

Appendix C – Summary EqIA Table and Action Plan

| Theme Area | Nature of Impact | Group Impacted | Mitigation/Proposed Mitigation Measures | Impact of Mitigation |
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| Consultation and Engagement Leading to the CPO | | | | |
| 1. Small Businesses | The redevelopment will have a direct impact on small businesses located in the Dartmouth parade of shops as they fall within the redline area. There has been no specific consultation with small businesses to date. | Direct impact on small businesses and in particular, black and minority ethnic family run businesses. Also direct impact on residents who are less mobile including older residents, disabled residents and those with dependent children. | It may prove difficult to secure attendance at specific consultation events due the nature of the businesses. Therefore impromptu face-to-face visits to business owners, to engage in a focused dialogue, as well as targeted information. | More effective engagement of residents and signposting to targeted support. |
| 2. Parkview Community Centre | A number of smaller community groups use the Parkview Community Centre for their activities and will be directly impacted by the proposals. As part of the CPO process, there is therefore a need for more detailed engagement work with organisations using the Centre. | Direct impact on smaller voluntary and community based organisations that use the Parkview Community Centre for a range of activities serving the local diverse community of Sheerwater and providing services to groups with protected characteristics. | A series of small independently facilitated deliberative sessions with community groups and their constituents, and taking into account a broad range of access needs in advance. This is a valuable approach for exploring issues in detail, and allowing different groups to have their say in small groups, in a familiar setting. | More effective engagement of smaller organisations to understand the specific impact on smaller community groups. |
| 3. Outreach – (Impromptu Street Walks) | There is a need to engage people who do not attend public meetings or who do not feel able to do so, as well as those who do not or cannot respond to publicity such as the Sheerwater newsletters, or letters and so forth, and whose lifestyles may be less organised or who may have other issues with scheduling | Direct impact on all protected groups in Sheerwater leading up to the CPO, during development and post completion including direct impact on sight impaired, and residents with other disabilities, as well as vulnerable residents who are traditionally 'harder to hear', and those with time restrictions resulting from the rhythms of | As part of a the wider communications and engagement strategy for Sheerwater, embedding a wider outreach approach within it, combined with a portable street stall, going to places where people naturally congregate, the streets around the local shopping area, and the general locality, the ASDA Supermarket and other localities. An | Proposal arising from mitigation arising from the EqIA to be considered as part of a wider engagement and communications strategy. |

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| | and planning activities, and time and access constraints. Moreover, not everyone is affiliated with an organisation, group or structure. | working/caring/family life. | outreach approach could also be combined with a Vox Pop (See below). It is important that some assessment is made of areas where there are perceived gaps in both the process and modes of involvement so that they can be addressed to inform the regeneration proposals going forward, and in respect of the CPO. | |
| 4. Vox Pop (Voice of the People) | There is a need to develop creative ways of engaging a broader constituency of interests in Sheerwater in order to amplify those voices that are traditionally 'harder to hear' as the development of the scheme proceeds | Direct impact on all protected groups in Sheerwater leading up to the CPO, during development and post completion | This method can assist in bringing issues relating to the CPO and the associated regeneration proposals to life, allowing residents to voice views in their own way, and to set the agenda in terms of raising issues that are of concern to them. As well as being a valuable method of engagement and soliciting views, the Vox Pop also builds on oral traditions that are important in many communities. It can also be used as a means of evaluating other methods of engagement as opposed to exclusive reliance on the tick box questionnaire approach that can be exclusionary of those with a range of access needs. For example, people with learning disabilities and sight impairment, and those who are not literate. | Proposal arising from mitigation arising from the EqIA to be considered as part of a wider engagement and communications strategy. |
| 5. Sheerwater Oversight Panel | There is a perception among some residents that the Sheerwater Oversight Panel is | Direct impact on all protected groups in Sheerwater leading up to the CPO, during development and post | The cross-party group could trial engaging with residents by continuing with its meetings along lines of the | Proposal arising from mitigation arising from the EqIA to be considered as part of a wider |

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| | <p>disconnected from the process of resident engagement, as there is no resident input. An important issue raised in the Report of the Independent Sheerwater Scrutiny Panel was how the work of the Oversight Panel could be more effectively communicated to residents.</p> | <p>completion.</p> | <p>current practice, whilst also holding an open session with the public. This should take account of a broad range of access needs and could be styled an <i>Audience With...</i> to test and build on local knowledge and understanding of the regeneration proposals.</p> | <p>engagement and communications strategy.</p> |
| <p>6. Integrating Wider Access Needs and Considerations</p> | <p>The varied access needs of Sheerwater residents needs to be considered going forward. This means, building in a more explicit consideration of equality impacts across all protected groups in order to more meaningfully engage a wider constituency.</p> | <p>Direct impact on all residents with protected characteristics with a range of access needs and a need for 'reasonable adjustments' to be made where possible.</p> | <p>There is a range of engagement methods that can ensure 'reasonable' adjustments are made where required. This can be through, for example, loop systems, signers, translation and interpretation, ensuring information is made available in large print, braille, and audio formats, and as well as providing information in English, making information available in the relevant community languages, for example, Urdu and Polish</p> <p>Diversity baseline monitoring produced as part of the EqIA, as well as qualitative data arising from engagement via the Housing Needs Assessment Team for example should be used to understand the effect on groups with protected characteristics leading up to the CPO, during the construction phases, and post development completion, and to inform other engagement approaches</p> | <p>Proposal arising from mitigation arising from the EqIA to be considered as part of a wider engagement and communications strategy.</p> |

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| EqIA the CPO Proposals - Effects and Mitigation | | | | |
| a) Housing development and redevelopment | | | | |
| <i>Demolition of owner-occupied housing</i> | Direct potentially negative impact on groups spanning those with protected characteristics. It is the case that residential properties in Sheerwater are less expensive relative to the rest of Woking. They are more likely to be owned by those on lower incomes across the protected characteristics such as older residents, and black and minority ethnic residents. | Direct potentially negative impact on owner-occupiers including low-income residents, black and minority ethnic residents, older people, and disabled people who have had adaptations to their properties carried out. | The Council's Community Charter sets out compensation levels for owner-occupiers, which are above the statutory minimum compensation levels. In addition, the Community Charter sets out an integrated package of support for vulnerable and disabled residents, and assisted purchase arrangements for low-income homeowners impacted by the CPO proposals in circumstances where mortgage affordability may be an issue. | A potentially positive impact as of the 123 privately owned properties, the Council has completed the purchase of 21 who have taken compensation and have relocated, and a further 38 have accepted the terms offered. There are still 64 properties that the Council needs to reach agreement with and the revised CPO timescale provides an extended opportunity for this to take place. In addition, the assisted purchase scheme, shared ownership and the Council's provision of a mortgage of last resort mitigates the potentially negative impact in allowing a wider pool of residents to benefit and two households have taken up the assisted purchase offer to date, one the offer of shared ownership and one a Council mortgage. |
| <i>Demolition of social housing including sheltered accommodation</i> | Direct potentially negative impact on secure tenants, vulnerable tenants in one-bedroom accommodation, and tenants in sheltered accommodation spanning the protected characteristics | The majority of tenants in Sheerwater are local authority tenants (63%) and are directly impacted. This group comprises tenants on low incomes among which, black and minority ethnic groups, lone parents with dependent | The development proposals for Sheerwater centre on increasing housing provision to meet the existing and future needs of a changing, and diverse population, spanning groups with protected characteristics including older people, | A potentially positive impact in that the proposals sit within a holistic approach to regeneration in terms of enhanced social housing with a wider mix of provision to meet current and future needs, allied to wider |

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| | | <p>children, and disabled people are disproportionately represented. In addition, vulnerable tenants currently residing in the one-bedroom properties with medium to high level support needs are directly adversely impacted as the CPO will result in a significant reduction of one-bedroom properties and studio flats in Sheerwater.</p> | <p>disabled people, and lower income groups. The proposals will bring forward a significant increase in affordable homes for rent and the provision of enhanced sheltered accommodation. WBC is has also consulted on enhanced proposals and is seeking planning permission to increase the proportion of social housing in the scheme, including increased provision for one-bedroom properties.</p> <p>The Community Charter sets out WBC's commitment to tenants in terms of support packages, priority housing status, and levels of compensation. A needs assessment has been carried out to inform the housing needs of secure tenants and to inform mitigation measures.</p> | <p>economic and social objectives. The development will see significantly increased affordable housing provision maximising accessible and adaptable housing opportunities for groups spanning those with protected characteristics.</p> <p>There will also be a potentially positive impact for tenants in one-bedroom properties due to significantly increased provision of one-bedroom properties. There is a safeguarding and risk management issues for vulnerable tenants where large financial compensation payments are being made due to issues surrounding financial literacy and money management.</p> |
| <i>Demolition of properties with RSL</i> | Direct potentially negative impact on children, young people, black and minority ethnic and groups on low income | Tenants who are privately renting are one of the most vulnerable and insecurely housed groups, comprising a significant proportion of children, young people, black and ethnic minority groups, and low-income households. | While WBC has no commitment to house private tenants, to ameliorate some of the potentially negative impacts, it is providing support in signposting to advice on accommodation, thus providing support to private tenants in finding suitable new accommodation. The Council could take specific actions to ensure that those with protected characteristics are given accessible and customized support to find | Proposal arising for mitigation arising from the EqIA to be considered. |

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| | | | suitable accommodation. This will require detailed equalities information on private tenants. | |
| <i>Changes to tenure mix</i> | Direct potentially positive impact on groups spanning the protected characteristics. | All groups with protected characteristics living in Sheerwater. | The housing proposals will deliver a significant net increase in mixed tenure accommodation, including a significant increase in affordable housing, and unit sizes to meet the needs of existing and future residents | More evenly balanced tenure mixed within increased overall housing provision including affordable housing and sheltered housing provision that is fit for purpose. In addition, the significant increase in one-bedroom properties as part of the revised proposals have the potentially positive impact in enabling vulnerable residents currently in the studio and one-bedroom properties to remain in Sheerwater and have their support needs met. |
| <i>Changes to tenancy agreements and housing management arrangements</i> | Direct potentially negative impact through changes to tenancy agreements for secure tenants and potential loss of affordable housing under new housing management arrangements. | All groups with protected characteristics with secure tenancies including vulnerable and disabled tenants, those on low income, black and minority ethnic tenants, lone parents, children and young people. | WBC has developed workable proposals to suppress rent levels through a profit cap on the development. This means that rent levels will be set at social rent levels and will not increase beyond local market housing allowance levels, and will be in line with S106 planning agreements. | Rents remain at an affordable level under new arrangements, mitigating the potentially negative impact of unconstrained market rents on low-income groups, among which, groups with protected characteristics are disproportionately represented. |
| <i>Cultural and social milieu</i> | The loss of cultural and social milieu is a potentially negative impact on residents spanning the protected characteristics with long established connections including black and minority | All residents spanning groups with protected characteristics including older people with long established connections, women, BME communities, LGBT people. | The scheme will be led by the social and recreational provision to foster cohesion. Moreover, there will be no demolition of housing in advance of housing re-provision being made. | All residents have the option of remaining in Sheerwater post completion. The development will be on a phased basis to facilitate rehousing before demolition of existing homes as far as possible. This minimises but |

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| | ethnic communities, LGBT residents, older people and parents and lone parents with dependent children, the latter are disproportionately women with childcare and other caring responsibilities for whom disruption resulting from the development may give rise to an adverse impact through rupturing of social and psychological support networks. | | | cannot completely eliminate the potential for some disruption to existing networks of support. |
| b) Community, recreational and leisure facilities | | | | |
| <i>Provision leading the development</i> | Potentially positive impact as re-provision of community and recreational facilities will lead the development providing residents with positive expressions of progress and aspirations for the area, ahead of implementation of the housing proposals. The facilities will also be located in the heart of the development meaning greater access for all residents and collaboration between the services provided than is currently the case. | All residents spanning groups with protected characteristics | The new facilities will be re-re-provided before existing facilities close. | The proposals represent an enhancement of current provision. Any potential negative impact is effectively mitigated given that new facilities will be re-provided in advance of the closure of existing ones. |
| c) Employment, training and the labour Market | | | | |
| <i>Local Labour in Construction</i> | Potentially positive impact for all protected groups. | All protected groups with a particular emphasis on those under represented in the construction industry. | Proposals to capitalise on employment and training opportunities arising from the development, ensuring equality of access for all residents including local | The CPO proposals do have the potential to benefit the local community and this includes those residents spanning the protected characteristics who |

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| | | | <p>labour clauses and having recourse to the Public Services (Social Value) Act, 2012, that places a duty on public bodies to consider social value ahead of procurement and S106 of the Town and Country Planning Act, 1990 (as amended) as a mechanism for site specific mitigation measures. Also, the setting of robust and meaningful equality targets and outcome measures for recruitment to employment and skill training opportunities and effective monitoring against targets and outcomes.</p> <p>The local and active promotion of the broad range of construction related careers, through the Employment and Skills Group as part of the Community Value Plan, buttressed by engaging with schools in Sheerwater and community agencies to promote opportunities and to provide long-term support to those not in education, employment and training. This includes a job skills club, partnership with Job Centre Plus and other agencies to assist local people in securing employment and skill training opportunities.</p> | disproportionately experience low employment, under-employment, and low educational attainment. |
| Gender and construction | Potentially negative impact in that the construction industry has | Women, women aged 16-25, older people, | Local labour clauses and targets on the recruitment and retention of | Proposal arising for mitigation arising from the EqIA to be |

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| | <p>the distinction of having the lowest representation of women, despite high representation of women on construction related courses at colleges and universities. Also, evidence that only 13% of women aged 16-25 would consider a career in construction. This has important implications for Sheerwater given the proportion of women of working age, and its younger age structure.</p> <p>A wealth of evidence including evidence from the construction sector and EHRC confirms under representation of women including from Office of National Statistics which has noted in its recent national survey that the number of women working as roofers, bricklayer and glaziers is so low as to be beyond measurement.</p> | | <p>women to counter vertical and horizontal occupational segregation.</p> <p>Positive action approaches on demand side to encourage women to take advantage of local labour opportunities in construction, including improving the image of construction.</p> <p>A requirement on contractors to have positive action equality measures to encourage greater representation, recruitment and retention (not only equality policies or statements). High profile measures to enhance the image of the construction industry as being inclusive of groups with protected characteristics.</p> | <p>considered as they would widen participation and help to ensure the benefits arising from construction are more evenly dispersed.</p> |
| <p>Older People While Sheerwater has a younger age structure compared with the Borough as a whole, an ageing population is nevertheless an important equality consideration in the context of employment.</p> | <p>Potentially negative impact in that the image of the construction industry is one of being physically labour intensive and therefore without targeted interventions, older people might not reap potential benefits.</p> | <p>Older people spanning the protected characteristics</p> | <p>Local labour clauses and targets on the recruitment and retention of older people.</p> <p>Positive action approaches on the demand side to encourage older people to take advantage of local labour opportunities across a wide range of construction related</p> | <p>Proposal arising for mitigation arising from the EqIA to be considered as they would widen participation and help to ensure the benefits arising from construction are more evenly dispersed.</p> |

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| | | | <p>activities.</p> <p>A requirement on contractors to have positive action equality measures to encourage the employment of older people (not only equality policies or statement).</p> <p>High profile measures to enhance the image of the construction industry as being inclusive of groups with protected characteristics.</p> | |
| <p>LGBT Groups</p> <p>Evidence that the construction industry can be potentially off-putting to LGBT groups.</p> | <p>Potentially negative impact in that the image of the construction industry is not seen as particularly tolerant of diversity and underlining the need for targeted interventions.</p> | <p>LGBT people spanning the protected characteristics</p> | <p>Local labour clauses and targets on the recruitment and retention of older people.</p> <p>Building on industry positive action approaches on the demand side to encourage LGBT people to take advantage of local labour opportunities across a wide range of construction related activities.</p> <p>A requirement on contractors to have positive action equality measures to encourage the employment of LGBT people (not only equality policies or statement).</p> <p>High profile measures to enhance the image of the construction industry as being inclusive of groups with protected characteristics.</p> | <p>Proposal arising for mitigation arising from the EqIA to be considered as they would widen participation and help to ensure the benefits arising from construction are more evenly dispersed.</p> |
| <p>Disabled people</p> <p>Evidence that the construction</p> | <p>Potentially negative impact in that the image of the</p> | <p>Disabled people spanning the protected characteristics</p> | <p>Local labour clauses and targets on the recruitment and retention of</p> | <p>Proposal arising for mitigation arising from the EqIA to be</p> |

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| industry can be potentially off-putting to disabled groups and evidence that less than 5% of people in the construction industry report having a disability. | construction industry is seen as not particularly supportive of disabled people. | | <p>disabled people.</p> <p>Building on industry positive action approaches on demand side to encourage disabled people to take advantage of local labour opportunities across a wide range of construction related activities, and promoting reasonable adjustments.</p> <p>A requirement on contractors to have positive action equality measures to encourage the employment of disabled people (not only equality policies or statement).</p> <p>High profile measures to enhance the image of the construction industry as being inclusive of groups with protected characteristics.</p> | considered as they would widen participation and help to ensure the benefits arising from construction are more evenly dispersed. |
| Defining 'local' Definition of local as part of the implementation of the employment and training community value aspects of the development which accent the employment of local people wherever possible disadvantages. | Potentially negative impact on Sheerwater residents given that inequalities have a particular spatial dimension in Sheerwater and given the distinctiveness of the area and the particular equality and inequality challenges it faces compared with the borough of Woking as a whole. | All Sheerwater residents spanning protected groups | Woking definition of the term 'local' needed with a particular emphasis on targeting diverse Sheerwater residents through a range of positive action employment and training proposals to ensure that those who live and work in the regeneration area also reap the wider benefits arising. | Proposal arising for mitigation arising from the EqIA to be considered as they would widen participation and help to ensure the benefits arising from construction are more evenly dispersed within Sheerwater |
| Living Wage | Given the structural changes in the labour market and the high number of residents who are in part time work in Sheerwater, the issue of low pay, zero hours | Black and minority ethnic groups, women, and disabled people who tend to be disproportionately represented in low paid sectors of the economy. | As part of demand side measures, WBC should consider making the notion of a 'living wage' central to its proposals and the arrangements it enters into with contractors. | Proposal arising for mitigation arising from the EqIA to be considered as they would widen participation and help to ensure the benefits arising from |

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| | <p>contracts and so forth has a negative impact on groups with protected characteristics in that full time and part time work is not a guaranteed route out of poverty and social exclusion. Also, the conflation of low skill and low pay when the two are in fact distinct and low skill may be because of the low social valuation placed on particular jobs.</p> | | | <p>construction are more evenly dispersed.</p> |
| d) Local businesses | | | | |
| <p>Small Businesses</p> | <p>The redevelopment will have a direct impact on small businesses in the main shopping parade, located along Dartmouth Avenue. This could potentially give rise to a temporary worsening of access to outlets for goods and services for groups with protected characteristics who use local shops including disabled residents who are less mobile, older residents, and black and minority ethnic residents. Also, a negative impact is the loss of employment following closure of the affected shops, and potentially negative impact for existing retail outlets arising from inability to afford new market rates of new units. Also, the retail establishment fulfil social function as the eyes</p> | <p>Many of the businesses are family owned black and minority ethnic Small businesses, including black and minority family owned businesses. Also, older residents using the services and more vulnerable residents for show the retail outlets fulfil a supportive social function in areas such as financial management.</p> | <p>Some retail facilities will be re-provided before existing ones will need to close, also allowing customer based to be retained in those circumstances.</p> <p>Take steps to ensure that the option of purchasing or taking out a new lease in the redevelopment is explored.</p> <p>Those potentially losing jobs in the parade of jobs will be targeted as part of the proposals set out in the Community Value Plan, through employment and training proposals.</p> <p>The Council's Asset Management Team is putting in place plans to lead discussions with small businesses in the redline area, and targeted</p> | <p>Proposal arising for mitigation arising from the EqIA to be considered as they would widen participation and help to ensure the benefits arising from construction are more evenly dispersed.</p> |

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| | and ears of the community, and provide some support for vulnerable residents. | | <p>support will be provided to business owners.</p> <p>There are potential business and employment opportunities arising as new facilities retail, recreational and leisure and hospitality services are developed in Sheerwater that will have a potentially positive impact if the necessary support and commitment to residents can be put in place. The Council might also wish to consider monitoring the end destination of those currently employed in family owned businesses in the parade of shops given the likely negative impact on family income.</p> | |
| e) Public realm, open space and safety and security | | | | |
| <i>Risk of crime and fear of crime</i> | Indirect potentially negative impact in which fears of safety and security may be compounded during the development and construction phases. | Black and minority ethnic groups, women, young people, in particular young men, LGBT people, and disabled people. | As the regeneration proposals are practically implemented, maintaining safety and security will be a crucial on-going equality consideration, as will the safety and security of the site. Measures will be specified and communicated to residents on how the site will be managed at different stages of development and construction. | Proposal arising for mitigation arising from the EqIA to be considered. |
| <i>Loss of individual garden space</i> | Direct potentially negative impact. | All groups with protected characteristics in Sheerwater. | The CPO proposals seek to optimise the use of land within the regeneration area and provide more open space that is useable. The | The loss of individual garden space is mitigated by the re-provision of more useable and sympathetically connected open |

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| | | | proposed enhancements to the scheme further increase the amount of open space beyond that originally proposed. | space for all groups with protected characteristics to benefit from. The re-provision of more overall open space, in a way that is actually, useable and safe, coupled with the proposals for a community garden, serves to mitigate any potential negative impacts and enhances positive impacts. |
| f) Travel, transport and connectivity | | | | |
| Transport accessibility, safety and security | The impact on specific groups who face various forms of disadvantage can vary significantly. These include key issues such as lighting, combined with fears about safety and use of public transport or walking at night for women, black and minority ethnic groups, disabled people, lesbian, gay and transgender people and older people, as well as access to facilities. | Women, black and minority ethnic groups, disabled people, lesbian, gay and transgender people and older people. | The Dartmouth Avenue area will be improved to allow buses into the new development and the introduction of these services will be subject to discussions with the bus operators nearer the time. As the scheme develops, the travel, transport and the connectivity of Sheerwater is being considered in its broadest context, in terms of the differential impact of the various proposals on groups with protected characteristics. Accessibility in terms of connecting Woking with wider facilities and services could be considered given low-income communities in Sheerwater who are less likely to own a car. | Proposal arising for mitigation arising from the EqIA to be considered. |
| g) Community cohesion | | | | |
| Effective engagement | A potentially positive impact in that the community in | All Sheerwater residents spanning groups with protected | Effective engagement with the diverse community that comprises | Proposal arising from mitigation arising from the EqIA to be |

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| | <p>Sheerwater is multi-ethnic with a younger age profile than is the case locally or nationally. The community live very comfortably together, and the regeneration needs to be handled in a way that builds on the existing cohesion to guard against the potential for polarisation, resentment, or the opening up of a chasm of different constituencies as the CPO proposals are implemented.</p> | <p>characteristics.</p> | <p>Sheerwater leading up to the CPO, during the construction phases, and post completion, targeting resources in a transparent way, recognising different interest groups and different access needs and ensuring that all groups are able to engage and share in the benefits of the regeneration, thus promoting good relations between groups.</p> <p>Taking steps to ensure that policy and the action which follows is informed by robust evidence based on the experiences of the groups and communities targeted, and that it is effectively communicated.</p> | <p>considered as part of a wider engagement and communications strategy.</p> |