



Equality Screening Assessment (ESA)

This form must be completed to evidence what impact the proposal may have on protected groups within our community and/or workforce. Please complete with reference to the [Guidance Notes](#).

1: Proposal

Requirement	Details
Title of proposal:	Town Centre Regeneration draft Masterplan consultation with the public
Type of proposal: <ul style="list-style-type: none">• new or change of policy,• new or change to service.	New and change of policy
What is the objective of this proposal?	To gather the thoughts of the public on the draft Masterplan for Wellingborough Town centre.
Who will be consultation on this proposal? And when? (List all the groups / communities, including dates)	<p>The development of a masterplan for Wellingborough followed appointed consultants to carry out health checks on the four growth towns of Corby, Kettering, Rushden and Wellingborough.</p> <p>Wellingborough was the recommended town following this work and this paper went to the Executive meeting in Jan 2026. The decision reached was the approval of the production of a Town Centre Masterplan for Wellingborough, with a Kettering town centre masterplan to be developed thereafter.</p>

Requirement	Details
	<p>During the development of the Masterplan, various NNC colleagues were consulted from each of the below areas:</p> <ul style="list-style-type: none"> • Leisure • Adult Learning • Communities • Highways and Transport • Economic Development • External Funding • Assets • Commercial Properties • Conservation and Heritage • Environmental team • Planning • Housing <p>These meetings were held in February and the beginning of March 2026.</p> <p>Next a stakeholder group consisting of Wellingborough elected members were invited to an in-person workshop on 13 March for the consultants to:</p> <ul style="list-style-type: none"> • Provide an overview of the work to date and key findings • Share emerging thinking from the Masterplan Review • Facilitate small-group discussions to gather your views and expertise • Help shape clear, actionable priorities for the town centre <p>The workshop explored four key themes:</p> <ul style="list-style-type: none"> • Delivering a Civic Heart and Unified Cultural Experience • Coordinating 'Big and Small' Connectivity • Harnessing Heritage and Repurposing Assets • Empowering an Integrated Mixed-Use Economy

Requirement	Details
	<p>A follow up meeting (TBC) will take place to present the findings and draft Masterplan for comment to this group.</p> <p>The Wellingborough Stakeholder Focus Group was also set up for 17 March 2026 to have the same workshop described above. The invited groups were:</p> <ul style="list-style-type: none"> • Wellingborough Town Clerk • Cllrs to represent the Town Council • NNC Executive Member Planning and Economic Growth • NNC Executive Member Assets, Waste and Environmental Services • NNC Leader • Swansgate Shopping Centre • Civic Society • Local Area Partnership • Community & Voluntary sector forum • Police representative • Tresham College, Wellingborough Campus • Clubs for Young People Northamptonshire • Mind Wellingborough • Wellingborough ECO Group • Wellingborough Library • Support Northamptonshire • Wellingborough and North Northamptonshire Chamber • BIG 50 • Made with Many • Wrenn Secondary School • Public Health • NHFT • Northamptonshire Crime Partnership • Wellingborough MP

Requirement	Details
	<p>Following this, a 6-week public consultation is planned to be launched sometime in April 2026. The link for this will be sent to targeted organisations and individuals on consultation list held with various NNC teams such as Communications, Communities and Consultation Team.</p> <p>The detail of this consultation will be shown in the Wellingborough library, and printed questionnaires will be available to be filled in by members of the public.</p> <p>2 in-person days are planned as part of this consultation.</p> <p>The consultation will be available online, by email, by post and in-person. There is 2 in-person days, one in the Swansgate Centre and the other in the library. Printed versions of the questionnaire will be available in the library for the full 6-weeks consultation.</p>
<p>Did the consultation highlight any impact on protected groups? (If yes, give details)</p>	<p>This will be reviewed once the consultation is complete</p>
<p>What processes are in place to monitor and review the equality impact of this proposal?</p>	<p>This will need to be considered as part of the consultation report once consultation has concluded. It will also be considered before any projects highlighted in the Masterplan are carried out.</p>
<p>Who will approve this proposal? (Committee, PGG, CLT)</p>	<p>Executive committee will approve the final version of the masterplan once the consultation has been reviewed.</p>

2: Equality Consideration

In turn, consider each protected group and question whether the proposal seeks to:

- Eliminate discrimination,
- Foster good relations,
- Remove barriers,

Protected Groups Look at each group in turn. Will that group be impacted differently by the proposal to other protected groups? How? Why?	General Equality Duty Considerations <ul style="list-style-type: none"> • Use data to show who is in this group. • Consider how they are impacted by the outcomes and during the process. • Whose perspective does this need looking at from? <ul style="list-style-type: none"> • Employees • Customers • Contractors 	Opportunities <ul style="list-style-type: none"> • Is there levelling up opportunities for a particular group? • Can you... <ul style="list-style-type: none"> • remove disadvantage? • improve access/support? • collect more data to be more informed? 	Impact <ul style="list-style-type: none"> • Positive • Neutral • Negative
Age Are different age ranges impacted differently?	Both venues were chosen for their central location, for the locations accessibility and due to them being safe spaces for all residents or stakeholders to visit. This will support those particularly that need to rely on local public transport.	<p>The consultation has been made available in the library and two in-person days. Both the Swansgate and library are in central locations for their ease of access as many older people are not online or have access to a computer or smart phone capable to note their comments online.</p> <p>The survey is also available online for those who cannot travel, and this method will give additional time for individuals to comment without feeling time pressured.</p> <p>It is recognised that more people that have retired and younger people may do not have the finances to run a private vehicle and rely on public transport. A central location means that they are more able to take part in the consultation.</p>	Positive
Sex Is one sex impacted more than another?	Both spaces were chosen for their central location, for the locations accessibility and due to them being safe spaces for women to visit.	The consultation locations were chosen for their central location in safe spaces for female to access. They are also available online.	Positive

Protected Groups Look at each group in turn. Will that group be impacted differently by the proposal to other protected groups? How? Why?	General Equality Duty Considerations <ul style="list-style-type: none"> • Use data to show who is in this group. • Consider how they are impacted by the outcomes and during the process. • Whose perspective does this need looking at from? <ul style="list-style-type: none"> • Employees • Customers • Contractors 	Opportunities <ul style="list-style-type: none"> • Is there levelling up opportunities for a particular group? • Can you... <ul style="list-style-type: none"> • remove disadvantage? • improve access/support? • collect more data to be more informed? 	Impact <ul style="list-style-type: none"> • Positive • Neutral • Negative
		Having recently signed up for the Women's Charter we need to ensure that women feel safe to take part and feel engaged. Choosing a central location that has car parking facilities, on a bus route and busy area, will encourage more people to take part.	
Disability Is one type of disability impacted more than others?	The library has a changing places facility that may be needed by some participants especially if they are attending the consultation after a visit elsewhere in the town centre.	<p>All communications will be written in Plain English to support people with learning disabilities and neurodivergence to be involved.</p> <p>Public consultations will be held in accessible buildings with consideration for hearing impairments and mobility disabilities.</p> <p>They are also available online for those who cannot travel, and this method will give additional time for individuals to comment without feeling time pressured. With online access also mean that participants can use their own assistive technology if they use it.</p>	Positive
Gender Reassignment Will there be an impact on people who are trans?	Both spaces were chosen for their central location and for the location's accessibility. The library is also a safe space for		Positive

Protected Groups Look at each group in turn. Will that group be impacted differently by the proposal to other protected groups? How? Why?	General Equality Duty Considerations <ul style="list-style-type: none"> • Use data to show who is in this group. • Consider how they are impacted by the outcomes and during the process. • Whose perspective does this need looking at from? <ul style="list-style-type: none"> • Employees • Customers • Contractors 	Opportunities <ul style="list-style-type: none"> • Is there levelling up opportunities for a particular group? • Can you... <ul style="list-style-type: none"> • remove disadvantage? • improve access/support? • collect more data to be more informed? 	Impact <ul style="list-style-type: none"> • Positive • Neutral • Negative
	the LGBTQ community having been involved with LGBT awareness and celebrations.	They are also available online for those who wish to comment online at a time suitable to them.	
Race Are people from one ethnic group affected more than people from another?	Both spaces were chosen for their central location, for the locations accessibility and due to them being safe spaces for all residents or stakeholders to visit.	Ensure to write in Plain English to support people whose first language is not English. They are also available online for those who need to translate this into another language before answering, and this method will give additional time for individuals to comment without feeling time pressured.	Positive
Sexual Orientation Are people of one sexual orientation affected differently to people of another sexual orientation?	Both spaces were chosen for their central location and for the location's accessibility. The library is also a safe space for the LGBTQ community having been involved with LGBT awareness and celebrations.	N/A	Positive
Marriage & Civil Partnership Note: Applies to employment proposals only.	N/A	N/A	Neutral
Pregnancy & Maternity Are people who are pregnant, or have a baby of 6 months old or younger, impacted by this proposal?	Both spaces were chosen for their central location and for the locations accessibility if they have a pram or young children.	The consultation has been made available in the library and two in-person days. Both the Swansgate and library are in central locations for their ease of access.	Positive

Protected Groups Look at each group in turn. Will that group be impacted differently by the proposal to other protected groups? How? Why?	General Equality Duty Considerations <ul style="list-style-type: none"> • Use data to show who is in this group. • Consider how they are impacted by the outcomes and during the process. • Whose perspective does this need looking at from? <ul style="list-style-type: none"> • Employees • Customers • Contractors 	Opportunities <ul style="list-style-type: none"> • Is there levelling up opportunities for a particular group? • Can you... <ul style="list-style-type: none"> • remove disadvantage? • improve access/support? • collect more data to be more informed? 	Impact <ul style="list-style-type: none"> • Positive • Neutral • Negative
		<p>They are also available online for those who wish to comment at any time within the 6-week period, this will allow individuals to comment without feeling time pressured at a time suitable to them.</p> <p>Having recently signed up for the Women's Charter we need to ensure that women feel safe to take part and feel involved in what we do. Choosing a central location that has car parking facilities, on a bus route and busy area, will encourage more people to take part.</p>	
Religion or Belief Does the proposal impact people differently depending on their religion or belief?	Both spaces were chosen for their central location for all residents or stakeholders to visit.	<p>The consultation is available online for 6 weeks. This will allow individuals to comment at a time suitable to them which does not conflict with engaging in their religious beliefs e.g. prayer time.</p> <p>The consultation period is long enough not to conflict with religious festivals.</p>	Positive
Care Experience Does the proposal impact someone who has been in care	N/A	N/A	Neutral

Protected Groups Look at each group in turn. Will that group be impacted differently by the proposal to other protected groups? How? Why?	General Equality Duty Considerations <ul style="list-style-type: none"> • Use data to show who is in this group. • Consider how they are impacted by the outcomes and during the process. • Whose perspective does this need looking at from? <ul style="list-style-type: none"> • Employees • Customers • Contractors 	Opportunities <ul style="list-style-type: none"> • Is there levelling up opportunities for a particular group? • Can you... <ul style="list-style-type: none"> • remove disadvantage? • improve access/support? • collect more data to be more informed? 	Impact <ul style="list-style-type: none"> • Positive • Neutral • Negative
differently to someone who has not. Please also refer to the care experience guidance notes .			
Health & Wellbeing 1. Health behaviours (E.g. diet, exercise, alcohol, smoking) 2. Support (E.g. community cohesion, rural isolation) 3. Socio economic (E.g. income, education). 4. Environment (E.g. green spaces, fuel poverty, housing standards).	Both spaces were chosen for their central location for all residents or stakeholders to visit. We intend to encourage as many participants to the consultation as possible. Having the consultation exercise online means those that suffer financial hardship and cannot access transport can still be involved. The more people that are involved will result in better plans that meet local needs and improve the local community.		Neutral

3: Equality Impact

Question	Response
What impact does the proposal have on the protected groups? No Impact, Positive Impact, Negative Impact or a combination? Any negative impact will result in an overall negative impact.	No impact at this stage of the work. A greater understanding of the potential impacts will be understood as proposals are developed and projects are identified. A further EQIA will be required for each project during development.
Does an Equality Impact Assessment need to be completed? (Yes, if any negative impact is found.)	No (If yes, this Equality Screening Assessment must be adjoined to the Equality Impact Assessment).
Is this document going to be published with the relevant report? If yes, include link to location.	Yes, no link, will add as a PDF to consultation.

Question	Response
Does the associated proposal meet our accessibility requirements? Writing for Inclusion Guidance	Yes

4: Ownership

Question	Response
Directorate	Place & Economy
Service area	Assets & Environment
Lead officer's name	Jonathan Waterworth
Lead officer's job title	Assistant Director for Assets & Environment
Lead officer's email address	Johnathan.Waterworth@northnorthants.gov.uk
Lead officer's signature	
Date completed	26/3/26
Confirm Lead Officer has completed Equality Impact Assessments iLearn Module .	Yes

Completed forms must be sent to [NNC Equalities](#)

Equalities Office Only:

Approved by:	Emma Freeman
Date Approved:	31 March 2026
Additional requirements:	none