

# PART A - Initial Impact Assessment

**Proposal Name:** Gleadless Valley Regeneration

**EIA ID:** 2255

**EIA Author:** Rose Batty

---

**Proposal Outline:**

WORD DOC of EIA updates in attachments. The Gleadless Valley Masterplan was approved by Co-op Exec on 24th March 2022. The Masterplan is designed to revitalise and enhance the Gleadless Valley area, ensuring sustainable growth, improved quality of life, and increased community well-being. By addressing various aspects of urban development, infrastructure, and community engagement, the plan seeks to create a vibrant and resilient neighbourhood that meets the needs of its residents while fostering a sense of pride and identity. Urban Regeneration The Gleadless Valley Masterplan focuses on comprehensive urban regeneration, aiming to transform the area into an attractive and thriving community. Key outcomes include:

- **Housing Development:** Facilitating the construction of high-quality housing, which contributes to the reduction of CO2 emissions, ensuring a diverse range of housing options to accommodate residents' desires.
- **Public Realms and Green Spaces Areas:** Enhancing existing parks, creating new green spaces, and improving access to nature, providing opportunities for outdoor activities, recreation, and promoting health and well-being.
- **Infrastructure Enhancement:** Upgrading transportation networks, improving connectivity, and ensuring efficient access to public transport, cycling, and walking routes, thereby reducing congestion, and promoting sustainable modes of transportation.
- **Economic Development** The Masterplan aims to stimulate economic growth and improve job prospects for the residents of Gleadless Valley. The proposed outcomes include:
  - **Business Support:** Encouraging the establishment and growth of local businesses, providing resources and networking opportunities to enhance entrepreneurship and job creation.
  - **Commercial Development:** Attracting investment for commercial developments, such as retail spaces, community hubs, and other amenities, to create local employment opportunities and increase
  - **Skills and Training:** Collaborating with educational institutions and

organisations to provide relevant vocational training programmes, equipping residents with the skills needed to access employment opportunities. Social and Community Well-being The Gleadless Valley Masterplan prioritises community engagement, social cohesion, and well-being, fostering a sense of belonging and empowering residents. Key outcomes include:

- Community Facilities: Improving existing community facilities and creating new spaces for cultural activities and community events, ensuring a vibrant and inclusive social life for residents.
- Health and Education: Enhancing access to quality facilities and promoting the development of educational resources, including schools, libraries, and adult learning centres, to support lifelong learning and personal development.
- Community Engagement: Establishing mechanisms for ongoing community involvement, consultation, and participation in decision-making processes, ensuring that the Masterplan is aligned with the aspirations and needs of the residents.

The Gleadless Valley Masterplan aims to transform the area into a sustainable, prosperous, and inclusive community. By focusing on urban regeneration, economic development, and social well-being, the outcomes sought include revitalised neighbourhoods, improved infrastructure, enhanced economic opportunities, and empowered residents. This proposal sets the stage for an exciting journey towards a vibrant Gleadless Valley that residents can be proud of. It has been recognised that further work will be required to effectively deliver regeneration in Gleadless Valley. This comes due to issues around funding because of inflation, meaning the originally 94m that was allocated to the Masterplan, would now need to be around 195m. Scaling back the project due to inflated costs would be a big reputational risk. It would also not deliver meaningful change on the scale initially proposed. Subsequently, a report of recommendations for change within the framework of the Masterplan has been drafted and is due to be heard at Strategy and Resource Committee on 29/08/2024 (report attached). The report outlines the need to seek a new delivery plan to deliver change for local residents in Gleadless Valley. The regeneration work will be lead through 6 key workstreams (as opposed to 4 key strategies as originally signed off). These workstreams are: - Refurbishment and Sustainability - Planning & Development - Community Engagement & Wellbeing - Blue & Green Spaces - Employment, Skills & Enterprise - Impact, Evaluation & Legacy The report recognises the need for a 'whole council' approach, driven by senior leaders in relevant departments and services. This will co-exist alongside a

partnership approach, working alongside community organisations, strategic partners and patient investors. This approach will unlock delivery and de-risk Gleadless Valley for external investment. The governance of the project will also be reconfigured, with a dedicated Head of project Delivery (Estates regeneration) sought to engage strategic partners, secure additional funding and to instill confidence in both council leaders and the community. A Gleadless Valley Partnership Board comprising of local stakeholders to steer overall vision for the estate. The proposals within the report will have a wider impact on residents living in Gleadless Valley, as it looks to increase the scope of the project. The impacts will have a greater socio-economic and health focused impacts on residents living in Gleadless Valley. If agreed at Strategy & Resource Committee, the next 6-12 months will set out understanding the scope of the project and what the regeneration work will look like moving forward. Upon conclusion of this, an indepth, specific EIA will be completed.

---

<b>Proposal Type:</b>	Non-Budget
-----------------------	------------

---

<b>Year Of Proposal:</b>	23/24
--------------------------	-------

---

<b>Lead Director for proposal:</b>	Dean Butterworth
------------------------------------	------------------

---

<b>Service Area:</b>	Operational Services
----------------------	----------------------

---

<b>EIA Start Date:</b>	7/27/2023
------------------------	-----------

---

<b>Lead Equality Objective:</b>	Understanding Communities
---------------------------------	---------------------------

---

<b>Equality Lead Officer:</b>	Louise Nunn
-------------------------------	-------------

Decision Type

**Committees:**

Policy Committees

- Housing

## Portfolio

**Primary Portfolio:**

Neighbourhood Services

---

**EIA is cross portfolio:**

No

---

**EIA is joint with another organisation:**

No

## Overview of Impact

**Overview Summary:**

The Gleadless Valley Masterplan is a comprehensive urban regeneration initiative that aims to enhance the Gleadless Valley area by addressing various social, economic, and environmental challenges. In doing so, it helps to meet the Public Sector Duty by promoting equality, diversity, and inclusivity, and ensuring the fulfilment of public sector obligations. The Gleadless Valley Masterplan aligns with these principles by focusing on several key aspects: Foster good relations The Gleadless Valley Masterplan aims to foster good relations by prioritising community engagement, collaboration, and social cohesion. The Masterplan is a result of a collaborative and inclusive process that prioritises the needs and aspirations of both residents and stakeholders. Extensive efforts were made to actively listen and gather feedback from the local community, ensuring their voices were heard and considered. A thoughtful co-design approach then took place in close collaboration with elected members and community representatives, recognising their crucial roles as advocates. Advance equality of opportunity The Gleadless Valley Masterplan is designed to advance equality of opportunity by prioritising inclusive and accessible development strategies. The plan considers the diverse needs and aspirations of the community, aiming to create a more equitable and fairer environment for all residents. The overarching principles addresses issues of affordable housing (and increased choice), transportation

accessibility, community facilities, and employment opportunities. The Masterplan seeks to reduce disparities and create a level playing field for all residents. Moreover, the plan actively engages with underserved groups, ensuring that their voices are heard, and their perspectives are integrated into the decision-making process. By considering the social, economic, and environmental dimensions of equality, the Gleadless Valley Masterplan strives to create a vibrant and inclusive community that offers equal opportunities for all its residents. The Gleadless Valley Masterplan represents a significant stride towards advancing equality of opportunity in housing. This comprehensive urban regeneration initiative aims to create a diverse and inclusive community where everyone has access to quality housing options regardless of their background or socioeconomic status. It promotes social integration by fostering a sense of belonging and creating a harmonious living environment that breaks down barriers and eliminates discrimination. Additionally, the Masterplan prioritises the provision of community facilities, green spaces, and essential amenities, fostering an equitable living experience for all residents. Gleadless Valley currently faces significant challenges in terms of limited and poor-quality retail and hospitality provision. The area struggles to provide a diverse range of retail options and quality hospitality establishments, which can negatively impact the local economy and the overall liveability of the community. Residents often have limited access to essential goods and services, and the lack of quality hospitality venues hampers social and leisure opportunities. The absence of vibrant retail and hospitality offerings also affects the overall attractiveness of the area, potentially discouraging potential investors and hindering economic growth. Addressing these issues requires a strategic focus on revitalising and diversifying the retail and hospitality sector in Gleadless Valley, fostering an environment that attracts businesses and supports the local economy, while ensuring the provision of high-quality amenities that meet the needs and desires of the residents. There are limited play facilities across Gleadless Valley, which can have a significant impact on the well-being and development of children in the community. The lack of accessible and well-maintained play spaces hampers children's opportunities for active and imaginative play, hindering their physical, social, and cognitive development. The absence of safe and engaging play areas may also lead to children seeking alternative, potentially risky environments for recreation. To address this issue, there is a need to prioritise the creation and enhancement of play

facilities within Gleadless Valley. This involves collaborating with Councillors, other Sheffield City Council departments, stakeholders, and residents to identify suitable locations for new play spaces, securing funding for their development, and ensuring ongoing maintenance and upkeep. By investing in the provision of inclusive, well-designed, and age-appropriate play facilities, Gleadless Valley can promote the health, happiness, and holistic development of its young residents. Eliminate discrimination, harassment and victimisation The Gleadless Valley Masterplan is committed to promoting a community where discrimination, harassment, and victimisation are eliminated. The plan recognises the importance of creating an inclusive and safe environment for all residents, regardless of their background, race, gender, age, or any other characteristic. It prioritises strategies to raise awareness, educate, and foster a culture of respect and tolerance. By actively addressing these issues, the Masterplan aims to create a community that is free from discrimination, where individuals feel valued, protected, and empowered. Collaboration with stakeholders, community leaders, and support services is vital in implementing these initiatives and ensuring their effectiveness. Ultimately, the goal is to foster a vibrant and inclusive Gleadless Valley that celebrates diversity, promotes equality, and offers a safe and welcoming environment for everyone.

---

**Impacted characteristics:**

- Health
- Age
- Disability
- Voluntary/Community & Faith Sectors
- Cohesion
- Partners
- Poverty & Financial Inclusion

**Consultation and other engagement**

**Cumulative Impact**

Does the proposal have a cumulative impact:

Yes

Consultation has already been undertaken. In-person visits (door knocking) will be carried out to provide local tenants and residents with up to date information on the regeneration work on the estate. Key messages, updates, contact details for relevant housing services within SCC and the GV regeneration team will be handed out. The purpose is not to collect any data but to increase team presence in the area and improve engagement with the wider community. Where possible, face to face/ online/ telephone discussions have been had with residents who may be directly impacted by the housing proposals. • 63% of people directly affected by the housing proposals were directly spoken to with 80% supporting them. • Community events have been held to discuss the Masterplan proposals in further detail with residents and organisations. Around 148 people attended, and 94 completed surveys were received. • A total of 34,424 views of all social media posts with 1,206 clicks on links to webpage and 2,578 shares, likes and comments on social media posts. The Gleadless Valley Masterplan is a comprehensive framework for the development and improvement of the Gleadless Valley area. Within this plan, consultation plays a crucial role in ensuring its success and effectiveness. Consultation is vital for several reasons. First and foremost, it allows the community members, stakeholders, and residents to have a voice in the decision-making process. By engaging in consultation, individuals and groups can express their opinions, concerns, and ideas regarding the development of their neighbourhood. This inclusion fosters a sense of ownership and empowerment within the community, as they have a direct say in shaping the future of their area. Furthermore, consultations gain invaluable insights and perspectives from the people who live and work in Gleadless Valley. Local knowledge and lived experiences are invaluable in understanding the unique challenges, needs, and aspirations of the community. By actively listening and incorporating these viewpoints, the Masterplan can be tailored to address the specific requirements and priorities of the area. Consultation also promotes transparency and accountability. It ensures that the decision-making process is open and accessible to all stakeholders, avoiding any perception of favouritism or exclusion. By keeping the community informed about the progress of the Masterplan and the rationale behind decisions, trust and confidence can be built between the residents and the authorities responsible for implementing the plan. Moreover, consultation fosters collaboration and partnerships. By involving various stakeholders, such as local businesses, community

organisations, and public agencies, the Masterplan can benefit from diverse expertise and resources. Collaboration between different partners leads to more comprehensive and holistic solutions, with a greater likelihood of successful implementation and long-term sustainability. In summary, consultation is of utmost importance within the Gleadless Valley Masterplan. It ensures community engagement, inclusion, and participation, leading to a plan that reflects the needs and aspirations of the residents. Through consultation, transparency, collaboration, and accountability can be achieved, resulting in a more vibrant, resilient, and sustainable Gleadless Valley community.

---

**Impact areas:** Year on Year

**Initial Sign-Off**

**Full impact assessment required:** Yes

---

**Review Date:** 8/29/2024

## PART B - Full Impact Assessment

### Health

**Staff Impacted:** No

**Customers Impacted:** Yes

**Description of Impact:** Housing The housing component of the Gleadless Valley Masterplan plays a significant role in shaping the community and improving residents' quality of life. The plan addresses the need for sustainable and well-designed housing options that cater to a range needs. By providing quality housing opportunities, the Masterplan seeks to reduce inequalities and enhance social inclusion. Additionally, the plan prioritises the



improvement of existing housing stock, ensuring that it meets modern standards and is energy efficient. The Masterplan also aims to create mixed-use developments that integrate housing with amenities, services, and employment opportunities, fostering a vibrant and self-sustaining community. By considering the impact of housing on affordability, sustainability, and neighbourhood cohesion, the Gleadless Valley Masterplan strives to create a housing landscape that meets the diverse needs of its residents and contributes to the overall well-being of the community. This includes:

- External refurbishment of maisonette blocks including secure door entry systems, improved communal areas and lighting, improved insulation, and wall finishes.
- Remodelling of flats and maisonettes into town houses.
- Replacement of maisonettes blocks and with a mix of family houses.
- New quality family homes on some of the green spaces between existing homes that are not currently well used (to comply with Building Regulations Accessible and Adaptable Dwelling standard with a % being wheelchair accessible).

Where properties are being replaced or remodelled, current residents will need to be rehoused. The Gleadless Valley Masterplan is committed to supporting residents in the process of being rehoused. Recognising the importance of maintaining community cohesion and minimising disruption, the plan includes measures to ensure a smooth transition for residents. The process of moving could negatively impact on the health and wellbeing of some residents. A local lettings policy will be developed to give preference to displaced residents to help them stay in Gleadless Valley. This will include granting a second rehousing priority to make a second move for those residents who may want to access a new or remodelled home as they become available for letting, or an existing home closer to where they originally lived. However, residents would not be guaranteed to get one of these homes. Where properties are being refurbished, residents will not need to move out. However, for some individuals, there may be specific personal circumstances that mean they need additional support to ensure that the works do not negatively impact on their health and wellbeing. This will be assessed on a case-by-case basis.

**Public Realms and Green Spaces** The inclusion of shared and green spaces in the Gleadless Valley Masterplan is expected to have a positive impact on residents' well-being and overall quality of life. These spaces offer opportunities for recreation, relaxation, and social interaction, fostering a sense of community and connection among residents. Accessible and well-maintained green spaces provide residents with a place to engage in physical activities, such as walking,

jogging, or playing sports, promoting active and healthy lifestyles. Moreover, these spaces contribute to improving mental health by providing peaceful retreats, connecting people with nature, and offering respite from the urban environment. Shared spaces, such as community gardens, encourage social interactions, allowing residents to come together, build relationships, and participate in community events. These inclusive spaces also enhance the aesthetic appeal of the area and contribute to a sense of pride and belonging. By incorporating shared and green spaces, the Gleadless Valley Masterplan aims to work with residents and community groups to create a sustainable and vibrant environment, that positively impacts the physical and social well-being of its residents.

**Name of Lead Health Officer:**

**Comprehensive Assessment Being Completed:**

No

**Public Health Lead signed off health impact(s):**

## Age

**Staff Impacted:**

No

**Customers Impacted:**

Yes

**Description of Impact:**

Housing A key focus of this Masterplan is the quality and type of homes available at Gleadless Valley. Evidence has shown that there is a higher proportion of single bed properties in Gleadless Valley (22.2% where the citywide average is 12.3%). There is also a high turnover of properties. Homes will provide a suitable mix and range of housing in terms of size and types to reflect local housing need and demand. Homes built will be built to be accessible, adaptable, and suitable to live in long term with some housing being wheelchair accessible. Where properties are being replaced or remodelled, current residents will need to be rehoused. A local lettings policy will be developed to give preference to displaced residents to help them stay on the Valley. This will include granting a second

rehousing priority to make a second move for those residents who may want to access a new or re-modelled home as they become available for letting, or an existing home closed to where they originally lived. However, residents would not be guaranteed to get one of these homes. The consultation on the housing proposals highlighted some of the more elderly residents felt more anxious about moving. A full package of support will be put in place to rehouse people into properties that meet their needs and that of their household. This will include financial compensation for losing their home and to help with relocation costs. Owner occupiers who must move will be paid market value for their home and receive financial compensation. Shared and Green Spaces Improvements to shared and open spaces throughout the Valley will positively impact all age groups. Some footpaths will be improved and made more accessible, traffic calming measures and improvements to parking will help increase road safety, particularly for children and those less mobile. There will be increased outdoor leisure, sports and play provision for children and younger people (evidence shows that there is a 6.6% higher rate of under 15s compared to citywide), and facilities for all ages and abilities will be put in safe and accessible places. Employment and Training The proposed Employment and Training initiatives within the Gleadless Valley Masterplan are set to have a profound impact on people of all ages. Evidence shows 50.4% of Gleadless Valley residents are economically active, compared to a citywide average of 53.2%. By prioritising the provision of diverse employment opportunities and accessible training programmes, the Masterplan recognises the importance of fostering economic empowerment and lifelong learning for individuals at every stage of their careers. Evidence shows that 29.3% of Gleadless Valley residents have no qualifications, compared to 19.4% as the citywide average. For younger residents, these initiatives offer the chance to gain valuable skills and qualifications, equipping them with the tools needed to secure meaningful employment and embark on successful career paths. For older residents, the Employment and Training programmes provide opportunities for upskilling, career transitions, and re-entry into the workforce. By addressing age-related barriers and offering tailored support, the Masterplan promotes intergenerational collaboration and enhances the overall employability of the community. This focus on lifelong learning and inclusive employment practices not only strengthens the local economy but also contributes to a vibrant and dynamic community, where people of all ages can thrive and contribute their

skills and experiences. Services and Facilities The services and facilities proposed in the Gleadless Valley Masterplan are poised to have a significant impact on individuals of all age groups. By prioritising the development of accessible amenities, the Masterplan aims to create a community that caters to the diverse needs and interests of residents across different age brackets. For children and young people, the inclusion of quality recreational spaces, and youth centres fosters a nurturing environment that promotes learning, creativity, and social development. Furthermore, the Masterplan emphasises the creation of inclusive spaces, such as parks and community centres, which encourage intergenerational interaction and foster a sense of belonging for residents of all ages. By considering the unique requirements and aspirations of different age groups, the services and facilities proposed in the Masterplan aim to enhance the quality of life, promote well-being, and strengthen social cohesion within the Gleadless Valley community.

## Cohesion

**Staff Impacted:**

No

**Customers Impacted:**

Yes

**Description of Impact:**

The Gleadless Valley Masterplan is set to have a profound impact on cohesion within the community. By focusing on creating a vibrant and inclusive neighbourhood, the Masterplan aims to foster a sense of unity and connection among residents. The introduction of mixed-use developments, such as community centres and recreational spaces, will provide opportunities for people from diverse backgrounds to interact and engage in shared activities. Additionally, the emphasis on affordable housing and improved infrastructure will contribute to social and economic equality, reducing disparities and enhancing social cohesion. The Masterplan's commitment to sustainable and green initiatives will also promote a sense of environmental stewardship, encouraging residents to come together to preserve and enjoy their surroundings. Overall, the Gleadless Valley Masterplan demonstrates a holistic approach to urban development, prioritising the well-being and connectedness of its residents and promising a positive impact on community cohesion.

**Staff Impacted:** No

**Customers Impacted:** Yes

**Description of Impact:** Housing New Homes will provide a suitable mix and range of housing in terms of size and types to reflect local housing need and demand. Homes built will be accessible, adaptable, and suitable to live in long term with some being wheelchair accessible. Evidence shows that 11.5% of Gleadless Valley residents have life limiting disabilities, compared to an 8.5% citywide average. Sustainable development is key to this Masterplan and will support all demographic groups with varying capabilities, which will enhance the overall life and wellbeing of someone with this protected characteristic. Where properties are being replaced or remodelled, current residents will need to be rehoused. A local lettings policy will be developed to give preference to displaced residents to help them stay on the valley. This will include granting a second rehousing priority to make a second move for those residents who may want to access a new or remodelled home as they become available for letting, or an existing home closed to where they originally lived. However, residents would not be guaranteed to get one of these homes. A full package of support will be put in place to rehouse people into properties that meet their needs and that of their household. This will include financial compensation for losing their home and to help with relocation costs. Owner occupiers that may have to move would be paid market value for their home and receive financial compensation. Where properties are being refurbished residents will not need to move out. However, for some individuals, there may be specific personal circumstances that mean they need additional support to ensure that the works do not negatively impact on their health and wellbeing. This will be assessed on a case-by-case basis. Consultation The Gleadless Valley Regeneration Team Communication Strategy incorporates the consultation process and is inclusive while aiming to reach underserved communities. Shared and Green Spaces Where possible we will make improvements to public realms which will make them more accessible. In some locations footpaths will be made more accessible to make it easier to people to move around the valley. Employment and Training / Services and Facilities All skills, employment and training projects will aim to be

accessible to all. Once plans have been confirmed more information and support will be available regarding services and facilities.

## Partners

**Staff Impacted:** No

**Customers Impacted:** Yes

**Description of Impact:** The Gleadless Valley Masterplan is expected to have a significant impact on partners involved in its development and implementation. The Masterplan's collaborative approach, involving various stakeholders such as government agencies, community organisations, and private entities, will foster strong partnerships and shared responsibility for the success of the project. Partners will have the opportunity to contribute their expertise, resources, and local knowledge, enabling them to actively participate in shaping the future of Gleadless Valley. This collaborative effort will not only enhance the effectiveness of the Masterplan but also create a sense of ownership and pride among partners, as they witness the positive transformation of the community. Furthermore, partnerships formed during the Masterplan's implementation can pave the way for future collaborations and sustainable development initiatives, fostering long-term relationships and benefiting all involved parties.

## Poverty & Financial Inclusion

**Staff Impacted:** No

**Customers Impacted:** Yes

**Description of Impact:** The Gleadless Valley Masterplan holds the potential to significantly impact poverty and financial inclusion within the community. By focusing on the development of affordable housing options, the Masterplan aims to address the housing needs of low-income residents, providing them with access to safe and decent living conditions. Additionally, the Masterplan's emphasis on improved infrastructure and amenities, such as facilities

and employment programme, can enhance economic opportunities for individuals and families, reducing unemployment rates and lifting people out of poverty. Furthermore, by promoting mixed-use developments and supporting local businesses, the Masterplan can stimulate economic growth and create employment opportunities within the community. Overall, the Gleadless Valley Masterplan's commitment to addressing poverty and promoting financial inclusion through targeted initiatives and strategic development strategies can contribute to the overall well-being and prosperity of residents, fostering a more equitable and inclusive community.

**Housing** There are areas of high deprivation in Gleadless Valley, and good quality social housing is greatly needed. 69.5% of households in Gleadless Valley are categorised in at least 1 indices of deprivation, this is compared to 54.6% citywide. Improvements to the maisonettes include better insulation and new homes will be more energy efficient, helping to reduce those facing fuel poverty in the area. Compensation payments will be made to those who will need to relocate because of the Masterplan. Owner occupiers will be paid market value for their homes and offered financial compensation. Relocation loans will also be available to help fund the difference between the value of their existing home and any new home they look to purchase. In line with SCC policy, new build homes delivered will be let at an affordable rent. These are normally slightly higher than social rents, but lower than market rent as they are set at 80% of market rent. This may make some homes unaffordable to some residents, however the rent will be stated in adverts so that individuals could take a decision as to whether the property would be affordable. Only a small number of social rented homes will be lost and replaced with affordable rented homes. Remodelled homes will be let at social rent and refurbished homes will remain as social rent. The Council are exploring the possibility of delivering a small number of shared ownership homes in addition to the social /affordable rented homes provided. This would provide an option to help support people into affordable home ownership. Having a range of tenure and rental options within the Valley should help to encourage more people to move to the area, encouraging people with various incomes into the Valley. This in turn will increase investment into the area. Leaseholders living in properties to be refurbished will have to pay a contribution to certain works in line with the terms of their lease. Leaseholders may be eligible for mandatory / discretionary loans provided by the Council as a deferred debt if they find themselves unable to pay in full the service charge bills.

The bills can be paid in instalments and the “loan” will be secured by a charge on the property. Economic Recovery Fund In-line with aims of the Masterplan to continually seek further investment for Gleadless Valley, funding has been secured via the ERF to support economic development at Newfield Green and Gaunt Shopping Precinct. The funding will aim to improve the aesthetics and visual appeal of the areas, making them more welcoming. The desired impact is that more people will visit the shopping areas which will increase local economic activity. Businesses will be consulted on what they think is needed, what needs to change and what will support longer term economic development.

## Voluntary / Community & Faith Sectors

**Staff Impacted:** Yes

**Customers Impacted:** No

**Description of Impact:** The Gleadless Valley Masterplan is set to have a profound impact on the Voluntary/Community & Faith Sectors within the community. Recognising the invaluable role played by these sectors in fostering social cohesion and addressing the unique needs of residents, the Masterplan prioritises their integration and support. The plan provides dedicated spaces and facilities for community organisations, faith groups, and voluntary associations to operate and thrive. This not only enhances their visibility and accessibility but also encourages collaboration and shared resources, fostering a sense of collective responsibility and empowerment. The Masterplan also acknowledges the importance of community engagement and participation, actively involving the Voluntary/Community & Faith Sectors in the decision-making process and allowing them to shape the development of the neighbourhood. By fostering strong partnerships between these sectors and the local authorities, the Masterplan ensures that their expertise and insights are effectively utilised in shaping community programmes, social initiatives, and support services. This collaborative approach strengthens the capacity of the Voluntary/Community & Faith Sectors, enabling them to better serve the needs of residents and contribute to the overall well-being and resilience of the Gleadless Valley community.



## Action Plan & Supporting Evidence

**Outline of action plan:**

Following this equality impact assessment, it is imperative that appropriate actions and mitigations are promptly implemented to address any identified disparities and ensure equitable outcomes for all community members involved. To rectify any issues, targeted interventions must be designed and implemented, fostering inclusive community engagement and participation. Collaborative efforts with local partners, including residents and community organisations, will be vital in tailoring initiatives that address specific needs and challenges faced by the Gleadless Valley community. Regular monitoring and evaluation of the implemented measures will be essential to gauge effectiveness and adjust as needed.

**Action plan evidence:**

Attached to this EIA is a report which summarises the findings from the resident consultation as well as the Masterplan document itself which outlines what consultation has taken place over the last 5 years and provides further detail on projects that are going to be delivered as part of the Masterplan.

**Changes made as a result of action plan:**

## Mitigation

**Significant risk after mitigation measures:** No

**Outline of impact and risks:**

## Review Date

**Review Date:** 8/29/2024

This page is intentionally left blank