

**AGENDA MANAGEMENT SHEET**

**Report Title:** Town Centre Regeneration Progress Update and Resourcing

**Name of Committee:** Cabinet

**Date of Meeting:** 23 October 2023

**Report Director:** Nicola Smith

**Portfolio:** Growth and Investment

**Ward Relevance:** All

**Prior Consultation:** Human Resources, Finance and Performance, Town Centre Regeneration Working Group.

**Contact Officer:** Helen Nightingale

**Public or Private:** Public

**Report Subject to Call-In:** No

**Report En-Bloc:** No

**Forward Plan:** Yes

**Corporate Priorities:** This report relates to the following priorities:  
 Rugby is an environmentally sustainable place, where we work together to reduce and mitigate the effects of climate change. (C)  
 Rugby has a diverse and resilient economy that benefits and enables opportunities for all residents. (E)  
 Residents live healthy, independent lives, with the most vulnerable protected. (HC)  
 Rugby Borough Council is a responsible, effective and efficient organisation. (O)  
[Corporate Strategy 2021-2024](#)  
 This report does not specifically relate to any Council priorities but

**Summary:** The report provides an update on the delivery of the Council's Town Centre Regeneration Strategy that was adopted 14<sup>th</sup> December 2022 including the workstreams identified in Appendix 1.

The report also seek approval for the creation of a permanent Principal Planning Officer Post for

Town Centre Regeneration to take forward the Town Centre Regeneration and its workstreams identified in Appendix 1.

**Financial Implications:**

The financial implications are set out in section 4 of this report, however the workstreams identified in Appendix 1 which bear a cost to the Council will be funded using the existing budget available including the Town Centre Strategy Reserve and UKSPF monies. The permanent Principal Planning Officer post will be advertised as a Grade H which will be funded from the Town Centre Strategy Reserve.

**Risk Management/Health and Safety Implications:**

A dedicated strategic risk register is in place for each strand of the Corporate Strategy. Creation of the new post and use of reserves is a key action towards delivering on the corporate strategy priorities. If the new post and budgets are not agreed, there will be an increased likelihood that the Council's Town Centre Regeneration Strategy will take longer to deliver without a dedicated officer to drive it forward on a full-time basis.

**Environmental Implications:**

Environmental implications are set out in Appendix 2. However, the delivery of the Town Centre Regeneration Strategy workstreams would positively contribute to the Council's climate change aspirations by encouraging and facilitating more sustainable modes of travel, supporting active travel and encouraging biodiversity enhancements in the town centre.

**Legal Implications:**

None arising directly from this report.

**Equality and Diversity:**

Equality and Diversity implications are set out in Appendix 3. One of the workstreams identified is specifically community engagement, which requires a mapping exercise to identify relevant groups. However, the delivery of the Town Centre Regeneration Strategy workstreams will seek to enable accessibility for all in the town centre's physical environment, create opportunities for equality as well as keeping people's health and well-being at the forefront of any decision making.

**Options:**

Option 1

1. To note the Town Centre Regeneration progress update and workstreams (Appendix 1) and;

2. approve the creation of a new permanent post of Principal Planning Officer – Town Centre Regeneration on the establishment.

#### Option 2

1. To note the Town Centre Regeneration progress update and workstreams (Appendix 1) and;
2. not approve the creation of the new permanent post Principal Planning Officer – Town Centre Regeneration on the establishment.

#### **Recommendation:**

IT BE RECOMMENDED TO COUNCIL THAT -

1. the Town Centre Regeneration progress report and workstreams be noted as at Appendix 1;
2. the creation of a permanent post of Principal Planning Officer for Town Centre Regeneration on the establishment be approved; and
3. permanent budget of £62,080 for the Principal Planning Officer for Town Centre Regeneration to be funded from the Town Centre Strategy Reserve from 2024/25 onwards.

#### **Reasons for Recommendation:**

To enable the Council to progress with the delivery of the Town Centre Regeneration Strategy adopted in December 2022, instigating positive change and realising the development and investment opportunities in the town centre.

**Cabinet - 23 October 2023**

**Town Centre Regeneration Progress Update and Resourcing**

**Public Report of the Chief Officer Report – Growth and Investment**

**Recommendation**

IT BE RECOMMENDED TO COUNCIL THAT -

1. the Town Centre Regeneration progress report and workstreams be noted as at Appendix 1;
2. the creation of a permanent post of Principal Planning Officer for Town Centre Regeneration on the establishment be approved; and
3. permanent budget of £62,080 for the Principal Planning Officer for Town Centre Regeneration to be funded from the Town Centre Strategy Reserve from 2024/25 onwards.

**EXECUTIVE SUMMARY**

The purpose of this report is to note the current progress and workstreams for the Town Centre Regeneration Strategy adopted in December 2022. The report also seeks approval for additional resource in the form of a new permanent post in the Major Projects and Economic Development Team to deliver the workstreams and overall Town Centre Regeneration for the next 10-15 years.

A governance structure has been put in place to ensure streamlined decision making and facilitate progress on the delivery of the Town Centre Regeneration as well as producing bi-annual progress updates to Cabinet and Council. As part of the governance process a cross-party councillor working group (Town Centre Regeneration Working Group) has also been set up comprising Councillors Roodhouse (Chair), Moran, Picker, Poole, Sandison and Slinger.

Officers and the Town Centre Regeneration Working Group have taken the Town Centre Regeneration Strategy and devised 19 short, medium and long term workstreams (Appendix 1), with a focus on more short and medium term actions fulfilling their objectives.

There are financial resources needed to deliver some of these workstreams, notably public realm in the short term, however previous Council reports have agreed to use both UK Shared Prosperity Funds and the Town Centre Strategy Reserve to fund these workstreams.

The workstreams are part of a wider project plan known as the Town Centre Regeneration Action Plan, which is a live document that will be updated as the workstreams progress, change and are complete. At the moment however it is in its infancy as the Council is at the start of the regeneration journey.

In order to progress the current 19 workstreams at pace, a dedicated resource is required to have oversight and lead across all workstreams driving their progress forward. That resource is a Principal Planning Officer for Town Centre Regeneration and if such a resource is not in place the workstreams will not progress at the pace envisaged by all those wanting to see positive change in the town centre.

The financing of this permanent post can be covered by the Town Centre Strategy Reserve.

It is therefore recommended that the Town Centre Regeneration progress update is noted and the new permanent post detailed in the above report, is approved and is funded via the established Town Centre Strategy Reserve.

## **1. INTRODUCTION**

1.1 The purpose of this report is to provide an update on the progress of the Town Centre Regeneration Strategy (TCRS) since its adoption on 14<sup>th</sup> December 2022 with the identification of workstreams as detailed in Appendix 1. This report also makes a recommendation for improving resources and resilience within the Growth and Investment Portfolio and specifically the Major Projects and Economic Development Team to take forward the work streams identified in Appendix 1. Additional permanent resource would increase the capacity of the Major Projects function to deliver the outcomes set out in the Corporate Strategy as well as drive forward the Town Centre Regeneration Strategy vision.

## **2. BACKGROUND**

2.1 A report was taken to Council on 14<sup>th</sup> December 2022 to adopt the Town Centre Regeneration Strategy which sets out the vision and framework for investment and change in Rugby town centre to 2035.

2.2 The TCRS was developed to align with and deliver the Council's Corporate Plan by:

- Working together to further improve the Borough's connectivity and encourage greener travel.
- Promoting the Borough of Rugby as a place to do business.
- Encouraging and supporting sustainable economic growth, consistent with our social and environmental priorities.
- Helping businesses thrive and provide jobs for our residents.
- Developing and promoting our town centre as a place to live, socialise and work.
- Regenerating Neighbourhoods that need support and build communities that sustain change.
- Nurturing and supporting independent shops.

- 2.3 Now that the TCRS has been adopted, work has been underway to start realising Rugby Town Centre's regeneration potential.

### **3 TOWN CENTRE REGENERATION PROGRESS UPDATE**

- 3.1 Since the Town Centre Regeneration Strategy's adoption, work has been ongoing to set up a suitable governance structure to enable streamlined decision making, with the formation of a cross party working group, known as the Town Centre Regeneration Working Group (hereafter referred to as working group in this report).
- 3.2 Officers, including representatives from Warwickshire County Council's Place and Infrastructure team and the Working Group have identified 19 workstreams, each with a set of objectives for the short and medium term to set the wheels in motion for realising great positive change in Rugby Town Centre.
- 3.3 The implementation and delivery of the TCRS must be looked at holistically and the current 19 workstreams cover a broad spectrum of subjects from development sites, marketing, business and stakeholder engagement, public realm, education, health and sustainable travel to name a few and are all interlinked with one another. All workstreams and objectives are detailed in Appendix 1.
- 3.4 The workstreams are part of a wider operational Action Plan which is seen very much as a live document that will evolve as workstreams progress, are completed or change. Additionally the workstreams are in their relative infancy and so there has not been much progress on moving them forward, however there will be bi-annual reports to Cabinet and Council updating on the progress of the TCRS Action Plan and its workstreams.

### **4 PRINCIPAL PLANNING OFFICER – TOWN CENTRE REGENERATION**

- 4.1 As identified in Appendix 1, the Town Centre Regeneration Strategy Action Plan has many workstreams which will generate their own project teams and actions. To facilitate successful regeneration of Rugby Town Centre over the next 10-15 years at pace, a dedicated resource is required in the Major Projects and Economic Development Team to lead and manage all workstreams in the live Action Plan.
- 4.2 It is therefore proposed that a dedicated officer at Principal Planning Officer post is created to manage the workstreams and overall Action Plan on a day-to-day basis but have a holistic view across all workstreams as they are inextricably linked.
- 4.3 Without this additional resource in the Major Projects and Economic Development Team, there is a real risk that the TCRS would lose pace and delivery of workstreams would stall, delaying any change in Rugby town

centre which ought to benefit people who live, work, visit and do business in Rugby.

## **5 FINANCIAL IMPLICATIONS**

- 5.1 The workstreams that required financial support to progress such as the creation of a Public Realm masterplan can be funded through existing budgets such as the UK Shared Prosperity Fund or Town Centre Strategy Reserve both of which have had previous Council approval for spend on Town Centre Regeneration projects.
- 5.2 The Principal Planning Officer – Town Centre Regeneration is proposed to be graded as Grade H at £62,080. Following the recruitment process it is expected that cost of the officer will be managed through the Town Centre Strategy Reserve.

## **6 OPTIONS AVAILABLE**

- 6.1 Taking the above into account, two options are proposed for the consideration of Councillors, namely:

### Option 1

1. To note the Town Centre Regeneration progress update and workstreams (Appendix 1) and;
2. To approve the creation of a new permanent post of Principal Planning Officer – Town Centre Regeneration on the establishment.

### Option 2

1. To note the Town Centre Regeneration progress update and workstreams (Appendix 1) and;
2. To not approve the creation of a new permanent post Principal Planning Officer – Town Centre Regeneration on the establishment.

## **7 CONCLUSION**

- 7.1 It is recommended that the Town Centre Regeneration progress update is noted and the new permanent post detailed in the above report, is approved. This will enable the Council to deliver the aims of its Corporate Strategy and Town Centre Regeneration Strategy and the levelling up agenda all to meet the Council's growth, economic and levelling up aspirations.

**Name of Meeting:** Cabinet

**Date of Meeting:** 23 October 2023

**Subject Matter:** Town Centre Regeneration Progress Update and Resourcing

**Originating Department:** Growth and Investment

**DO ANY BACKGROUND PAPERS APPLY**       YES       NO

**LIST OF BACKGROUND PAPERS**

Doc No	Title of Document and Hyperlink

The background papers relating to reports on planning applications and which are open to public inspection under Section 100D of the Local Government Act 1972, consist of the planning applications, referred to in the reports, and all written responses to consultations made by the Local Planning Authority, in connection with those applications.

Exempt information is contained in the following documents:

Doc No	Relevant Paragraph of Schedule 12A



**Appendix 1 – Town Centre Regeneration Workstreams**

Workstream	Objectives
<b>Public Realm –</b> Creation of a high quality and better connected public realm across the town centre.	<ul style="list-style-type: none"> <li>• Create accessible and high quality places to build civic pride, to attract visitors, workers and residents and to increase dwell time and improve health and wellbeing.</li> <li>• Create a public realm that reflects the heritage of Rugby.</li> <li>• Provide opportunities for active travel.</li> <li>• Ensure that all improvements are adaptable to climate changes.</li> <li>• Integrate water management, biodiversity, air quality priorities, renewable energy creation as part of healthy streets and spaces.</li> <li>• Enhancing and connecting green spaces across the town centre.</li> <li>• Provide clear priorities for improvements and direction for future developments within Rugby town centre.</li> </ul>
<b>Community Safety</b>	<ul style="list-style-type: none"> <li>• To identify options to further enhance town centre community safety.</li> </ul>
<b>Meanwhile Uses –</b> Short term interventions to create opportunities for enhancements and trials of new uses and concepts to promote activity in the town centre.	<ul style="list-style-type: none"> <li>• Boost the visitor economy and increase footfall and dwell time in the town centre.</li> <li>• Reduce shop vacancy by introducing temporary alternative uses (music, art, pop-up shop, etc.)</li> <li>• Improve the look of buildings across the town centre.</li> <li>• Have a successful and thriving outdoor market provision.</li> <li>• Support the growth of a Rugby indoor market and other start up facilities.</li> <li>• Enhance diversity and inclusion within the town centre.</li> </ul>
<b>Business Hub / Incubator Unit–</b> A physical hub for business and community support with private and public sector partners.	<ul style="list-style-type: none"> <li>• Provide a space for start-ups and early-stage businesses with support and resource.</li> <li>• Provide a collaborative ecosystem that fosters innovation, drives economic growth and creates a sustainable and prosperous business environment for all stakeholders involved.</li> </ul>
<b>Creative &amp; Marketing</b> – to positively influence people’s associations and feelings about the Council and the town centre regeneration.	<ul style="list-style-type: none"> <li>• Promote Rugby town centre as a place to visit, live, do business and invest.</li> <li>• Positively market Rugby as an investment opportunity.</li> <li>• Positively influence people’s perception of and association with Rugby and its town centre.</li> <li>• Provide confidence to the public and potential investors that Rugby Borough Council can deliver on its aspirations and is a successful partner to collaborate with.</li> <li>• Support Rugby town centre retailers in promoting their businesses.</li> </ul>
<b>Business Engagement</b>	<ul style="list-style-type: none"> <li>• To ensure that local businesses are involved and supported in the delivery of the Town Centre Regeneration Strategy.</li> <li>• To encourage new businesses to locate in the town centre.</li> <li>• To build sustainable relationships with stakeholders who have a connection to the town centre.</li> </ul>

## Appendix 1

Workstream	Objectives
<b>Station Gateway</b>	<ul style="list-style-type: none"> <li>• Deliver significant change in creating a high quality arrival and interchange experience.</li> <li>• To ensure that the railway station has a sense of arrival as a gateway to the town centre.</li> <li>• To ensure better connectivity to the town centre by improving transport, cycleways and footways.</li> <li>• To ensure the development potential in and around the railway station is realised.</li> <li>• Improve air quality and address traffic congestion.</li> </ul>
<b>Sustainable Transport &amp; Modal Shift</b> – Shift transportation relying on the private car to greener, more sustainable and economic options.	<ul style="list-style-type: none"> <li>• To ensure that sustainable transport is a first choice for those living and visiting the town centre in line with the climate emergency, air quality and wider Council aspirations.</li> <li>• Promote opportunities for Active Travel.</li> <li>• To ensure potential routes are destination led.</li> <li>• Ensure that all workstreams within the Action Plan enable modal shift and sustainable transport.</li> </ul>
<b>Councillor/Internal Engagement (Governance)</b>	<ul style="list-style-type: none"> <li>• Ensure there is cross party support for the delivery of the Action Plan and Town Centre Regeneration Strategy.</li> <li>• Ensure that the delivery of the Town Centre Regeneration Strategy is undertaken using a project management approach with the ability to make decisions.</li> <li>• Ensure engagement with wider Member group.</li> </ul>
<b>Planning Document/Status</b> – Documents required in order to facilitate development and realise the regeneration potential within the town centre.	<ul style="list-style-type: none"> <li>• To ensure that the new Local Plan supports the delivery of the Town Centre Regeneration Strategy and ensure that any Supplementary Planning Documents are developed which will guide development and improve the look of the town centre and its connectivity and useability.</li> <li>• Ensure planning policies support and assists delivery of regeneration.</li> <li>• Ensure the Council has a satisfactory planning framework in the interim before the new Local Plan is adopted to de-risk development and remove barriers.</li> </ul>
<b>Health Facilities</b>	<ul style="list-style-type: none"> <li>• To provide opportunities for expansion and co-location of health services within the town centre.</li> </ul>
<b>Education</b>	<ul style="list-style-type: none"> <li>• To integrate higher, further and vocational education facilities within the town centre.</li> </ul>
<b>Voluntary &amp; Community Sector and DWP</b>	<ul style="list-style-type: none"> <li>• To ensure facilities within the town centre meet the needs of our residents.</li> <li>• To create opportunities for co-location of services where possible.</li> </ul>
<b>Communication Strategy</b>	<ul style="list-style-type: none"> <li>• To update residents, businesses and partners of the progress of the Town Centre Regeneration Strategy workstreams.</li> </ul>
<b>Community Stakeholder Engagement</b>	<ul style="list-style-type: none"> <li>• To identify community stakeholders to involve in the progression of the town centre regeneration.</li> </ul>
<b>Asset Strategy</b>	<ul style="list-style-type: none"> <li>• To ensure that the best use of the Council's Assets are realised to deliver physical regeneration in the town centre.</li> </ul>

## Appendix 1

<b>Workstream</b>	<b>Objectives</b>
<b>Development Site Delivery Plan</b>	<ul style="list-style-type: none"><li>• Ensure delivery of the Town Centre Regeneration Strategy development sites are realised and deliver physical regeneration in the town centre.</li></ul>
<b>Town Centre Civic and Cultural Assets</b>	<ul style="list-style-type: none"><li>• To ensure that the best use of the Council's Assets are realised to deliver physical regeneration in the town centre.</li><li>• To ensure that the Council's cultural and civic offer acts as a catalyst for visitor activity.</li></ul>
<b>Car Park Review</b>	<ul style="list-style-type: none"><li>• To ensure that the best use of the Council's Assets are realised to deliver physical regeneration in the town centre.</li><li>• Car parking provision meets the needs of the town centre and opportunities for electric charging are maximised.</li></ul>

## Rugby Borough Council

# Climate Change and Environmental Impact Assessment

### CONTEXT

In 2019 the UK Parliament set a commitment in law to reach net zero carbon emissions by 2050. Achieving this target will require considerable effort with public bodies, private sector organisations, the third sector and individuals working together to take action. Rugby Borough Council declared a climate emergency in 2019, in doing so committed to:

- To move the Council's operations towards Carbon Neutrality by 2030.
- To establish action to tackle climate change as a key driver of all decision-making.
- To provide community leadership in reducing the impact of Climate Change.
- To take action to mitigate the impact of climate change on a Borough wide basis and beyond, through adaptation.

The Council's Corporate Strategy (2021-2024) [link](#) sets ambitious outcomes in relation to Climate Change. These ambitions must now be progressed through the decisions which the Council makes.

It is therefore important that Rugby Borough Council gives due regard to climate change when making decisions. In the context of the Council's business, Climate Change includes carbon emissions, biodiversity, habitat loss and environmental destruction. When putting forward recommendations for decision, officers must assess how these recommendations are likely to influence our climate change commitments by completing the following Climate Change and Environmental Impact Assessment.

A copy of this Climate Change and Environmental Impact Assessment, including relevant data and information should be forwarded to the Deputy Chief Executive.

**If you require help, advice and support to complete the form, please contact Dan Green, Deputy Chief Executive.**

**SECTION 1: OVERVIEW**

<b>Portfolio and Service Area</b>	Growth and Investment
<b>Policy/Service/Change being assessed</b>	Major Projects and Economic Development
<b>Is this a new or existing Policy/Service/Change?</b>	An existing strategy (Town Centre Regeneration Strategy) that is now being delivered.
<b>If existing policy/service please state date of last assessment</b>	17 November 2022
<b>Ward Specific Impacts</b>	Borough-wide
<b>Summary of assessment</b> Briefly summarise the policy/service/change and potential impacts	The Rugby Town Centre Regeneration Strategy focuses on Rugby Town Centre, including the Town Hall and the key movement corridors of Corporation Street and North Street. The strategy seeks to link key sites and spaces within the town. It provides a clear framework for regeneration and development by setting parameters for development, steering investment priorities and providing the basis for landowners and investors to progress their plans. As the document is currently at the start of its delivery journey it is envisaged that there will be no negative impacts in relation to the assessment in stage 2 of the document. Positive impacts are identified in relation to sustainable transport/travel and biodiversity and habitats. These positive impacts are envisaged to be delivered in the next 2 years.
<b>Completed By</b>	Helen Nightingale (Major Projects and Economic Development Manager)
<b>Authorised By</b>	Nicola Smith (Chief Officer for Growth & Investment)
<b>Date of Assessment</b>	6 <sup>th</sup> September 2023

**SECTION 2: IMPACT ASSESSMENT**

<b>Climate Change and Environmental Impacts</b>	<b>No Impact</b>	<b>Positive</b>	<b>Negative</b>	<b>Description of impact</b>	<b>Any actions or mitigation to reduce negative impacts</b>	<b>Action owner</b>	<b>Timescales</b>
<b>Energy usage</b>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>				
<b>Fleet usage</b>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>				
<b>Sustainable Transport/Travel (customers and staff)</b>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	One of the workstreams specifically looks to improve key routes and improve pedestrian and cyclist routes within the town centre. It also seeks to Improve bus connectivity, accessibility and reliability, creating a modal shift in transport.		Growth and Investment	Ongoing
<b>Sustainable procurement</b>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	The Council will work proactively with partners and businesses to implement actions to adopt to sustainable procurement policies and practices.		Growth and Investment	On-going
<b>Community leadership</b>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	The Council will proactively work with the community, partners and businesses to implement actions to adopt to net		Growth and Investment	On-going

Appendix 1

Climate Change and Environmental Impacts	No Impact	Positive	Negative	Description of impact	Any actions or mitigation to reduce negative impacts	Action owner	Timescales
				zero/decarbonisation processes and practices			
<b>Biodiversity and habitats</b>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	The public realm interventions look to introduce tree planting, connect green spaces, and additional community spaces into the town centre		Growth and investment	On-going
<b>Adaptation</b>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>				
<b>Impact on other providers/partners</b>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>				

**SECTION 3: REVIEW**

Where a negative impact is identified, the proposal and/or implementation can be adapted or changed; meaning there is a need for regular review. This review may also be needed to reflect additional data and evidence for a fuller assessment (proportionate to the decision in question). Please state the agreed review timescale for the identified impacts of the policy implementation or service change.

<b>Review date</b>	<b>1<sup>st</sup> April 2024</b>
<b>Key points to be considered through review</b>	The Town Centre Regeneration workstreams will be reviewed bi-annually and as will all of the climate change and environmental impacts in this assessment.
<b>Person responsible for review</b>	Helen Nightingale (Major Projects & Economic Development Manager)
<b>Authorised by</b>	Helen Nightingale (Major Projects & Economic Development Manager)



## EQUALITY IMPACT ASSESSMENT (EqIA)

### Context

1. The Public Sector Equality Duty as set out under section 149 of the Equality Act 2010 requires Rugby Borough Council when making decisions to have due regard to the following:
  - eliminating unlawful discrimination, harassment and victimisation, and other conduct prohibited by the Act,
  - advancing equality of opportunity between people who share a protected characteristic and those who do not,
  - fostering good relations between people who share a protected characteristic and those who do not, including tackling prejudice and promoting understanding.
2. The characteristics protected by the Equality Act are:
  - age
  - disability
  - gender reassignment
  - marriage/civil partnership
  - pregnancy/maternity
  - race
  - religion/belief
  - sex/gender
  - sexual orientation
3. In addition to the above-protected characteristics, you should consider the crosscutting elements of the proposed policy, such as impact on social inequalities and impact on carers who look after older people or people with disabilities as part of this assessment.
4. The Equality Impact Assessment (EqIA) document is a tool that enables RBC to test and analyse the nature and impact of what it is currently doing or is planning to do in the future. It can be used flexibly for reviewing existing arrangements but in particular should enable identification where further consultation, engagement and data is required.
5. The questions will enable you to record your findings.
6. Where the EqIA relates to a continuing project, it must be reviewed and updated at each stage of the decision.
7. Once completed and signed off the EqIA will be published online.
8. An EqIA must accompany all **Key Decisions** and **Cabinet Reports**.
9. For further information, refer to the EqIA guidance for staff.
10. For advice and support, contact:  
Aftab Razzaq  
Chief Officer for Legal and Governance  
[aftab.razzaq@rugby.gov.uk](mailto:aftab.razzaq@rugby.gov.uk)  
01788 533521

## Equality Impact Assessment

<b>Service Area</b>	Growth & Investment – Major Projects and Economic Development
<b>Policy/Service being assessed</b>	Rugby Town Centre Regeneration Progress Update and Resourcing
<b>Is this a new or existing policy/service?</b> <b>If existing policy/service please state date of last assessment</b>	The Town Centre Regeneration Strategy is an existing strategy assessed 17 <sup>th</sup> November 2023. This report is about delivering the strategy.
<b>EqlA Review Team – List of members</b>	Helen Nightingale – Major Projects and Economic Development Manager
<b>Date of this assessment</b>	6 <sup>th</sup> September 2023
<b>Signature of responsible officer (to be signed after the EqlA has been completed)</b>	Helen Nightingale

**A copy of this Equality Impact Assessment report, including relevant data and information to be forwarded to the Chief Officer for Legal and Governance.**

**Details of Strategy/ Service/ Policy to be analysed**

<b><u>Stage 1 – Scoping and Defining</u></b>	
(1) Describe the main aims, objectives and purpose of the Strategy/Service/Policy (or decision)?	This document is a corporate vision for the town centre which sets out a strategy for the regeneration of the town centre. This reports identifies 19 workstreams to deliver the strategy as well as request resource to assist and facilitate in that delivery in the form of a Principal Planning Officer for Town Centre Regeneration.
(2) How does it fit with Rugby Borough Council's Corporate priorities and your service area priorities?	It primarily fits in with priorities on: <ul style="list-style-type: none"> <li>• Working together to further improve the Borough's connectivity and encourage greener travel.</li> <li>• Promoting the Borough of Rugby as a place to do business.</li> <li>• Encouraging and supporting sustainable economic growth, consistent with our social and environmental priorities.</li> <li>• Helping businesses thrive and provide jobs for our residents.</li> <li>• Developing and promoting our town centre as a place to live, socialise and work.</li> <li>• Regenerating Neighbourhoods that need support and build communities that sustain change.</li> <li>• Nurturing and supporting independent shops.</li> </ul>
(3) What are the expected outcomes you are hoping to achieve?	The Town Centre is no longer fit for purpose and therefore to support local residents, businesses and communities a shift in how the town centre feels, looks and operates is needed to generate a want to visit, dwell, live and do business in Rugby town centre.
(4) Does or will the policy or decision affect: <ul style="list-style-type: none"> <li>• Customers</li> <li>• Employees</li> <li>• Wider community or groups</li> </ul>	Yes. It is believed that the workstreams identified, when delivered will affects customers and wider community groups. Employees will be affected as they will help enact these workstreams.
<b><u>Stage 2 - Information Gathering</u></b>	As a minimum you must consider what is known about the population likely to be affected which will support your understanding of the impact of the policy, e.g. service uptake/usage, customer satisfaction surveys, staffing data, performance data, research information (national, regional and local data sources).

## Appendix 3

(1) What does the information tell you about those groups identified?	How these workstreams will impact on customers, community groups and employees will be monitored through stakeholder engagement, which first needs to be properly mapped. This a workstream in its own right.		
(2) Have you consulted or involved those groups that are likely to be affected by the strategy/ service/policy you want to implement? If yes, what were their views and how have their views influenced your decision?	Stakeholder and community mapping is a workstream and this will identify groups that will be engaged through the evolution of the town centre regeneration. However there is still more to be done on this workstream as it has only just been created along with 18 others.		
(3) If you have not consulted or engaged with communities that are likely to be affected by the policy or decision, give details about when you intend to carry out consultation or provide reasons for why you feel this is not necessary.	It is intended that engagement with communities will commence towards the end of 2023. However the mapping process needs to be undertaken first.		
<b><u>Stage 3 – Analysis of impact</u></b>	No engagement on progress of the delivery of the town centre regeneration has occurred and therefore it would be premature to truthfully identify impact on the identified protected characteristics.		
(1) <u>Protected Characteristics</u> From your data and consultations is there any positive, adverse or negative impact identified for any particular group, which could amount to discrimination?  If yes, identify the groups and how they are affected.	<b>RACE</b>	<b>DISABILITY</b>	<b>GENDER</b>
	<b>MARRIAGE/CIVIL PARTNERSHIP</b>	<b>AGE</b>	<b>GENDER REASSIGNMENT</b>
	<b>RELIGION/BELIEF</b>	<b>PREGNANCY MATERNITY</b>	<b>SEXUAL ORIENTATION</b>

## Appendix 3

<p>(2) <u>Cross cutting themes</u>          (a) Are your proposals likely to impact on social inequalities e.g. child poverty, geographically disadvantaged communities? If yes, please explain how?          (b) Are your proposals likely to impact on a carer who looks after older people or people with disabilities? If yes, please explain how?</p>	<p>No engagement on progress of the delivery of the town centre regeneration has occurred and therefore it would be premature to truthfully identify impact on the identified protected characteristics.</p> <p>However regeneration by its general nature is to instigate positive change and reduce inequality gaps by providing opportunity, which is supported by Government's Levelling Up agenda.</p>
<p>(3) If there is an adverse impact, can this be justified?</p>	<p>N/A at this stage</p>
<p>(4) What actions are going to be taken to reduce or eliminate negative or adverse impact? (This should form part of your action plan under Stage 4.)</p>	<p>N/A at this stage</p>
<p>(5) How does the strategy/service/policy contribute to the promotion of equality? If not, what can be done?</p>	<p>The Council is now starting to deliver on its adopted Town Centre Regeneration Strategy and as we are at the start of this journey, this is the best time to start engaging with community groups, businesses and residents to see how regeneration can promote equality.</p> <p>Human Resources advice has been sought and RBC policies and procedures will be followed to ensure sensitivity and fairness is applied throughout the recruitment process.</p>
<p>(6) How does the strategy/service/policy promote good relations between groups? If not, what can be done?</p>	<p>Engagement has been undertaken with various groups as part of the creation of the Town Centre Regeneration Strategy itself and the responses have been considered and intertwined into the strategy. However as we start to deliver the strategy, engagement with groups to foster good relations can be explored.</p>
<p>(7) Are there any obvious barriers to accessing the service? If yes how can they be overcome?</p>	<p>N/A</p>

Appendix 3

<p><b><u>Stage 4 – Action Planning, Review and Monitoring</u></b></p>																														
<p>If No Further Action is required then go to – Review and Monitoring</p> <p>(1) Action Planning – Specify any changes or improvements that can be made to the service or policy to mitigate or eradicate negative or adverse impact on specific groups, including resource implications.</p>	<p>EqlA Action Plan</p> <table border="1" data-bbox="875 536 2112 762"> <thead> <tr> <th data-bbox="875 536 1120 612">Action</th> <th data-bbox="1120 536 1364 612">Lead Officer</th> <th data-bbox="1364 536 1615 612">Date for completion</th> <th data-bbox="1615 536 1865 612">Resource requirements</th> <th data-bbox="1865 536 2112 612">Comments</th> </tr> </thead> <tbody> <tr> <td></td> <td></td> <td></td> <td></td> <td></td> </tr> <tr> <td></td> <td></td> <td></td> <td></td> <td></td> </tr> <tr> <td></td> <td></td> <td></td> <td></td> <td></td> </tr> <tr> <td></td> <td></td> <td></td> <td></td> <td></td> </tr> </tbody> </table>					Action	Lead Officer	Date for completion	Resource requirements	Comments																				
Action	Lead Officer	Date for completion	Resource requirements	Comments																										
<p>(2) Review and Monitoring State how and when you will monitor policy and Action Plan</p>	<p>The workstreams will be reported to Cabinet and Council Bi-annually and therefore the next review will be April 2024.</p>																													

Please annotate your policy with the following statement:

**‘An Equality Impact Assessment on this policy was undertaken on 6<sup>th</sup> September 2023 and will be reviewed in April 2024.**