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Equality Diversity Impact Assessment (EDIA)

St Michael's Place Development

1. Purpose

This EDIA assesses the potential equality impacts of the proposed St Michael's Place Development on land at Civic Way, Cavendish Walk and Lathom Road, Huyton.

The purpose is to ensure the development promotes equality, avoids discrimination and meets the needs of diverse communities, including those with protected characteristics under the Equality Act 2010.

1.1 Summary of the Proposal

The hybrid planning application comprises of:

Part A (Detailed Application): The erection of a new Council Headquarters, hotel, and associated public realm, together with the change of use of Cavendish Walk to flexible Class E and/or F1 uses, and site-wide enabling and associated works following the demolition of existing buildings.

Part B (Outline Application): A mixed-use development comprising residential (Classes C2 and C3) uses, commercial and community uses (Classes E and F1), replacement car parking provision at Lathom Road, public realm, and associated works, with provision for meanwhile uses.

2. Equality Duty Consideration

Under the Public Sector Equality Duty, the development must:

- Eliminate unlawful discrimination
 - Advance equality of opportunity
 - Foster good relations between different groups.
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3. Protected Characteristics Assessment

The EDIA Management Table outlined below sets out key considerations and actions related to the proposed development. It identifies areas of the project that may impact individuals or groups with protected characteristics under the Equality Act 2010, including age, disability, race, gender and religion or belief.

The table provides a structured overview of potential equality risks, the characteristics affected, proposed mitigation measures, responsible leads and review timelines. This helps ensure that the development is inclusive, accessible, and compliant with equality duties throughout planning, design, construction, and community engagement phases.

Table 1: St Michael's Place EDIA Management Table

Ref	Project/Policy/Decision	Protected Characteristic Group Affected	Potential Impact	Mitigations/Enhancements	Owner	Status
001	Site design and layout	Disability, Age, Pregnancy & Maternity	Risk of inaccessibility for older or disabled residents/workers/visitors	Step-free access to all public spaces, seating, rest areas, and buggy/wheelchair friendly pathways.	GKRL	Planned
002	Construction timings and noise impacts	Age, Disability, Pregnancy & Maternity	Exclusion of non-English speakers from planning and consultation process	Restrict noisy work hours, provide advance notice, monitor impacts	GKRL	Planned
003	Affordable housing provision	Socio-economic (linked to Race and Age)	Limited access to affordable homes for marginalised groups	Ensure affordable housing is provided on the site.	GKRL	Planned
004	Parking allocation	Disability	Lack of dedicated parking for residents/workers with mobility impairments	Reserve accessible parking bays near entrances	Architect	Planned
005	Public realm provision	Disability, Age, Pregnancy & Maternity	Poor accessibility and exclusion from green spaces/public realm	Ensure paths are buggy/wheelchair friendly, provide seating within public realm	Architect	Planned
006	Construction employment opportunities	Gender, Race, Age	Underrepresentation in construction jobs	Embed requirements in construction contracts to offer work placements and employability workshops to people from underrepresented groups	GKRL	Planned

007	Lighting and street design	Gender, Race, Age	Perceived or actual risk to personal safety in poorly lit areas	Use inclusive design principles, including adequate lighting, sight lines and signage		
008	Accessible WC provision with baby change facilities within public spaces	Disability, Age & Maternity	Poor accessibility and exclusion to WC facilities in public areas	Accessible WC & baby change provision to all publicly accessible areas of the building in line with Building Regulations & British Standards where necessary	Architect	Planned
009	Accessible WC provision within office spaces	Disability & Age	Poor accessibility and exclusion to WC facilities in office areas	Accessible WC provision to all office areas of the building in line with Building Regulations & British Standards where necessary	Architect	Planned
010	Sensory considerations - lighting, acoustic & material	Visual, auditory or sensory sensitivity & impairments	Poor accessibility & inclusivity to building	Consider noise reducing materials & finishes, clear signage design & strategies, adjustable lighting	Architect & Interior designer	To be considered in detailed design
011	Induction loops	Hearing impairments	Poor accessibility for hard of hearing	Consider the use of induction loops for building users who may be hard of hearing (e.g. reception areas)	Architect	To be considered in detailed design
012	Accessible cycle facilities	Disability & Age	Poor accessibility and exclusion from cycle facilities	Cycle facilities to be designed with inclusive facilities including space for accessible bikes, accessible WC/shower & level access	Architect	Planned

					externally through to office areas via cycle store.	
013	Inclusive design of refreshment facilities & reception area where applicable	Disability	Poor accessibility and exclusion from building facilities	Amenity & reception areas of the building to be designed with reduced height settings in line with Building Regulations & British Standards	Architect & Interior designer	To be considered in detailed design
014	Space planning	Disability	Poor accessibility and exclusion from building facilities	Space planning to allow flexibility of work settings for neurodivergency, to ensure adequate access routes for wheelchair users.	Architect & Interior designer	Planned & ongoing
015	Furniture specification	Disability	Poor accessibility and exclusion from work settings	Providing a diverse range of setting to suite all needs (lower height or height adjustable settings?)	Interior designer	To be considered in detailed design, furniture specification
016	Level access	Disability & Age	Poor accessibility and exclusion from building entrances & terraces	Thresholds to allow level access to all areas of the building in line with Building Regulations	Architect & Interior designer	Planned
017	Prayer & Multifaith Room (office areas)	Religious Groups	Poor inclusivity for religious groups and practices	Inclusion of a dedicated prayer room for access from office areas	Architect & Interior designer	Planned

018	Mothering Room (office areas)	Pregnancy & Maternity	Poor inclusivity for mothers, young children & pregnancy	Inclusion of a dedicated mothering room for access from office areas	Architect & Interior designer	Planned
019	Accessible Rooms	Disability	Lack of inclusive design.	Guestrooms to have at least 5% of accessible rooms, with room and bathroom allowing wheelchair access and use.	Architect & Interior designer	Planned & ongoing