

Equalities Impact Assessment (EQIA) June 2024

EqIAs help the Council to fulfil its legal obligations under the Equality Act's public sector equality duty. The duty requires the Council to have due regard to the need to:

- eliminate unlawful behaviour, such as discrimination, harassment and victimisation;
- promote equality of opportunity between those who share a protected characteristic and those who don't; and
- promote good relations between people who share a protected characteristic and those who don't.

An EQIA was completed on the proposed updates to the EAP identifying which policies were amended or are new to the Update, and, in assessing each policy, whether any could result in negative or positive impacts. The Assessment can be viewed [here](#). Overall, it was assessed that the proposed updates to the EAP are expected to continue to have a positive impact (as with the EAP 2015) through the provision of additional homes and jobs, a significantly enhanced urban environment, improved connectivity through the area, better streets, and space and, improved transport infrastructure.

Additionally, the requirement to ensure that the new development contributes to reducing inequalities and increasing life chances in local residential communities, creating opportunities for all and ensuring that investment delivers benefits where they are most needed, maximising social value increases this potential further. It is considered that all groups will benefit in some way from the proposed updates in the EAP.

The Council plans to carry out a supplementary consultation related to the Euston Area Plan, providing a 'direction of travel' update in response to the changes following the Government's announcements in relation to HS2 at Euston. This consultation is an additional exercise to the January 2023 consultation and all responses to the 2023 consultation will be considered alongside responses to this. The Euston Area Plan will also need to respond to any future Government plans for Euston.

In reviewing the limited information available, we think that many of the issues at Euston remain broadly the same, as do our aspirations for the area, however there are some details that we understand may change and we have tried to highlight these where possible, based on our understanding and interpretation of a variety of potential scenarios. The consultation is seeking views on possible changes and highlights and asks for views on proposals for specific site allocations.

Generally, 2021 census data followed the same trends as highlighted in the report to inform the 2023 consultation and so at this point when considering the equalities impact of the potential changes to policies the impact has not changed materially as a result of the content of this consultation.

The EAP will continue to be updated based on reasonable assumptions, setting out clear objectives and ambitions. The submission draft of the EAP may also be

updated to reflect forthcoming decisions around the stations and consultation feedback. As updates are developed it will be necessary to assess the impact in line with the public sector equality duty and it will be important to continue to assess the impact of any future changes to policy on protected groups.

There will be further consultation on a revised version of the draft Plan prior to submission for independent examination (further consultation is currently expected in Winter 24/25 with submission for examination in Spring/Summer 2025) and an updated EQIA will be published, this will be updated to assess any changes in approach, and to provide an assessment using the latest available data, policies and frameworks as appropriate.