



**Slough Trading Estate
Simplified Planning Zone Scheme**
Equalities Impact Assessment

On behalf of
SEGRO

Project Ref: 20712 | Rev: Draft | Date: May 2024

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Appendix A Site Location Plan

1 Introduction

- 1.1.1 This Equalities Impact Assessment (EqIA) has been prepared on behalf of SEGRO in support of a new Simplified Planning Zone (SPZ) Scheme at Slough Trading Estate (STE), in Slough (the Site).
- 1.1.2 The purpose of an Equality Impact Assessment is to assist decision makers in understanding the impact of proposals as part of their duties under the Equality Act 2010 (discussed further in Chapter 3 of this Report). In order to comply with the Act, due regard to equalities should be considered before and at the time a decision is made and must involve a conscious, rigorous approach, it should not be a ‘box-ticking’ exercise. The duty cannot be deleted. This report has been prepared with and will inform SBC’s decision making process.

1.2 Purpose of this Report

- 1.2.1 The purpose of an EqIA is to consider the impact of a policy or proposal on relevant communities and groups who share Protected Characteristics, as well as others considered to be vulnerable within society. It is an information gathering tool which enables decision makers and designers to give “due regard” to their legal duty under s.149 of the Equality Act 2010 (see Section 3.2, below).
- 1.2.2 This EqIA sets out:
- An introduction to the Site and the Development;
 - The legislative and planning policy context to the EqIA;
 - The methodology used in the assessment;
 - The baseline data collected; and
 - The assessment, including any proposed mitigation and a summary.

2 Site Description and Context

- 2.1.1 The Site (see Figure 2.1 and Appendix A: Site Location Plan) forms part of the STE and is located approximately 1.6km to the north-west of Slough town centre, within the administrative area of SBC. The STE is one of the oldest and largest industrial areas in Europe and has been in operation for over 100 years.

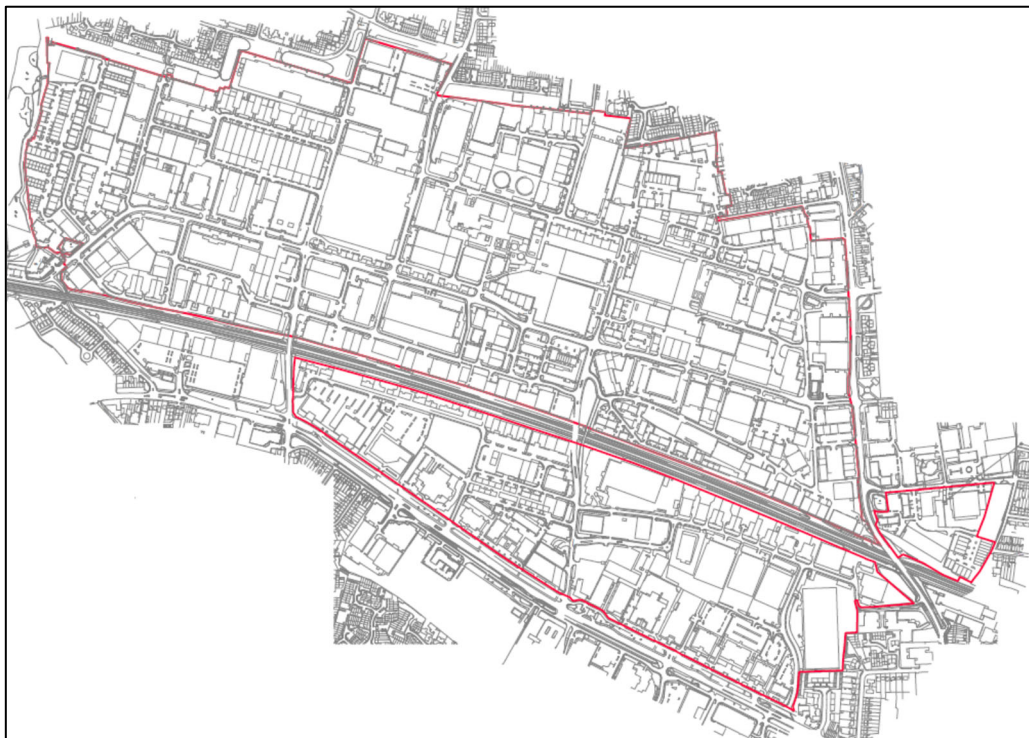


Figure 2.1: Extract of the Site Location Plan

- 2.1.2 The Site is bound by Bath Road (A4) to the south, beyond which lies industrial and commercial units, residential properties and local amenities. Bath Road provides access to Farnham Road (A355), which borders the majority of the Site to the east, and the M4 motorway, which is located approximately 1km to the south of the Site. A Thames Water Management Works and the Jubilee River lie to the south of the M4. The Site's western boundary is bordered by Haymill Valley Local Nature Reserve (LNR), which predominantly comprises woodland. Cippenham Recreation Ground is located 140m to the south-west of the Site. Areas of green space and tree planting are located immediately north of the Site, with the land further to the north comprising residential development and associated community infrastructure. Kennedy Park Recreation Ground is located approximately 220m to the north of the Site.
- 2.1.3 The Site is bisected in an east-to-west direction by the London Paddington to Bristol railway line. The nearest station is Burnham, 350m to the south-west of the Site.
- 2.1.4 Encompassing 162.3 hectares (ha) of previously developed land, the Site includes operational development and development plots under construction supported by road, drainage and utilities infrastructure.
- 2.1.5 Existing uses on the Site include a mix of industrial units, storage and distribution units, data centres, a hotel, research and development facilities, retail units, food and drink establishments including takeaways, leisure units such as gyms along with financial and professional services including

telecommunications and technology. These comprise the permissible uses permitted under the current SPZ scheme and include Use Classes B1b, B1c, B2, B8, data centres, A1-A5, other development (solar panels, means of enclosure, CCTV masts and associated equipment and demolition). The total existing floorspace on the Site is approximately 698,830 square metres (sqm) (figure determined on 31st December 2022).

Figure 2.2: Slough Trading Estate Looking Eastward



- 2.1.6 An EIA Screening Report has been produced for the new SPZ and sets out that the existing noise climate is influenced by traffic on nearby roads including Bath Road (A4) to the south, Farnham Road (A355) to the east, the M4 motorway to the south and the Great Western Main Line railway running east-west through the southern part of the STE. Noise also arises from existing operational industrial and commercial units within the wider STE.
- 2.1.7 The Site is not located within an Air Quality Management Area (AQMA). The following AQMAs are located closest to the Site and are all designated for nitrogen dioxide (NO₂) exceedances:
- Slough AQMA No. 3 Extension (approximately 250m to the south and south-east of the Site);
 - Slough AQMA No.4 (approximately 900m south-east of the Site);
 - Slough AQMA No.1 (along the M4 motorway which is approximately 1.2km to the south of the Site); and
 - South Bucks AQMA (approximately 1.8km to the west of the Site).
- 2.1.8 There are existing emissions to air on the Site associated with the existing industrial units. One key point source release to air is from the Slough Multifuel Facility (Environment Agency permit reference: EPR/CP3031SX). The primary emissions consist of combustion gases to air. Due to the nature of the fuel used, such emissions include nitrogen oxides (NO_x), sulphur dioxide (SO₂), other acid gases (hydrogen chloride and hydrogen fluoride), dioxins and heavy metals (including mercury), and particulate matter. The combustion gases are treated prior to being discharged to control and minimise the emissions of these pollutants and monitoring is undertaken (in accordance with Environment Agency permit reference EPR/CP3031SX).

2.1.9 Vehicular access to the STE is provided by a network of key roads:

- Buckingham Avenue;
- Edinburgh Road;
- A4 Bath Road (and service road);
- Leigh Road; and
- Dover Road.

2.1.10 Buckingham Avenue bisects the STE and forms the main east-west route through the STE linking Burnham (west) to the A355 Farnham Road (east). A comprehensive suite of traffic surveys were undertaken in March 2022 across the STE. Across the STE there is a good network of pedestrian and cycle infrastructure including footways, cycleways and dedicated crossing facilities. Footways are provided along both sides of the carriageway along all the main routes through the STE with crossing facilities provided at key desire lines and junctions to enable pedestrians and cyclists to safely move around the STE. The STE is located within walking distance of the surrounding residential areas of Britwell, Manor Park, Salt Hill and Cippenham. Several footpaths are provided which link from Britwell to the north of the STE via Greystoke Road, Scaffel Road, and Pevensey Road. From Britwell to the north using these footpaths approximately 100 pedestrians and cyclists were recorded travelling into the STE.

2.1.11 SEGRO has invested in local infrastructure improvements which have provided new walking and cycling routes and included replacing the Leigh Road Bridge in 2015, retention of the old bridge as a dedicated foot / cycle route and improving Public Right of Way (PRoW) Slough 15 to provide a new direct route into Cippenham.

2.1.12 In terms of public transport, the STE is located on three bus corridors with buses routing through the STE on Buckingham Avenue as well as on the eastern boundary (A355) and southern boundary (A4). Extensive bus priority has been implemented on the A4 frontage. The surveys undertaken in March 2022 recorded a total of 322 people boarding and alighting the buses on Buckingham Avenue and A4 Bath Road Service Road between 07:00 to 10:00 and 271 people between 16:00 to 19:00. The STE is served by rail services from both Burnham station and Slough Station. Burnham station is within walking distance of the centre of the STE and served by trains on the Elizabeth Line connecting west to Maidenhead and Reading and east to stations across London.

2.1.13 The Site has been associated with industrial uses for over 100 years. SEGRO has active measures in place to assess and understand baseline conditions across the Site allowing active management of contamination to enable a consistent and continuous improvement in land and water quality.

2.2 Simplified Planning Zone Scheme

2.2.1 A SPZ is defined in Section 82 of *The Town and Country Planning Act (1990)*^j as:


“The adoption or approval of a simplified planning zone scheme has effect to grant in relation to the zone, or any part of it specified in the scheme, planning permission—


(a) for development specified in the scheme, or

(b) for development of any class so specified.”

- 2.2.2 A SPZ is a unique form of planning permission which creates a flexible permissive environment for development to be brought forward in an area where a local authority wishes to encourage development and investment.
- 2.2.3 A SPZ Scheme was first granted at the STE in 1995 and was subsequently renewed in 2004 and 2014. This EqIA has been prepared for the new 2024 – 2034 SPZ scheme. As is the case with the previous and current 2014 – 2024 SPZ schemes, the new SPZ will not involve the comprehensive redevelopment of the entire STE; it involves the redevelopment of plots as and when leases come to an end. The local community, including those with Protected Characteristics, have lived with the existing STE for a number of years.
- 2.2.4 The requirement for flexibility is inherent in a SPZ application where the quantum and type of the development delivered will depend on many factors including market conditions, vacancy rates and availability of labour. The flexible nature of the development is and will be clear in all documents which are published relating to the new SPZ.
- 2.2.5 At this stage, it is not practicable or reasonable (given the need for flexibility) to define a formal description of development for the purposes of considering whether the grant of the new SPZ would be likely to give rise to positive, neutral or negative equality impacts. However, a number of parameters have been set for the new 2024-2034 SPZ scheme. The planning permission proposed to be granted by the SPZ Scheme will be limited by the following parameters which set the fixed maximum elements of the proposed SPZ that cannot change, and to which development brought forward under the SPZ will adhere, each of these is presented in Table 2.1 below.

Table 2.1: SPZ Parameters

PARAMETER		DEFINITION
1	Boundary	162 hectares in area as shown below and in Appendix A. 
2	Temporal Limit	10 years starting no earlier than 12 th November 2024
3	Permissible Uses	<ul style="list-style-type: none"> • <u>General Industrial Use (B2)</u> <ul style="list-style-type: none"> ○ <i>Industrial process other than one falling within Class E(g)</i> • <u>Storage or Distribution Use (B8)</u> • Data Centres • <u>Class E – Commercial, Business and Service Use</u> <ul style="list-style-type: none"> <i>E(a) Display or retail sale of goods, other than hot food</i> <i>E(b) Sale of food and drink for consumption (mostly) on the premises</i>

PARAMETER		DEFINITION
		<p><i>E(c) Provision of:</i></p> <ul style="list-style-type: none"> (i) <i>Financial and Professional Services</i> (ii) <i>professional services (other than health or medical services)</i> (iii) <i>other appropriate services in a commercial, business or service locality</i> <p><i>E(g)(ii) Research and development of products or processes</i></p> <p><i>E(g)(iii) Industrial processes</i></p> <ul style="list-style-type: none"> • <u>Other Development</u> <ul style="list-style-type: none"> ○ <i>Hot Food Takeaways (sui generis)</i> ○ <i>Change of Use</i> ○ <i>Extensions to Buildings</i> ○ <i>Solar Photovoltaic Panels (where attached to new or existing buildings)</i> ○ <i>Walls and other means of enclosure</i> ○ <i>Demolition</i> ○ <i>Decked Car Parking</i> ○ <i>Refurbishment Works</i> ○ <i>CCTV Masts and associated equipment</i>
4	Plot Densities	Maximum 50% of each plot will be built footprint with 60% built footprint for data centres.
5	Building Heights Plan	<p>Development within the SPZ will not exceed the Height Parameter Plan as shown below.</p> 
6	Street Type and Sub-Zone Plan	This plan, not included in this Report but which will form part of the SPZ, is the spatial framework for specific design requirements and development controls and it identifies a number of Sub-Zones where special controls are to be implemented.
7	Mitigation Measures	<p>Mitigation measures Report have been developed through detailed consideration of the baseline information, series of technical assessment workshops with the teams appointed by SEGRO and meetings with SBC to take into account feedback and concerns.</p> <p>The high level measures to be secured through the SPZ which are relevant to this EqlA are outlined in Table 6.1.</p>

2.2.6 The SPZ scheme sets out a range of conditions that must be met in order that some types of development, mostly employment generating uses, can be built without the need to apply for an individual planning permission.

2.3 Public Consultation

2.3.1 Consultation and engagement with the community of Slough on the new SPZ scheme has been undertaken by SEGRO. This will ensure the proposals being brought forward are informed by stakeholder input and where possible respond to the needs of the community. A range of communication and engagement methods have been prepared, to make best use of opportunities for face-to-face engagement, and to include those elements of digital communications which have proven to be most effective in recent years. In terms of community engagement, the approach incorporates traditional engagement methods alongside online material made available and direct dialogue with community groups to enable engagement with different parts of the community. Residents of Slough have the opportunity to engage via the following activities:

- Public exhibitions (on 19 March 2024 from 12:30pm to 7pm and 26 March 2024 9am to 2pm, both at Slough Museum), a further round of consultation will be undertaken in collaboration with SBC as part of the statutory process for the adoption of the new SPZ scheme.
- A dedicated website: <https://www.segro.com/countries-repository/united-kingdom/spz-slough-trading-estate>;
- Public exhibition press adverts in local newspapers; and
- Consultation-related content advertised via social media outlets.

3 Legislative and Policy Context

3.1.1 This section provides a review of policy pertaining to equalities within the context of the SPZ scheme in addition to the duties set out in the Equality Act 2010.

3.2 National Legislation, Policy and Guidance

3.2.1 The following national legislation and policies have informed the assessment.

The Equality Act 2010ⁱⁱ

3.2.2 The purpose of the Equality Act is to ensure that '*Ministers of the Crown and others when making strategic decisions about the exercise of their functions to have regard to the desirability of reducing socio-economic inequalities...*'. The act goes on to say at paragraph 1 that '*An authority to which this section applies must, when making decisions of a strategic nature about how to exercise its functions, have due regard to the desirability of exercising them in a way that is designed to reduce the inequalities of outcome which result from socio-economic disadvantage...*'. The Act also defines the following '*protected characteristics*': *age; disability; gender reassignment¹; marriage and civil partnership; pregnancy and maternity; race; religion or belief; sex; sexual orientation.*'

3.2.3 The Equality Act legally protects people from discrimination in the workplace and in wider society, consolidating and strengthening previous anti-discriminatory legislation including the Sex Discrimination Act 1975, the Race Relations Act 1976 and the Disability Discrimination Act 1995. The Equality Act 2010 (the 'Act') protects people in work and wider society from discrimination based on the nine defined protected characteristics.

3.2.4 Section 149 of the Act introduces the Public Sector Equality Duty (PSED), which provides that public authorities must show they have given due regard to:

- Eliminating unlawful discrimination, harassment and victimisation;
- Advancing equality of opportunity between people who share a protected characteristic and those who do not; and
- Fostering good relations between people who share a protected characteristic and those who do not.

National Planning Policy Framework (2023)ⁱⁱⁱ

3.2.5 The National Planning Policy Framework (NPPF) was revised in December 2023. It is the fifth iteration of the plan since its original adoption in March 2012. At the heart of the NPPF is a presumption in favour of sustainable development.

3.2.6 Equalities and the PSED are not explicitly mentioned within the NPPF, however, there are multiple sections which interact with the requirements under the Act and therefore must be considered when assessing equalities impacts. This includes:

- **Chapter 8: Promoting Healthy and Safe Communities**, advises that 'Planning policies and decisions should aim to achieve healthy, inclusive and safe places (paragraph 96, 97 and 101).

¹ Some terms used in the wording of the Equality Act are considered outdated by members of protected characteristic/advocacy groups. These will be highlighted where appropriate; however, the EqIA must still refer to the current wording of the Equality Act 2010.

- **Chapter 9: Promoting Sustainable Transport** (paragraphs 108 and 114) specifically relates to transport and sustainable travel infrastructure, which differentially impacts on some Protected Characteristic Groups (PCGs), as they are more likely to use those modes of travel.
- **Chapter 12: Achieving well designed places** (paragraphs 131, 135 and 137).
- **Chapter 14: Meeting the challenge of climate change, flooding, and coastal change** (paragraph 157).

3.3 Local Planning Policy and Guidance

Slough Local Development Framework: Core Strategy 2006 – 2026 (adopted December 2008)^{iv}

- **Core Policy 5 (Employment):** sets out that intensive employment generating uses which increase the level of in-commuting, increase skill shortages or reduce employment opportunities for local people will be expected to contribute toward appropriate mitigation measures, including new training, childcare and transport facilities.
- **Core Policy 2 (Green Belt and Open Spaces):** requires that existing private and public open spaces are preserved and enhanced.
- **Core Policy 7 (Transport):** sets out that development proposals will (either individually or collectively), have to make provisions for:
 - Widening travel choices and making travel by sustainable means of transport more attractive than the private car;
 - Improving road safety; and
 - Improving air quality and reducing the impact of travel upon the environment, in particular climate change.
- This policy goes on further to state that there will be no overall increase in the number of parking spaces permitted within commercial redevelopment schemes (unless this is required for local road safety or operational reasons).
- **Core Policy 8 (Sustainability and the Environment):** states that all development within the Borough shall be sustainable, of a high-quality design, improve the quality of the environment and address the impact of climate change. This policy sets out a range of requirements related to Sustainable Design and Construction Principles; High Quality Design; Pollution; and Flooding.
- **Core Policy 11 (Social Cohesiveness):** outlines that new facilities which serve diverse needs of local communities will be encouraged and that 'all development should be easily accessible to all and everyone and should have the same opportunities'.
- **Core Policy 12 (Community Safety):** sets out that all new development should be laid out and designed to create safe and attractive environments in accordance with the recognised best practice for designing out crime. Activities which have the potential to create anti-social behaviour will be managed in order to reduce the risk of such behaviour and the impact upon the wider community.

SBC's Equality Objectives^v

- 3.3.1 In line with the Public Sector Equality Duty (Equality Act 2010), SBC's Equality Objectives 2017-2021 are as follows:

- *‘Slough Borough Council will have a representative and inclusive workforce;*
- *Slough Borough Council will reduce inequalities in service access and outcomes;*
- *Slough Borough Council will improve equality of opportunity through fair and evidence-based decision making; and*
- *Slough Borough Council will help foster food community relations and cohesion.’*

Consultation for updated equality objectives opened on 13th December 2023 and closed on 2nd February 2024^{vi}.

Slough Inclusive Growth Strategy^{vii}

3.3.2 The SBC Growth strategy sets out a strategic vision where *‘Slough will be an economy which is defined by its inclusiveness, diversity and resilience– where small businesses flourish, large employers invest, and residents have the opportunity to aspire and prosper. The Borough will harness the value of its international connections and the potential of redevelopment and regeneration to present a confident and dynamic image to the world, where a rounded and sustainable approach to growth is intrinsic to our success.’*

3.3.3 The Growth Strategy identified six strategic priorities as follows:

- Creating secure & productive jobs;
- A skills system working for all;
- Regeneration and infrastructure unlocking growth ;
- Enterprise & scale-up ecosystem;
- Inclusive & sustainable neighbourhoods; and
- Connecting and celebrating Slough.

Slough Joint Strategic Needs Assessment^{viii}

3.3.4 The Slough Joint Strategic Needs Assessment (JSNA) sets out a review of the health inequalities in the Borough of Slough. It sets out a range of data, identifying the health and wellbeing needs of the residents of Slough.

Slough Wellbeing Strategy^{ix}

3.3.5 The Slough Wellbeing Strategy is the overarching plan to improve the health and wellbeing of residents in the Borough. It recognises the health inequalities in the Borough and commits to reducing these inequalities. The Strategy focuses around four priority areas that the Slough Wellbeing Board will seek to address in order to improve the health and wellbeing of the people of Slough. These are:

- Starting well – focusing on the health and wellbeing of children and young people;
- Integration – ensuring that all people within Slough can access the health and social care resources they need to live a healthy life;
- Strong, Healthy and Attractive Neighbourhoods – aiming to increase levels of resident satisfaction; improve the life of Slough’s residents; reduce health inequalities between wards; and increase engagement and volunteering impact, and improve community resilience; and

- Workplace Health – reducing the gap in employment rate for key groups; reducing wage gaps and sickness absences; and improving the wellbeing at work of people employed in the Borough.

4 Assessment Methodology

4.1 Approach to EqIA

- 4.1.1 An EqIA is a tool that can be used to help public bodies comply with the legal duties set out in the Equality Act 2010 (summarised in Section 3 above). Compliance with the Act and Duty do not require an EqIA to be undertaken but it is a useful way to document the thought process that has gone into the scheme design, consultation and engagement to seek to minimise differential effects with regard to equalities.
- 4.1.2 As there are no established national guidelines to undertaking an EqIA, this report draws on current best practice to determine an appropriate bespoke methodology.

4.2 Scope

- 4.2.1 Table 4.1 defines each PCG as set out in the Equality Act 2010 that need to be assessed during the EQIA process. An overview from SBC’s Equality and Diversity information is also provided for each PCG, where available.

Table 4.1: Protected Characteristics (Under the Equality Act 2010)

Protected Characteristics (Under the Equality Act 2010 ²)		
Equality Group	People and Aspects Included	SBC Overview ^x
Age	<ul style="list-style-type: none"> Children (aged under 16) Younger people (aged 16-24) Working age people (aged 16-64) Older working age people (age 55 and over) Older people of retirement age (age 65 and over) 	<i>Unlawful age discrimination happens when someone is treated unfavourably, harassed and victimised because of their age, without justification. People of all ages (both young and old) can experience age discrimination. The Equality Act 2010 makes it unlawful to discriminate against a person because of their age. This includes direct and indirect discrimination, harassment and victimisation.</i>
Disability	<ul style="list-style-type: none"> Mobility impairments (e.g., wheelchair users) Sensory impairments (e.g., blind, deaf) Learning disabilities Mental wellbeing disabilities Serious illness (e.g., cancer, AIDS) 	<i>Slough Borough Council has an Employees with Disabilities forum which works to raise awareness of disabilities for employees delivering services to the residents of Slough and to eliminate disability discrimination against employees working at SBC and against our contractors.</i>
Gender reassignment	<ul style="list-style-type: none"> People who consider themselves to be transgender Anyone at any stage of gender reassignment 	<i>We are committed to equality of opportunity for trans people throughout recruitment and employment, including supporting trans employees through any transitioning process. Slough Borough Council will not tolerate discrimination, victimisation or harassment on the</i>

² As referenced, some terms used in the wording of the Equality Act are considered outdated by members of protected characteristic/advocacy groups. These will be highlighted where appropriate; however, the EQIA must still refer to the current wording of the Equality Act 2010.

Protected Characteristics (Under the Equality Act 2010²)		
	<ul style="list-style-type: none"> • Holders of gender recognition certificate 	<i>basis of a person's gender identity, gender expression or trans status.</i>
Marriage and Civil partnership	<ul style="list-style-type: none"> • People who are married • People who are in a civil partnership • People who are single (unmarried, divorced, widowed) 	No further commentary provided in the SBC Overview.
Pregnancy and maternity	<ul style="list-style-type: none"> • Women who are pregnant • Women who are on statutory maternity leave (up to six months after their baby is born) • Women with very young children • Breastfeeding mothers 	No further commentary provided in the SBC Overview.
Race and ethnicity	<ul style="list-style-type: none"> • People from Black and Minority Ethnic communities (BAME) • White British and Non-White British people • Different BAME categories (e.g., black people), and sub-categories (e.g., Black Caribbean people) 	<i>We recognise people from minority ethnic groups could face discrimination and prejudice. This can then severely restrict their access to appropriate services and/or employment. The council is committed to promoting community cohesion and community relations.</i>
Religion and belief	<ul style="list-style-type: none"> • People from religious groups • People from minority faiths (such as Buddhism, Hinduism, Judaism, Islam, and Sikhism) • Christians • People with no religion and atheists 	<i>Religious discrimination can occur when you are treated less favourably by someone than somebody else who shares their religion or belief because you don't have the same religious or philosophical beliefs as someone else, or have no religious beliefs.</i>
Sex	<ul style="list-style-type: none"> • Men • Women 	<i>Unlawful sex discrimination happens when someone is treated unfairly because of their gender. Women, men and transsexual people can all experience sex discrimination. Sex discrimination also includes treating someone less favourably because they are married or in a civil partnership, for example, by not hiring married women</i>
Sexual Orientation	<ul style="list-style-type: none"> • Heterosexuals • Lesbian, gay and bi-sexual people (LGBT+) 	<i>Legal protection from discrimination on the basis of sexual orientation applies to everyone, whatever their sexual orientation.</i>

4.3 Assessment Framework

- 4.3.1 The assessment framework takes the following domains into consideration to determine equality impacts associated with the new SPZ (the Proposed Development):
- PCGs set out in the Equality Act 2010;
 - A policy review to identify priorities that relate to PCG;
 - Review of publicly accessible secondary data including local population (baseline) analysis and Census 2021 data to understand local sensitivities in relation to each of the PCGs; and
 - Assessment of the SPZ scheme’s impact on each of the nine PCG including a description of how the SPZ scheme relates to differing needs of PCGs and an assessment of whether the SPZ scheme would be likely to have a positive, neutral, or negative impact for each consideration, based on professional judgement.
- 4.3.2 As referenced, there is no one recognised approach to undertaking an EqIA. Through reviewing SBC’s approach to equalities and available Equalities Impact Assessments and following accepted practice, the following approach to assigning impact has been undertaken:
- Positive: there is likely to be a beneficial effect on the PCG considered including where a PCG might be disproportionately and/or differentially impacted in a positive way;
 - Negative: there is likely to be an adverse effect on the PCG considered including where a PCG might be disproportionately and/or differentially impacted in a negative way; or
 - Neutral: there is likely to be a neutral or negligible effect on the PCG considered. Where we have scored ‘Neutral’ this means there is no remaining advantage or disadvantage to each group.
- 4.3.3 The assessment considers impacts affecting groups of people rather than at an individual level. Disproportionate equality effects occur when an impact has a proportionally greater impact on a protected characteristic group compared to members of the general population within a defined location. Differential equality effects are ones which affect members of an equality group different from the rest of the general population due to specific needs, or a recognised sensitivity or vulnerability associated with the protected characteristic. In some cases, these equality groups could be subject to both disproportionate and differential equality effects.

4.4 Scope of the Assessment

- 4.4.1 Table 4.2 outlines PCGs that have been considered in relation to whether the SPZ scheme has the potential to cause a positive or negative impact on the different groups on the grounds of these characteristics.
- 4.4.2 Age, disability, pregnancy and maternity, race and ethnicity, religion and belief, and sex have been scoped into this EqIA as these certain groups are expected to be affected in different ways by the SPZ scheme, according to these characteristics. Gender reassignment, marriage and civil partnership, and sexual orientation have been scoped out of this assessment. The rationale for this has been explained in Table 4.2.

Table 4.2: Scope of the Assessment

PCG	Scoped In / Out	Explanation
Age	IN	Relevant to scheme being assessed
Disability	IN	Relevant to scheme being assessed

PCG	Scoped In / Out	Explanation
Gender reassignment	OUT	This PCG is not considered relevant to the new SPZ at this time as needs of this PCG are better considered within future individual schemes e.g. gender neutral toilets.
Marriage and Civil partnership	OUT	Not relevant to scheme being assessed
Pregnancy and maternity	IN	Relevant to scheme being assessed
Race and ethnicity	IN	Relevant to scheme being assessed
Religion and belief	IN	Relevant to scheme being assessed
Sex	IN	Relevant to scheme being assessed
Sexual Orientation	OUT	Not relevant to scheme being assessed

5 Baseline Conditions

5.1.1 A desk-based study of local demography has been undertaken to understand the prevalence of the PCGs scoped into this assessment. Local, borough, regional and national level data has been used to contextualise the proportionality of equality groups in the affected area. Additionally, baseline conditions on health inequalities, economic conditions and deprivation are established.

5.2 Study Area

5.2.1 The Local Study Area (LSA) comprises the five Local Super Output Areas³ which the Site sits across, as follows:

- LSOA Slough 004E (1);
- LSOA Slough 009D (2);
- LSOA Slough 002D (3);
- LSOA Slough 003B (4); and
- LSOA Slough 003G (5).

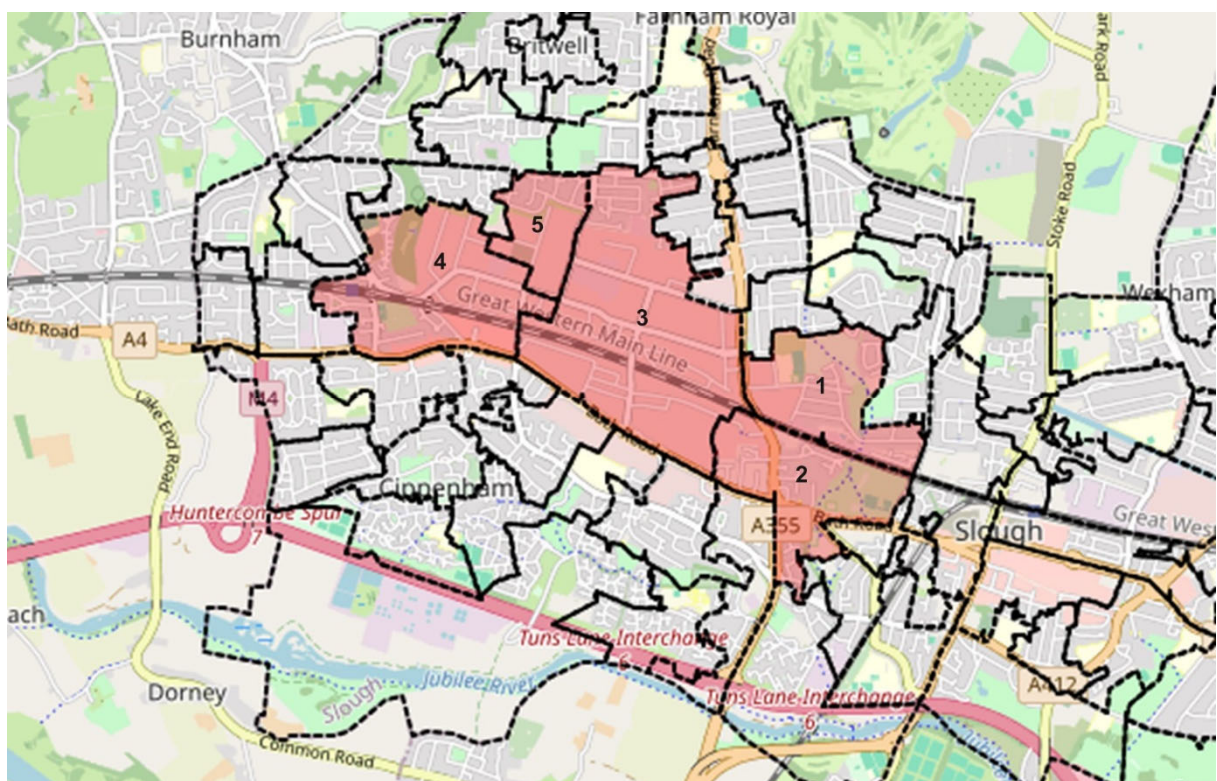


Figure 5.1 LSOAs comprising the Local Study Area

³ LSOAs are standard areas that were primarily designed for the publication of the Census. They are fairly homogenous in terms of population size. This allows for like-for-like comparison when looking at changes over time and when comparing different areas and different datasets. LSOAs have an average population of 1500 people.

5.2.2 Where data is not available at LSA level, baseline data will be provided for the next most relevant comparator e.g., the borough of Slough.

5.3 Baseline Data Collection

5.3.1 The following data sources have been used to develop the baseline:

- Office for National Statistics, NOMIS Census, 2021.^{xi}
- Joint Strategic Needs Assessment (JSNA) for Berkshire East^{xii}.
- Office for Health Improvement & Disparities (OHID) Local Authority Health Profile: Slough^{xiii}
- Office for National Statistics (ONS) Employment, unemployment and economic inactivity in Slough^{xiv}
- Indices of Deprivation 2019^{xv}

5.4 Existing Baseline

5.4.1 The following baseline conditions are grouped into PCGs where possible. Sections on employment and deprivation are also included.

Age

5.4.2 As shown in Table 5.1, the LSA and Slough have a higher percentage of the younger and working age population, with a lower older population when compared to the South-East Region and England.

Table 5.1 Age

Age	LSA	Slough	South-East	England
Younger Population (0 to 15 years)	23.5%	23.5%	17.4%	17.3%
Working Age Population (16 to 64 years)	67.5%	66.8%	63.1%	64.1%
Older Population (65+)	9%	9.6%	19.5%	18.4%

5.4.3 As stated in the Slough Corporate Plan 2023-27^{xi}, Slough has the second youngest population in the country with almost 25% of residents aged 15 and under.

Disability

5.4.4 In the LSA, 12% of people are considered disabled under the Equality Act which is slightly higher than the average in Slough (11.3%) but lower than the averages for the South-East (16.1%) and England (17.3%).

5.4.5 Table 5.2 demonstrates that the percentage of those within the LSA who are defined as disabled under the Equality Act is a similar percentage to Slough across all definitions. Additionally, this percentage within both the LSA and Slough is lower compared to the South-East and England.

Table 5.2 Disability

Disability	Area			
	LSA	Slough	South-East	England
Disabled under the Equality Act	12%	11.3%	16.1%	17.3%
Day-to-day activities limited a lot	5.16%	5%	6.3%	7.3%
Day-to-day activities limited a little	6.9%	6.4%	9.9%	10%

Gender Reassignment

- 5.4.6 Data at the LSOA level was not available, as such Table 5.3 compares sexual orientation between Slough, the South-East and England. A slightly lower percentage of residents in Slough identify with the same sex registered at birth compared to the South-East and England. The percentages of people who identify as trans are slightly higher compared to the regional and national averages.

Table 5.3 Gender Identity

Gender Identity	Slough	South-East	England
Gender identity the same as sex registered at birth	90.4%	93.5%	94.1%
Gender identity different from sex registered at birth but no specific identity given	0.5%	0.2%	0.2%
Trans woman	0.2%	0.1%	0.1%
Trans man	0.2%	0.1%	0.1%
All other gender identities	0%	0.1%	0.1%
Not answered	8.7%	6.0%	5.4%

Pregnancy and Maternity

- 5.4.7 The infant mortality rate is 7.9 per 1,000, which is higher than the rate for the South-East (3.4 per 1,000) and England (4 per 1,000). The under 18s conception rate in Slough is 9.1 per 1,000 which is less than the regional rate (10.7 per 1,000) and the national rate (13.1 per 1,000).

Race and Ethnicity

- 5.4.8 Within the LSA, the population predominantly identifies as Asian, Asian British or Asian Welsh (39.8%) or White (38.4%). This is a lower percentage of those who identify as Asian compared to Slough, but much higher compared to the South-East and England. The percentage of the population who identify as White is higher compared to Slough but much lower compared to the South-East and England. The third largest ethnic group in the LSA is Black, Black British, Black Welsh, Caribbean or African (11.5%), which is a higher percentage than for Slough, the South-East and England.

Table 5.4: Ethnicity

Ethnicity	LSA	Slough	South-East	England
Asian, Asian British or Asian Welsh	39.8%	46.7%	7%	9.6%
Black, Black British, Black Welsh, Caribbean or African	11.5%	7.6%	2.4%	4.2%
Mixed or Multiple ethnic groups	3.9%	4%	2.8%	3%
White	39.4%	36%	86.3%	81%
Other ethnic group	5.5%	5.7%	1.5%	2.2%

5.4.9 In Slough, English is the main language in 73% of households, this is lower than for the South-East (92.8%) and England (90.8%). Other main languages spoken in Slough include South Asian languages (14.6%) and other European languages (8.4%).

5.4.10 Slough is one of the most ethnically diverse towns in England and 44% of residents were born outside of the UK.

Religion and Belief

5.4.11 Table 5.5 demonstrates the differences in religions between the LSA, Slough, the South-East and England. In the LSA, the majority of residents (35.9%) are Christian, with the next highest percentages being those who are Muslim (27.4%) and people with no religion (15.18%). The percentage of the population that identifies as Christian and no religion is higher in the LSA than for Slough, but lower than for the South-East and England. A lower percentage of the population identify as Muslim compared to Slough, but the percentage who identify as Muslims are higher compared to the South-East and England.

Table 5.5: Religion and belief

Religion	LSA	Slough	South-East	England
No Religion	15.2%	13.1%	40.2%	36.7%
Christian	35.9%	32.0%	46.5%	46.3%
Buddhist	0.4%	0.5%	0.6%	0.5%
Hindu	4.4%	7.8%	1.7%	1.8%
Jewish	0.08%	0.1%	0.2%	0.5%
Muslim	27.4%	29.4%	3.3%	6.7%
Sikh	10.8%	11.3%	0.8%	0.9%
Other Religion	0.4%	0.5%	0.6%	0.6%

Sex

5.4.12 As shown in Table 5.6, there is a similar sex mix in the LSOA compared to Slough, the South-East and England.

Table 5.6 Sex

	LSA	Slough	South-East	England
Females	51.1%	50.5%	51.1%	51%
Males	48.9%	49.5%	48.9%	49%

5.4.13 Life expectancy for both men and women is lower than the England average. Life expectancy is 6 years lower for men and 4.4 years lower for women in the most deprived areas of Slough than in the least deprived areas.

Sexual Orientation

5.4.14 Data at the LSOA level was not available, as such Table 5.7 compares sexual orientation between Slough, the South-East and England. The percentage of the population who identify as straight or heterosexual is slightly less in Slough than for the South-East or England.

Table 5.7 Sexual Orientation

Sexual Orientation	Slough	South-East	England
Straight or Heterosexual	88.2%	89.8%	89.9%
Gay or Lesbian	0.7%	1.5%	1.5%
Bisexual	0.9%	1.3%	1.3%
All other sexual orientations	0.3%	0.3%	0.3%
Not Answered	9.8%	7.5%	7%

Economic Profile

5.4.15 Employment rates were lower in the administrative area of SBC when compared to the South-East of England as a whole at the end of June 2023. Of people of working age (16 to 64), 72.5% were employed in the year ending June 2023, which is a slight increase compared with the year ending June 2022 when the local rate was 72.1%. Across the South-East of England in the same year 78.3% of people of working age were employed.

5.4.16 Approximately 4,500 people aged 16 and over in Slough were unemployed in the year ending June 2023, equating to a rate of 6%, which is a marginal increase compared with the year ending June 2022 when the unemployment rate was 5.9%.

5.4.17 Approximately 20,000 people (or 20.7% of the population) aged 16 to 64 years of age in Slough were 'economically inactive'⁴ in the year ending June 2023. Economic inactivity in Slough is higher than across the South-East of England.

5.4.18 The 2021 Census data shows that those aged 25 – 49 make up the bulk of Slough's workforce, comprising 40% of Slough's population, which is higher than that of the South-East (32%) and England (33%). The working aged population of Slough make up a greater proportion of residents than is the case in the wider

⁴ People are classed as 'economically inactive' if they are not in employment but don't meet the criteria for being 'unemployed'. This means that they have not been seeking work within the previous for weeks or were unable to start work within the next two weeks.

South-East of England (61%) and the whole of England (62%). Further, Slough’s workforce is slightly younger than that of the wider regional and national areas.

- 5.4.19 Slough’s young population provides an opportunity for training and upskilling programmes, as there are likely to be more people who are less established in their career and be willing to seek new opportunities.
- 5.4.20 Overall, Slough’s residents earn £28 less per week than the regional average.

Health Inequalities

- 5.4.21 The health of people in Slough is varied when compared with the England average. Approximately 15.1% (5,540) children live in low-income families. Life expectancy for both men and women is lower than the England average. Life expectancy is 6 years lower for men and 4.4 years lower for women in the most deprived areas of Slough than in the least deprived areas.
- 5.4.22 As shown in Table 5.8, the healthy life expectancy in Slough is 60.3 for females and 58.1 for males which is lower than both the averages for the South-East and England.

Table 5.8 Healthy Life Expectancy

Healthy Life Expectancy	Slough	South-East	England
Females	60.3	65.9	63.9
Males	58.1	65.5	63.1

Adult Health

- 5.4.23 The rate for alcohol-related harm hospital admissions is 678 per 100,000 people, which is higher than the England average of 664 per 100,000 people. This represents 833 admissions per year. The rate for self-harm hospital admissions is 173 per 100,000 people, lower than the England average of 193 per 100,000 people. This represents 260 admissions per year. Estimated levels of excess weight in adults (aged 18+) and smoking prevalence (in routine and manual occupations) are higher than the England averages. The levels of physically active adults (aged 19+) is lower than the England average. The rates of new sexually transmitted infections and killed and seriously injured on roads are lower than the England averages. The rate of new cases of tuberculosis is higher than the England average. The rates of violent crime (hospital admissions for violence) and under 75 mortality rate from cardiovascular diseases are higher than the England averages.

Deprivation levels

- 5.4.24 The English Index of Multiple Deprivation (IMD) rank small areas (or neighbourhoods) which are also known as Lower Super Output Areas (LSOAs) and contain on average contain around 1,500 people (where 1 is the most deprived). There are 32,844 of these neighbourhoods across England as a whole. The Site is spread across five LSOAs that each sit within different wards and are set out below
- 5.4.25 Table 5.9 below details how each Lower Super Output Area (LSOA) is ranked, both overall and by each deprivation domain, against all of the LSOAs within England.

Table 5.9: English Index of Multiple Deprivation (IMD) ranking for the Site location.

Domain of Deprivation (Rank out of 32,844 where 1 is the most deprived)	Slough 004E	Slough 009D	Slough 002D	Slough 003B	Slough 003G
Overall IMD Rank	11,985	9,662	8,111	15,910	7,185
<i>IMD Percentage</i>	<i>40% most deprived</i>	<i>30% most deprived</i>	<i>30% most deprived</i>	<i>50% most deprived</i>	<i>30% most deprived</i>
Income Rank	12,807	12,725	8,836	19,693	7,098
<i>Income Percentage</i>	<i>40% most deprived</i>	<i>40% most deprived</i>	<i>30% most deprived</i>	<i>50% least deprived</i>	<i>30% most deprived</i>
Employment Rank	17,179	16,397	10,602	22,923	9,183
<i>Employment Percentage</i>	<i>50% least deprived</i>	<i>50% most deprived</i>	<i>40% most deprived</i>	<i>40% least deprived</i>	<i>30% most deprived</i>
Education, Skills and Training Rank	14,919	14,125	7,385	19,005	9,308
<i>Education Percentage</i>	<i>50% most deprived</i>	<i>50% most deprived</i>	<i>30% most deprived</i>	<i>50% least deprived</i>	<i>30% most deprived</i>
Health Deprivation and Disability Rank	10,190	10,293	8,314	19,429	6,886
<i>Health Percentage</i>	<i>40% most deprived</i>	<i>40% most deprived</i>	<i>30% most deprived</i>	<i>50% least deprived</i>	<i>30% most deprived</i>
Crime Rank	8,479	16,389	26,338	13,311	24,044
<i>Crime Percentage</i>	<i>30% most deprived</i>	<i>50% most deprived</i>	<i>20% least deprived</i>	<i>50% most deprived</i>	<i>30% least deprived</i>
Barriers to Housing and Services Rank	4,770	1,272	779	2,026	497
<i>Barriers to Housing and Services Percentage</i>	<i>20% most deprived</i>	<i>10% most deprived</i>	<i>10% most deprived</i>	<i>10% most deprived</i>	<i>10% most deprived</i>
Living Environment Rank	10,921	3,329	17,912	7,441	22,716
<i>Living Environment Rank Percentage</i>	<i>40% most deprived</i>	<i>20% most deprived</i>	<i>50% least deprived</i>	<i>30% most deprived</i>	<i>40% least deprived</i>

5.4.26 As set out in Table 3.1, each LSOA varies in terms of their domains of deprivation. Slough 003G is the subject of the highest levels of deprivation out of the five LSOAs.

5.4.27 Across the borough of Slough, 70% of neighbourhoods fall below the average in the IMD.

6 Impact Assessment

6.1.1 As there are no established national guidelines to undertaking an EqIA and no Council specific methodology, this report draws on current best practice and in line with existing templates from SBC used for policy decisions. Each PCG has been assessed against criteria relevant to the SPZ scheme and upcoming public consultation, with further recommendations provided.

Table 6.1: Equality Impact Assessment

PCG	Details / Evidence (including proposed consultation & embedded mitigation)	Impact (neutral/ positive/negative)
Age	<p>As identified in the baseline, the LSA and Slough have a high percentage of younger (0-15 years) and working age population (16-64) and a lower percentage of older population (65+) compared to the regional and national rates. The baseline also identified that the employment rate and average pay in Slough is lower compared to regional and average rates.</p> <p>Employment</p> <p>As an employment scheme, the new SPZ is likely to provide more positive effects to people of working age (16-64).</p> <p>Economic research undertaken by Stantec demonstrates that in 2021, the current SPZ accommodated 26% of Slough’s total number of Full Time Employment (FTE) jobs, demonstrating the economic benefits of an SPZ. The implementation of a new SPZ on the STE will maintain the current opportunities for employment and training on the site, and offer new opportunities. However, as plots within the STE are redeveloped under the SPZ, there could be a displacement and change to existing employment opportunities with new industries coming forward. It is therefore acknowledged that employment opportunities could have varying impacts on the existing workforce and new opportunities may be phased.</p> <p>Any demolition and construction that could come forward within the new SPZ is likely to generate part-time jobs. Furthermore, any demolition and construction that could come forward within the new SPZ would contribute indirectly to the local economy as a result of multiplier effects such as procurement and accommodation. Once complete and operational, new development coming forward within the new SPZ would provide permanent employment opportunities.</p> <p>Maintenance of landscaping within the SPZ will provide additional permanent employment opportunities. SEGRO are also working in partnership with Groundwork South to revitalise outdoor spaces for the benefit and enjoyment of the community. The aim of this programme includes helping disadvantaged, long-term unemployed and vulnerable members of the community through access to training, mentoring and skills support.</p>	<p>Neutral ✓ Positive Negative</p>

PCG	Details / Evidence (including proposed consultation & embedded mitigation)	Impact (neutral/ positive/negative)
	<p>Education and Early Careers</p> <p>Slough’s young population provides an opportunity for training and upskilling programmes, as there are likely to be more people who are less established in their career and be willing to seek new opportunities.</p> <p>There will be training and skills programmes including SEGRO’s schools community programme in partnership with Learning to Work, or similar, with the aim of informing students about career opportunities. This would provide benefits to younger people (aged 16-24).</p> <p>Air Quality and Noise</p> <p>Air quality and noise emissions may disproportionately affect younger and older people.</p> <p>The EIA Screening Report that has been prepared for the new SPZ sets out that demolition and construction phases that could take place within the new SPZ could generate dust and noise emissions. The nature of the development proposed under the new SPZ will not cause significant levels of vibration. Significant odour effects are not anticipated (at demolition, construction or operational phases) for any development proposed within the new SPZ.</p> <p>A Demolition / Construction Environmental Management Plan (D/CEMP) will be prepared to cover the entire of the new SPZ scheme prior to any demolition / construction that comes forward within it and will include steps to mitigate fugitive dust emissions. Similarly, noise impacts that may arise during the demolition and construction phases of any development that could come forward within the new SPZ scheme will be managed to a satisfactory level through the implementation of the D/CEMP.</p> <p>In terms emissions to air associated with the operational phase of the new SPZ, Travel Plans will be provided as part of any new development which meets local thresholds that could come forward and would include measures such as car share schemes and encouraging employees to uptake non-car modes of transport. Any new Use Class B8 units that come forward for development within the new SPZ will be restricted to a maximum of 55,000sqm across the entire SPZ in order to prevent significant HGV movements leading to air quality effects that cannot be mitigated. The Car Parking Cap (CPC) that is currently in force within the current SPZ will be maintained within the new SPZ, and like the current SPZ scheme there will be an ‘Umbrella’ Travel Plan secured through Section 106 agreement to cover the whole SPZ area. EV infrastructure will be provided for any new development coming forward within the new SPZ which provides more than 10 car parking spaces.</p> <p>Consultation</p> <p>Public consultation events in person have been undertaken at different times of the day, 12:30pm to 7pm and 9am to 2pm which allows for a variety of working hours and people of different ages to attend. Information has also been provided online.</p>	
Disability	<p>Open Space</p> <p>The STE is a heavily industrialised area is in constant regeneration; there are little open and natural spaces (largely in the form of landscaping) within the current SPZ to be retained. Due to the nature of the new SPZ; length of existing</p>	Neutral ✓ Positive Negative

PCG	Details / Evidence (including proposed consultation & embedded mitigation)	Impact (neutral/ positive/negative)
	<p>tenant leases (e.g., if the same tenant within a plot renewed their lease); and resultant uncertainty as to which plots could be developed within a 10-year period (e.g., fluctuations in market conditions), the proportion or location of new open space and landscaped areas is not known at this time. However, the planning conditions for the new SPZ state that a minimum of 6% of each development site should be reserved for landscape treatment and The SPZ will include the provision of new open space and landscaped areas (in the form of ‘pocket parks’ and ‘amenity areas’) to be secured via Section 106 agreement which will improve open space provision and amenity of the Trading Estate.</p> <p>Active Travel and Public Transport The Travel Plan (which will be provided as part of any new development coming forward under the new SPZ) will encourage sustainable modes of active travel (e.g., walking) from employees within the new SPZ, reducing the reliance on the private car. SEGRO has committed to upgrading Buckingham Avenue with pedestrian (and cycle) infrastructure, secured via Section 106 agreement, hence encouraging walking for future users and employees of the new SPZ.</p> <p>It is recognised that active travel may not be a viable option for those with reduced mobility or a disability. The baseline conditions identify that 12% of people in the LSA are considered disabled under the Equality Act, of which for 5.16% day-to-day activities are limited a lot and for 6.9% day to day activities are limited a little. As such, in addition to active travel options, the SPZ scheme is also well connected by public transport which may be a more suitable mode of transport for some of the population. As set out in Section 2, the STE is located on three bus corridors with buses routing through the STE on Buckingham Avenue as well as on the eastern boundary (A355) and southern boundary (A4). Extensive bus priority has been implemented on the A4 frontage. In addition, the STE is served by rail services from both Burnham Railway Station and Slough Railway Station. Furthermore, SEGRO has committed to funding a daily 15-minute frequency bus service from the STE to Burnham Station located approximately 300m to the west of the Site. Recognising that the use of a private vehicle may sometimes be necessary, any new development in the SPZ will be designed in accordance with Slough Borough Council’s parking standards current at the time of development.</p> <p>Buildings Development (including any alterations to existing buildings and parking facilities) shall be suitable for use by people with disabilities, designed in accordance with Building Regulations.</p> <p>In line with Core Policy 11 of the Local Plan and building regulations (Part M), all development should be easily accessible to all and everyone should have the same opportunities. As such, any new development coming forward within the new SPZ will incorporate measures to ensure that all users and employees will have access to the facilities, regardless of ability.</p> <p>As set out in the list of planning conditions for the new SPZ scheme, for units in excess of 1,000 square metres of floorspace, a minimum of 1 disabled accessible shower shall be provided.</p>	

PCG	Details / Evidence (including proposed consultation & embedded mitigation)	Impact (neutral/ positive/negative)
	<p>Air Quality and Noise Air quality and noise emissions may disproportionately affect people with disabilities.</p> <p>As above, the EIA Screening Report that has been prepared for the new SPZ sets out that demolition and construction phases that could take place within the new SPZ could generate dust and noise emissions. The nature of the development proposed under the new SPZ will not cause significant levels of vibration. Significant odour effects are not anticipated (at demolition, construction or operational phases) for any development proposed within the new SPZ. A Demolition / Construction Environmental Management Plan (D/CEMP) will be prepared to cover the entire of the new SPZ scheme prior to any demolition / construction that comes forward within it and will include steps to mitigate fugitive dust emissions and noise emissions. In terms emissions to air associated with the operational phase of the new SPZ, Travel Plans will be provided as part of any new development that could come forward that meets local thresholds and would include measures such as car share schemes and encouraging employees to uptake non-car modes of transport. Any new Use Class B8 units over 2,500sqm and any change of use to units falling within Use Class B8 over 2,500 square metres in size (with the exception of units which primary use is for electronic storage, receipt and transmission of data and information) that come forward for development within the new SPZ will be restricted to a maximum of 55,000sqm across the entire SPZ in order to prevent significant HGV movements leading to air quality effects that cannot be mitigated. The CPC will be maintained within the new SPZ, and the SPZ-wide Travel Plan that is currently in force will be maintained within the new SPZ for existing development. EV charging infrastructure will be provided for any new development coming forward within the new SPZ.</p> <p>Consultation The public consultation events (19 March 2024 and 26 March 2024) were held at Slough Museum which is an accessible venue. The entire venue is located on the ground floor and accessible to wheelchair users, there are 16 parking bays of which the two nearest parking bays area reserved for blue badge holders. Directions by bus, train, foot and car are provided on the museum website⁵. SEGRO's website⁶ where the upcoming public exhibitions are advertised includes an accessibility tool which allows for reading the page aloud and adjusting the display for any neurodivergent needs. The principles for engagement outlined in the Communications and Engagement Strategy for the new SPZ scheme include inclusivity, whereby it should be ensured that underrepresented individuals and groups are included and they have an equal opportunity to be heard.</p>	
<p>Pregnancy & Maternity</p>	<p>Transport and Mobility</p> <p>Those falling under this PCG are likely to be less able to switch modes of travel to walk or cycle and, where they perhaps relied on the use of private vehicles. As above, the SPZ scheme will encourage active travel, however the Site is also well connected to public transport and will provide car parking, thus providing alternatives modes of travel to those with reduced mobility, with young children or pushing a pram etc.</p>	<p>Neutral ✓ Positive Negative</p>

⁵ <https://sloughmuseum.co.uk/visit-us/>

⁶ <https://www.segro.com/countries-repository/united-kingdom/spz-slough-trading-estate>

PCG	Details / Evidence (including proposed consultation & embedded mitigation)	Impact (neutral/positive/negative)
	<p>As above, any new development coming forward within the new SPZ will incorporate measures to ensure that all users and employees will have access to the facilities, regardless of ability.</p> <p>As an employment scheme, the new SPZ scheme does not include formal recreation play areas.</p>	
Race & Ethnicity	<p>As highlighted in the baseline conditions, Slough and the LSA is an ethnically diverse area with a high percentage of Asian (39.8%) and Black (11.5%) ethnic groups compared to the regional and national averages. English is the first language for only 73% of the population compared to 90.8% in England.</p> <p>Consultation</p> <p>SEGRO's website where the upcoming public exhibitions are advertised includes an accessibility tool which allows for language translation. The website used Recite Me web accessibility technology which translates all web content into over 100 languages, including 65 text to speech voices.</p>	<p>Neutral ✓ Positive Negative</p>
Religion & Belief	<p>As identified in the baseline conditions, a higher percentage of the population are Muslim, Sikh, Hindu or have no religion compared to regional and national averages.</p> <p>Accessibility of religious buildings</p> <p>There are a number of mosques, gurdwaras and churches located in close proximity to the STE, making them accessible for any construction or operational employees and visitors of the SPZ area.</p> <p>Consultation</p> <p>The Communications and Engagement Strategy outlines that there will be proactive stakeholder group meetings where identified community groups in or around SPZ are provided a briefing on the new SPZ scheme. This will include existing community groups such as The Slough Hub, Learning to Work and Youth Engagement Slough (YES).</p>	<p>Neutral ✓ Positive Negative</p>
Sex	<p>Safety</p> <p>Women may be more vulnerable to verbal or physical abuse based on their physical appearance or attire, and are also more likely to report concerns for security and feeling unsafe as the primary barriers to walking and cycling, particularly when travelling after dark. They may therefore disproportionately have concerns over personal safety and security within public areas, particularly at night. Men may be more likely to be affected by anti-social behaviour.</p> <p>Safety considerations should include suitable lighting, natural surveillance, and cameras where appropriate, locks and entry systems to dwellings and private spaces, and multiple access points to community spaces to avoid feelings of being trapped.</p>	<p>Neutral ✓ Positive Negative</p>

PCG	Details / Evidence (including proposed consultation & embedded mitigation)	Impact (neutral/ positive/negative)
	<p>Development that could come forward within the new SPZ will incorporate several measures into their respective designs to contribute to the safe environment within the STE. Crime will be discouraged. Any new development that could come forward within the new SPZ will benefit from natural surveillance i.e., existing development within plots of the current SPZ will offer a high degree of visual control. Formal surveillance for any new development will be in the form of an extensive closed-circuit television (CCTV) system. Lighting for any new development will be designed to provide a safe environment for all workers, vehicles, cyclists and pedestrians.</p> <p>Consultation</p> <p>The Communication and Engagement Strategy outlines that the timing of public consultation takes into account key public holidays and school holidays to maximise the people who will be available to engage.</p>	

7 Summary

Summary

- 7.1.1 This EqIA has assessed the impact of the new Simplified Planning Zone scheme at the Slough Trading Estate on relevant communities and groups who share Protected Characteristics. This EqIA therefore responds to local policy and guidance such as Core Policy 11 (Social Cohesiveness) and Core Policy 12 (Community Safety) of the Slough Local Plan, as well as SBC's Equality Objectives and Inclusive Growth Strategy.
- 7.1.2 Groups likely to be impacted by the SPZ scheme include those impacted by age, disability, pregnancy and maternity, race and ethnicity, religion and belief, and sex. Gender reassignment, sexual orientation and marriage & civil partnership were scoped out of the assessment, as explained in Section 4.4.
- 7.1.3 For each of the assessed Protected Characteristic Groups, there is little evidence that the construction or operation of the SPZ scheme will have a differential and/or disproportionate negative impact on PCGs. A neutral impact has been assessed on all the PCGs as summarised below.
- **Age:** as an employment scheme the new SPZ is likely to benefit people of working age through continued employment opportunities, as well as younger people through training and skills programmes. However, through the redevelopment of plots and potential change of opportunities, employment impacts may be varied. Air quality and noise emissions associated with demolition and construction, which can disproportionately affect younger and older people will be minimised through the implementation of a D/CEMP and Travel Plans. Overall, the impact on age is assessed to be neutral.
 - **Disability:** a neutral impact is expected on disability given that buildings and new open space should be accessible, a variety of transport options are provided and air quality and noise emissions, which can disproportionately affect disabled people will be minimised through the implementation of a D/CEMP and Travel Plans.
 - **Pregnancy & Maternity:** a neutral impact is expected as there are a variety of travel options and any new development will incorporate accessibility measures, allowing for those with reduced mobility, young children or who are pushing a pram.
 - **Race & Ethnicity:** a neutral impact is expected. SEGRO's website where the upcoming public exhibitions are advertised includes an accessibility tool which allows for language translation.
 - **Religion & Belief:** a neutral impact is expected, there are a number of mosques, gurdwaras and churches located in close proximity to the STE, making them accessible for any construction or operational employees and visitors of the SPZ area.
 - **Sex:** a neutral impact is expected. Safety and security measures including lighting, natural surveillance and CCTV will be implemented as appropriate.

Embedded mitigation

- 7.1.4 Potential negative impacts on Protected Characteristic Groups have been addressed through embedded mitigation measures and the planning conditions, which include:
- Maintenance and provision of employment opportunities;
 - The planning conditions state that a minimum of 6% of each development site should be reserved for landscape treatment;

- Training and skills programmes such as the SEGRO schools community programme;
- Where applicable Travel Plans will be provided as part of new development that could come forward;
- A variety of transport options prioritising active travel but also including public transport and parking spaces;
- SEGRO has committed to providing new open space and landscaped areas (in the form of 'pocket parks' and 'amenity areas') to be secured via Section 106 agreement;
- SEGRO has committed to upgrading Buckingham Avenue with pedestrian (and cycle) infrastructure, secured via Section 106 agreement;
- SEGRO has committed to funding a daily 15-minute frequency bus service from the STE to Burnham Station Noise and Air Quality emissions will be minimised through the implementation of a Demolition / Construction Environmental Management Plan; and
- Safety measures such as natural surveillance, lighting and CCTV.

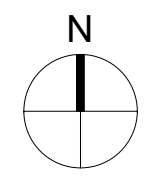
Consultation

- 7.1.5 A variety of public consultation methods will be used including in person briefings, stakeholder group meetings, public exhibitions, newsletters, press adverts, , online information, social media and distribution of leaflets. The variety of outreach methods should help to increase engagement and feedback from a variety of people, including those with PGCs.
- 7.1.6 The public exhibition events undertaken were located in a physically accessible building, with a range of times to suit the needs of different ages and hours of work. SEGRO's website where the public exhibitions were advertised includes an accessibility tool which allows for language translation, reading the page aloud and adjusting the display for any neurodivergent needs.
- 7.1.7 The principles for engagement outlined in the Communications and Engagement Strategy for the new SPZ scheme include inclusivity, whereby it should be ensured that underrepresented individuals and groups are included and they have an equal opportunity to be heard.

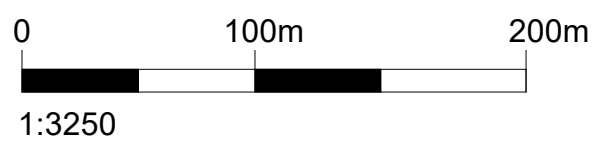
Recommended Mitigation Measures

- 7.1.8 This EqIA has considered the impact of the new SPZ on the protected characteristics of the Equality Act scoped into the assessment. The EqIA identified there would be no negative impacts and therefore no further recommendations or mitigation measures are required.

APPENDIX A SITE LOCATION PLAN



NOTES:
 Copyright Chetwoods (London) Limited. No implied licence exists.
 Contractors must verify all dimensions on site before commencing any work or stop drawings. This drawing is not to be scaled. Use figured dimensions only.
 Building areas are liable to adjustment over the course of the design process due to the ongoing construction detailing developments.
 Please note the information contained within this drawing is solely for the benefit of the employer and should not be relied upon by third parties.
 The CDM hazard management procedures for the Chetwoods aspects of the design of this project are to be found on the "Chetwoods - Hazard Analysis and Design Risk Assessment" and/or drawings. The full project design teams comprehensive set of hazard management procedures are available from the Principle Designer appointed for the project.



New SPZ Scheme Boundary



05	Revised SPZ boundary	01/05/24	SL
04	Revised SPZ boundary	24/04/24	SL
03	Draft for consultation	13/03/24	SL
02	Minor Amendments	19/01/24	SL
01	Issued for Planning	19/01/24	SL
00	First Issue	19/07/23	SL

Rev	Revision Description	Date	Author/Reviewer
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Project
SPZ

Client
SEGRO

Drawing Title
Plan 1 – SPZ Scheme Boundary Plan

Scale	Size	Drawn	Checked	Date
1 : 3250	A1	SL	LF	19/07/23

Project	Originator	Zone	Level	Type	Role	Number	Rev
5120	CA	00	ZZ	DR	A	05023	05

REFERENCES

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- ⁱ <https://www.legislation.gov.uk/ukpga/1990/8/section/82>
- ⁱⁱ <http://www.legislation.gov.uk/ukpga/2010/15/contents>
- ⁱⁱⁱ <https://www.gov.uk/government/publications/national-planning-policy-framework--2>
- ^{iv} <https://www.slough.gov.uk/downloads/file/2273/development-plan-core-strategy-2006-2026>
- ^v <https://www.slough.gov.uk/downloads/file/879/equality-objectives-2017-21>
- ^{vi} <https://www.slough.gov.uk/equalityobjectivesconsultation>
- ^{vii} <https://www.slough.gov.uk/downloads/file/2164/inclusive-growth-strategy-2020-2025>
- ^{viii} <https://www.slough.gov.uk/strategies-plans-policies/joint-strategic-needs-assessment>
- ^{ix} <https://www.slough.gov.uk/downloads/file/866/slough-wellbeing-board-strategy-2020-2025>
- ^x <https://www.slough.gov.uk/strategies-plans-policies/equality-diversity-overview>
- ^{xi} <https://www.nomisweb.co.uk/default.asp>
- ^{xii} <https://www.slough.gov.uk/strategies-plans-policies/joint-strategic-needs-assessment>
- ^{xiii} <https://fingertips.phe.org.uk/profile/health-profiles/data#page/1/ati/302/are/E06000039>
- ^{xiv} <https://www.ons.gov.uk/visualisations/labourmarketlocal/E06000039/> [last accessed 24th January 2024].
- ^{xv} https://dclgapps.communities.gov.uk/imd/iod_index.html#
- ^{xvi} <https://www.slough.gov.uk/downloads/file/3964/corporate-plan-2023-27>