What can you do?<br>All potential actions to:<br><ul style="list-style-type: none"> <li>• Eliminate discrimination/mitigate negative impact</li> <li>• Advance equality of opportunity</li> <li>• Foster good relations</li> </ul> |
|---|---|---|---|--|
|   |   | Positive impacts identified ( <i>actual and potential</i> ) | Negative impacts identified ( <i>actual and potential</i> ) |  |
|   | are pursuing, gender reassignment.  |   |   |  |
| <b>Pregnancy and Maternity</b>  | Improved access and facilities for students, staff and the wider community will provide equality of opportunity, including for those that are pregnant or on maternity leave. | Improved access for all                                     | N/A   | Advertise the consultation widely via various different methods and duly consider all responses received.  |
| <b>Sexual orientation</b>   | Improved access and facilities for students, staff and the wider community will provide equality of opportunity, irrespective of sexual orientation.                          | Improved access for all                                     | N/A   | Advertise the consultation widely via various different methods and duly consider all responses received.  |
| <b>Marriage and Civil Partnership</b><br><i>(Note: only in relation to due regard to eliminating unlawful discrimination)</i> | Improved access and facilities for students, staff and the wider community will provide equality of opportunity,  | Improved access for all                                     | N/A   | Advertise the consultation widely via various different methods and duly consider all responses received.  |

| Protected characteristics from the Equality Act 2010 | What do you know?<br>Summary of data about/feedback from your service-users and/or staff | What does this mean?  |   | What can you do?<br>All potential actions to:<br><ul style="list-style-type: none"> <li>• Eliminate discrimination/mitigate negative impact</li> <li>• Advance equality of opportunity</li> <li>• Foster good relations</li> </ul> |
|--|--|---|---|--|
|  |  | Positive impacts identified ( <i>actual and potential</i> ) | Negative impacts identified ( <i>actual and potential</i> ) |  |
|  | irrespective of marriage or civil partnership status.                                    |   |   |  |

## 16. Outcomes of Equality Impact Assessment

| Action  | Timescale  | Responsibility  |
|---|--|---|
| <p>Public consultation to be undertaken in accordance with the requirements and methods set out in the Council’s adopted Statement of Community Involvement. This will include:</p> <ul style="list-style-type: none"> <li>• Consultation for a minimum of 6 weeks</li> <li>• Publishing on the Council’s website and consultation portal.</li> <li>• Making documents available at deposit points including Council Offices, Royal Leamington Spa Town Hall, One Stop shops/libraries around the district and Brunswick Healthy Living Centre, Royal Leamington Spa.</li> <li>• Consulting general and specific consultation bodies.</li> <li>• Consulting Duty to Co-operate bodies.</li> <li>• Consulting those on the Council’s consultation database</li> <li>• Arranging meetings, presentation or other discussions if appropriate/requested.</li> </ul> | <p>Minimum of 6 week consultation</p>                                      | <p>Planning Policy team</p>                               |
| <p>Review consultation responses and respond to the key issues raised. If any issues are raised relating to equality issues, the Equality Impact Assessment will be revisited. Issues raised as part of the consultation will be reported to Cabinet for further consideration.</p>   | <p>Estimated to be 1-2 months following completion of the consultation</p> | <p>Planning Policy team and the University of Warwick</p> |
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| <b>Action</b> | <b>Timescale</b> | <b>Responsibility</b> |
|---------------|------------------|-----------------------|
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**Date of next review:** To be completed following the public consultation and consideration of responses.

**Name and signature of Officer completing the EIA:**

Adam James

**Name and signature of Head of Service:**

Philip Clarke

*NEXT STEPS: Once completed, share the document with your Head of Service to gain their signature.*