Community impact assessments – for services, policies and projects

What is a community impact assessment?

A community impact assessment is an important part of our commitment to delivering better services for our communities. The form will help us find out what impact or consequences our functions, policies, procedures and projects have on our communities, as well as employees and potential employees.

By undertaking an impact assessment, we are able to:
- Take into account the needs, experiences and circumstances of those groups of people who use (or don't / can't use) our services.
- Identify any inequalities people may experience.
- Think about the other ways in which we can deliver our services which will not lead to inequalities.
- Develop better policy-making, procedures and services.

Background

Name of service / policy / project and date	**Compulsory Purchase Order (CPO) to secure leases of 233-243 High Street, Cheltenham, in order to facilitate re-development**
Lead officer	**Mike Redman**
Other people involved in completing this form	**Jeremy Williamson**

Step 1 - About the service / policy / project

What is the aim of the service / policy / project and what outcomes is it contributing to	To deliver Brewery phase II
Who are the primary customers of the service / policy / project and how do they / will they benefit	General public
How and where is the service / policy / project implemented	233-243 High Street, Cheltenham being a subset of a wider scheme, known as the Brewery phase II
What potential barriers might already exist to achieving these outcomes	All issues resolved. Planning secured, "stopping-up" order obtained, all leases surrendered bar one and Kier Construction on site for phase IIa

Step 2 – What do you know already about your existing / potential customers

What existing information and data do you have about your existing / potential customers e.g. Statistics, customer feedback, performance information	Acknowledgement that the Brewery scheme does not "connect" with the high Street. The opportunity to improve that connectivity has been recognised by the owner, operator, CBC, Task Force and general public
What does it tell you about who uses your service / policy and those that don't?	Facilities at the Brewery widely used by a broad cross-section of the public given the family oriented offer
What have you learnt about real barriers to your service from any consultation with customers and any stakeholder groups?	Consultation as part of planning process saw positive public response to proposal to improve connectivity
If not, who do you have plans to consult with about the service / policy / project?	n/a

Step 3 - Assessing community impact

How does your service / policy / project impact on different groups in the community?

Group	What are you already doing to benefit this group	What are you doing that might disadvantage this group	What could you do differently to benefit this group	No impact on this group
People from black and minority ethnic groups				Project delivery has general benefit – it does not favour or disadvantage this group.
Gender				Project delivery has general benefit – it does not favour or disadvantage this group
Gender Reassignment				Project delivery has general benefit – it does not favour or disadvantage this group
Older people / children and young people	The proposals will create an improved access to the Brewery which will help older people move about this part of town.			
People with disabilities and mental health challenges	The proposals will create an improved access to the Brewery which will help disabled people move about this part of town.			
Religion or belief				Project delivery has general benefit – it does not favour or disadvantage this group
Lesbian, Gay and Bi-sexual people				Project delivery has general benefit – it does not favour or disadvantage this group

Marriage and Civil Partnership				Project delivery has general benefit – it does not favour or disadvantage this group
Pregnancy & Maternity				Project delivery has general benefit – it does not favour or disadvantage this group
Other groups or communities				n/a

Step 4 - what are the differences

Are any groups affected in different ways to others as a result of the service / policy / project?	Project delivery has general benefit – it does not disadvantage any groups, and will have positive outcomes for older people and disabled people who might have struggled to access the Brewery complex
Does your service / policy / project either directly or indirectly discriminate?	No
If yes, what can be done to improve this?	n/a
Are there any other ways in which the service / project can help support priority communities in Cheltenham?	Commercial undertaking which will create job opportunities

Step 5 – taking things forward

What are the key actions to be carried out and how will they be resourced and monitored?	Securing a CPO in order to deliver wider scheme. The resources required will be met through an indemnity
Who will play a role in the decision-making process?	Cabinet and full Council
What are your / the project's learning and development needs?	n/a
How will you capture these actions in your service / project planning?	Majority of preparation work already undertaken. Any representation will be by third party legal professionals who specialise in this type of work