

AGENDA MANAGEMENT SHEET

Report Title: St Andrew's Church Public Realm Projects

Name of Committee: Cabinet

Date of Meeting: 15 September 2025

Report Director: Chief Officer - Growth and Investment

Portfolio: Growth and Investment, Digital and Communications

Ward Relevance: All

Prior Consultation: Finance and Performance, Town Centre Regeneration Working Group, Budget Working Group

Contact Officer: Helen Nightingale, Major Projects and Regeneration Manager

Public or Private: Public

Report Subject to Call-In: No

Report En-Bloc: No

Forward Plan: Yes

Corporate Priorities: This report relates to the following priority(ies):
 A Healthier Rugby – To support people to live healthier, longer, and more independent lives.
 A Thriving Rugby – To deliver a thriving economy which brings Borough-wide investment and regenerates Rugby Town Centre.
 A Greener Rugby – To protect the environment and ensure the Borough adapts to climate change.
 A Fairer Rugby – To reduce inequalities and improve housing across the Borough.
[Corporate Strategy 2025-2035](#)
 This report does not specifically relate to any Council priorities but

Summary: The report requests approval of £0.291m (£0.210m revenue and £0.081m capital) from the Town Centre Strategy Reserve to improve the external appearance of St Andrew's Church and surrounding public realm by cleaning, making repairs and providing lighting to support an attractive and thriving town centre as part of the

regeneration of the town centre in line with the Corporate Strategy priority, Thriving Places.

Financial Implications: The financial implications are set out in section 4 of this report. The capital budget of £0.081m and revenue budget of £0.210m requested for approval (see breakdown in Tables 1 and 2) will be funded from the Town Centre Strategy Reserve.

Risk Management/Health and Safety Implications: A dedicated strategic risk register is in place for each strand of the Corporate Strategy. Use of reserves is a key action towards delivering on the corporate strategy priorities.

Environmental Implications: Environmental implications are set out in Appendix 2. The delivery of the public realm projects at St Andrew's Church however would positively contribute to the Council's climate change aspirations by complementing the wider public realm improvements which encourage people to use town centre space and increases active travel making the centre more community centric and environmentally conscious.

Legal Implications: None arising directly from this report.

Equality and Diversity: Equality and Diversity implications are set out in Appendix 3. The wider public realm enhancements aim to make green space and places more accessible and within reach. The delivery of the public realm projects at St Andrew's Church aims will integrate the building further into the public realm as a community building for all.

Options: Option 1
Agree to the spend and recommendations as set out in the report

Option 2
Not agree the spend and recommendations as set out in the report

Recommendation: IT BE RECOMMENDED TO COUNCIL THAT -

- (1) a supplementary General Fund Revenue budget of £0.210m for 2025/26 be approved to fund external improvement works to St Andrew's Church, to be financed from the Town Centre Strategy Reserve; and

(2) a supplementary General Fund Capital budget of £0.081m be approved and added to the capital programme for 2025/26 to fund external improvement works to St Andrew's Church, to be financed from the Town Centre Strategy Reserve.

**Reasons for
Recommendation:**

To support the town centre's public realm, improving quality of places, building civic pride and attracting visitors to dwell for longer periods in the town centre as outlined in the Council's Corporate Strategy and Annual Delivery Plan 2025-2026.

Cabinet - 15 September 2025

St Andrew's Church Public Realm Projects

Public Report of the Chief Officer - Growth and Investment

Recommendation

IT BE RECOMMENDED TO COUNCIL THAT -

- (1) a supplementary General Fund Revenue budget of £0.210m for 2025/26 be approved to fund external improvement works to St Andrew's Church, to be financed from the Town Centre Strategy Reserve; and
- (2) a supplementary General Fund Capital budget of £0.081m be approved and added to the capital programme for 2025/26 to fund external improvement works to St Andrew's Church, to be financed from the Town Centre Strategy Reserve.

1 EXECUTIVE SUMMARY

- 1.1 As part of Rugby Borough Council's commitment to regenerating Rugby town centre and delivering the Corporate Strategy priority, Thriving Rugby, the Council is progressing a key public realm improvement project focused on St Andrew's Church, a Grade II* listed landmark, prominently located in the town centre.
- 1.2 The project aims to enhance the visual appeal, safety, and visitor experience of the area surrounding the church, contributing to increased footfall and dwell time in the town centre. The proposed works have been developed in collaboration with St Andrew's Church and align with the Council's Public Realm Masterplan.

Scope of Works

The improvement works include:

- Cleaning and stonework repairs to the north and east elevations.
- Replacement of window guards to reveal stained glass features.
- Repairs to rainwater goods and boundary treatments.
- Installation of architectural lighting to enhance the church's prominence.

Financial Overview

- Capital Costs: £0.081m
- Revenue Costs: £0.210m
- Total Project Cost: £0.291m

Funding will be drawn from the Town Centre Strategy Reserve.

Timeline

- Permissions (Faculty and Planning): Expected by September/October 2025
- Construction Start: November 2025
- Completion: February 2026

2. INTRODUCTION

- 2.1 The Council has made a strong commitment to a Thriving Rugby by regenerating Rugby Town Centre as outlined in the Corporate Strategy.
- 2.2 As part of the commitment to deliver the Corporate Strategy an Annual Delivery Plan is produced, which states that town centre public realm improvements are a key action to supporting the corporate priority, Thriving Rugby and more specifically a deliverable part of the programme is to make improvements to St Andrew's Church, due to its central location within the town centre, the building being an important landmark and its ability to be accessed and viewed by the public.
- 2.3 St Andrew's Church is a Grade II* building, situated south of Church Street making it a prominent historic landmark within the Town Centre, surrounded by a mix of historic and modern buildings as well as open spaces such as St Andrew's Gardens. The enhancements proposed to St Andrew's Church would contribute positively to the surrounding public realm, making it feel safer and more attractive to use as well as providing a visually attractive focal point within the town centre.
- 2.4 St Andrew's Church has produced a 5 year improvement plan to improve the church and its appearance to ensure that the building contributes and acts as an attractive focal point at the heart of the town. The Church have been looking for funds from a variety of sources to help make these plans deliverable. The Council has been in discussions with St Andrew's Church to identify external works that could be undertaken to improve the local public realm and create a higher quality of place to attract visitors and improve dwell time in the town centre and that could be delivered in the next 12 months as part of this wider project.
- 2.5 This report outlines the specific works identified, the costs associated with those works and a timeline for delivery.

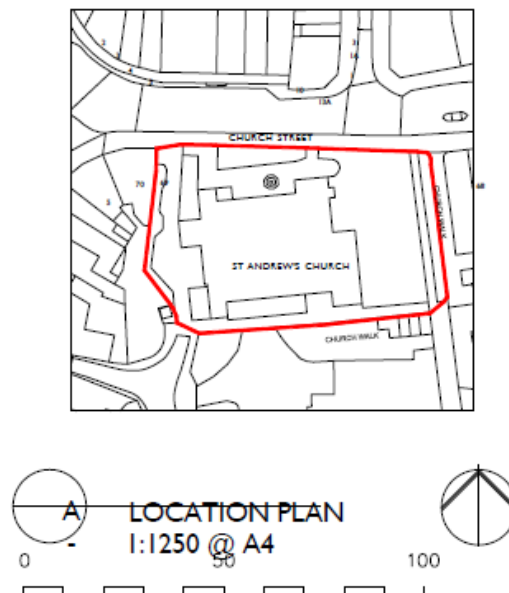
3. ST ANDREW'S CHURCH IMPROVEMENTS

- 3.1 Officers have met regularly with St Andrew's Church to discuss which external works would create maximum visual improvement and benefit to the town centre's public realm.
- 3.2 The Council explored many options with the church and the proposals are Phase 1 of a three phase programme for improvements to St Andrew's Church. The Council is committed to supporting Phase 1, however there is no

commitment from the Council at this time to fund further phases, and for which the Church are actively seeking other external funding sources.

- 3.3 The Council did explore cleaning entire elevations of the church, however the scaffolding costs associated with tall buildings were beyond the affordability of the Council to fund alone.
- 3.4 The Council has explored whether St Andrew's Church had the ability to provide funding towards the proposed improvements, however there are no funds available at this time, and the works proposed are to be covered by the Council's contribution which will be subject to a funding agreement between the Council and Friends of St Andrew's Church.
- 3.5 Lighting is a particular focus as the Council's adopted Public Realm Masterplan includes St Andrews as one of four areas identified as a 'feature area' for architectural lighting to enhance the public space.

Figure 1: Red line map to show extent of works to St Andrews Church.



3.6 The proposals are illustrated in Appendix 1 of this report and include:

North elevation (facing Church Street)

- Doff cleaning of the north porch, lower elevation and part of the tower
- Stonework repairs including the cross above the north porch
- Removal of polycarbonate window guards and replace with black stainless steel guards to enable the stained glass windows to be visible
- Cast iron rainwater pipes and hoppers to be repaired and redecorated

East elevation (facing Church Walk)

- Doff cleaning approximately 220sqm including part of the tower.

Boundary treatments

- Cleaning, repair and repointing of three stone pillars and metal railings along Church Street and continue along the western boundary.

External Lighting

- A lighting engineer is to be appointed, which is included in the costs, to create a lighting design to illuminate St Andrew's Church making it a focal feature of the town centre. The lighting design will be considered and approved by the Council.

3.6 The costs outlined in Tables 1 and 2 below also include site set up and professional fees for surveys and relevant permissions.

Table 1: St Andrew's Church proposed works and costs (capital)

Proposed Works	Costs £000
Removal of existing polycarbonate window guards and replace with new stainless steel window guards (black)	14
Fabrication and installation of new external lighting	46
Bat survey, reports and permissions in relation to external lighting	7
Architect fees for capital elements	6
Irrecoverable VAT (capital element)	8
Total	81

Table 2: St Andrew's Church proposed works and costs (revenue)

Proposed Works	Costs £000
Site set up	68
Stone repairs and cleaning	56
Redecoration (painting and repairs)	50
Replacement of grate for gulley	1
Architect fees (revenue element)	15
Irrecoverable VAT (revenue element)	20
Total	210

3.7 Timeline

Faculty permission is required for the cleaning, window guards and external lights and dependant on the external lighting, planning permission may also be required. Therefore, the current project programme indicates that these permissions will be gained in September/October, with work commencing in November 2025, with the intention of all works being complete by February 2026.

3.8 The proposed works are intended to elevate the appearance of St Andrew's Church and create a welcoming environment for visitors, supporting the regeneration aims for the town centre.

4 FINANCIAL IMPLICATIONS

- 4.1 The Town Centre Strategy Reserve was created to fund elements to improve and regenerate the town centre and there is sufficient balance within the reserve to fund the overall total of £0.290m for works to St Andrew's Church.
- 4.2 For accounting purposes, the total works of £0.290m have been split into revenue £0.210m and capital £0.081m, as shown in Tables 1 and 2.

5 CONCLUSION

- 5.1 It be recommended to Council that a Supplementary General Fund Revenue budget of £0.210m for 2025/26 be approved to fund external improvement works to St Andrew's Church, to be financed from the Town Centre Strategy Reserve.
- 5.2 It be recommended to Council that a Supplementary General Fund Capital budget of £0.081m be approved and added to the capital programme for 2025/26 to fund external improvement works to St Andrew's Church, to be financed from the Town Centre Strategy Reserve.
- 5.3 This will ensure that a public realm priority scheme is progressed to instigate positive change within the town centre to realise the development and investment opportunities in the town centre which will also deliver on the aims of the Corporate Strategy.

6. OPTIONS AVAILABLE

Option 1

Agree to the spend and recommendations as set out in the report.

Option 2

Not agree the spend and recommendations as set out in the report.

Name of Meeting: Cabinet
Date of Meeting: 15 September 2025
Subject Matter: St Andrews Church Public Realm Projects
Originating Department: Growth and Investment

DO ANY BACKGROUND PAPERS APPLY YES NO

LIST OF BACKGROUND PAPERS

Doc No	Title of Document and Hyperlink

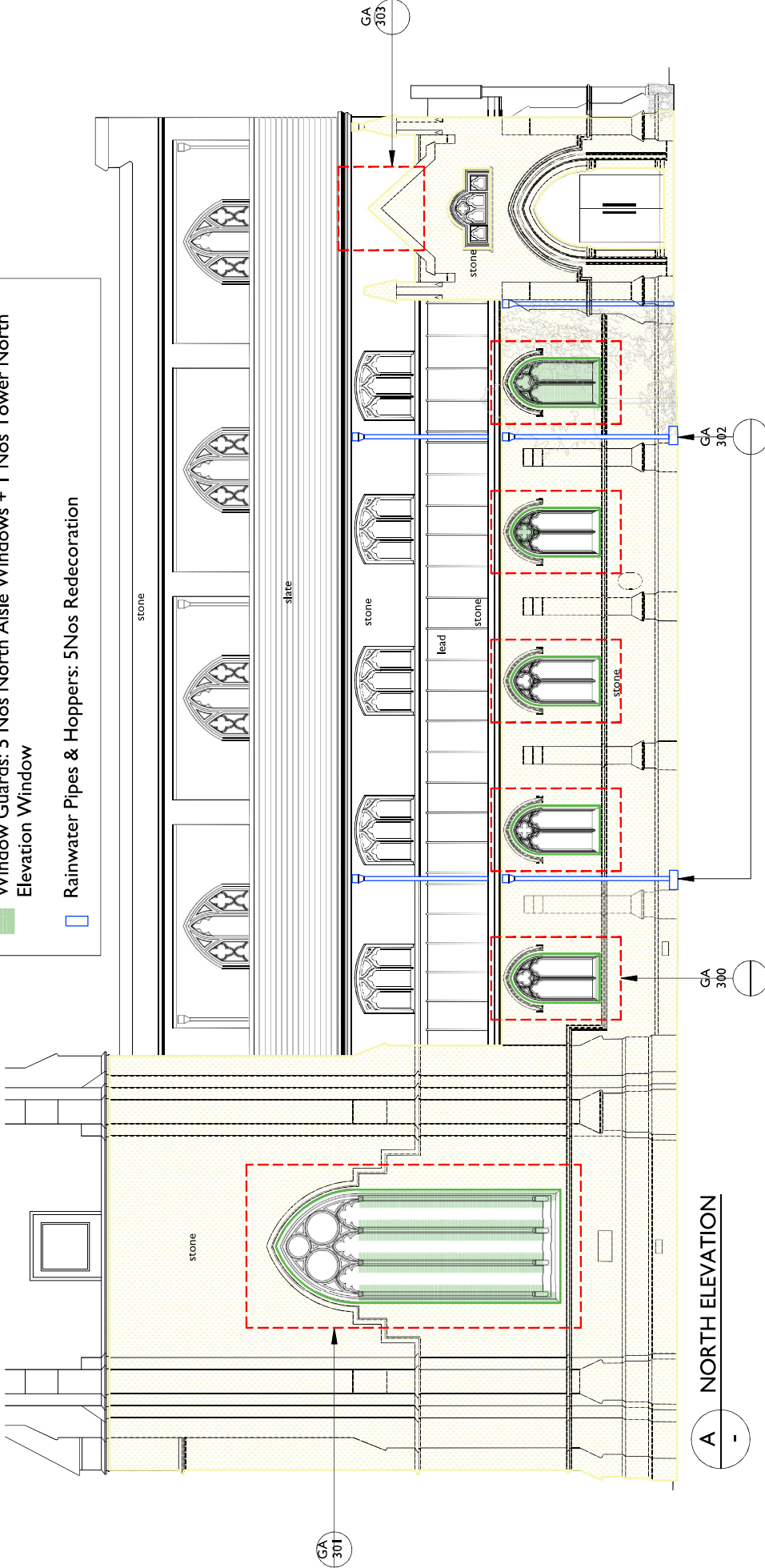
The background papers relating to reports on planning applications and which are open to public inspection under Section 100D of the Local Government Act 1972, consist of the planning applications, referred to in the reports, and all written responses to consultations made by the Local Planning Authority, in connection with those applications.

Exempt information is contained in the following documents:

Doc No	Relevant Paragraph of Schedule 12A

EXTERNAL WORKS:

- Doff Cleaning: 360sqm (Including North Porch East & West Elevation and Tower West Elevation up to String Course)
- Window Guards: 5 Nos North Aisle Windows + 1 Nos Tower North Elevation Window
- Rainwater Pipes & Hoppers: 5Nos Redecoration



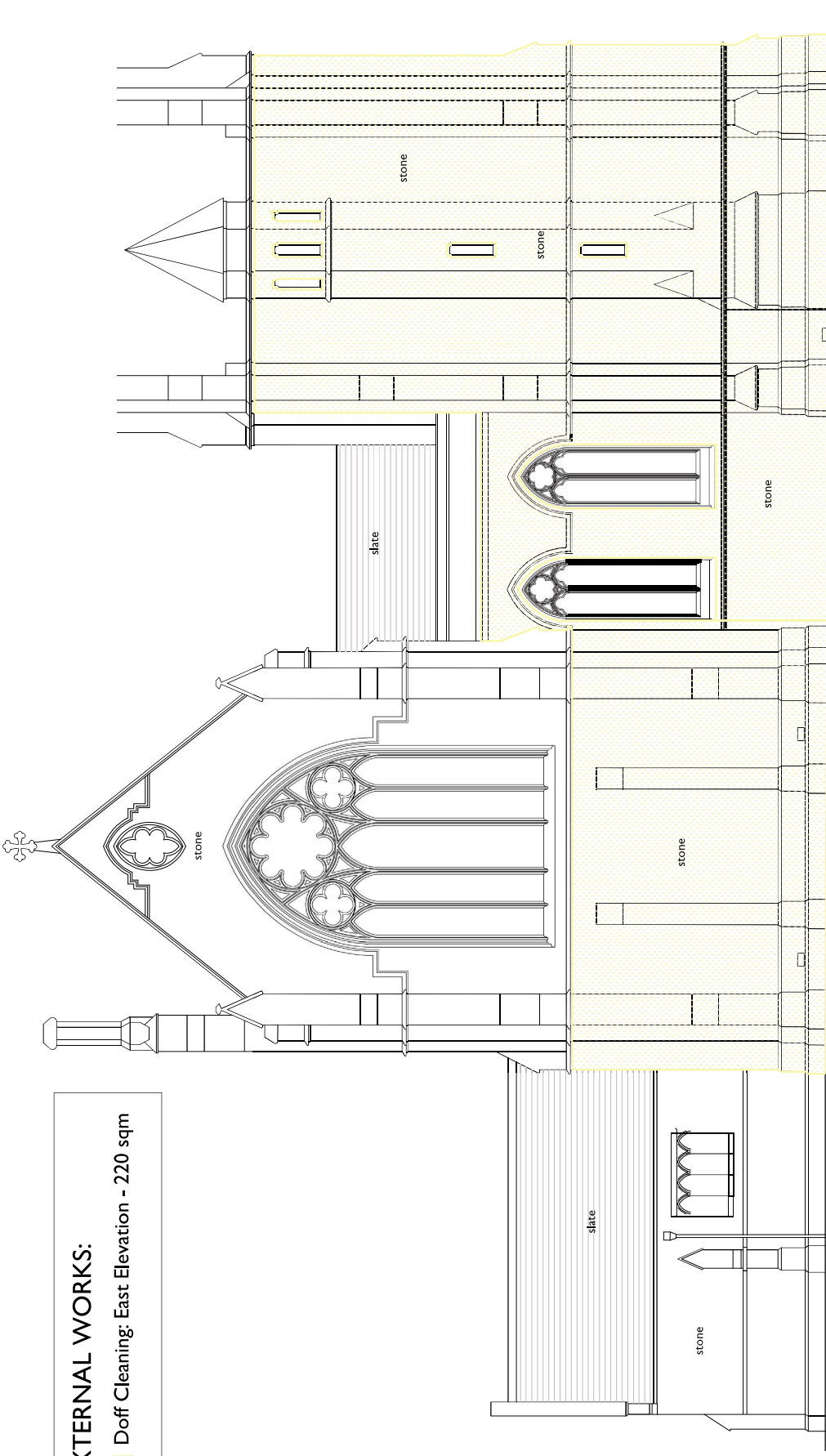
A NORTH ELEVATION

PROPOSED

<p>Robert Davies Architects & Historic Building Consultants Friars House, Manor House Drive, Coventry, CV1 2TE T: 02477 110 619 E: info@robertdaves-architects.co.uk www.robertdaves-architects.co.uk</p>	<p>NOTES</p> <p>© Copyright Robert Davies Architects. All dimensions and details are approximate and must be checked on site and not scaled from the drawing (unless for planning application purposes). No part of this drawing can be reproduced or transmitted by any means electronic or mechanical, including photocopying, to any third parties without the prior written permission of Robert Davies Architects. The boundaries shown on this drawing are shown based on existing structures and fences etc. Legal boundaries may differ than those shown. Outline survey for planning application purposes only.</p>	<p>PROJECT / TITLE</p> <p>St ANDREW'S CHURCH, RUGBY, CV21 3PT Alterations & Improvements North Elevation as</p>	<p>DATE</p> <p>JULY '25</p>	<p>DRAWN</p> <p>JT</p>	<p>SCALES</p> <p>1:100</p>	<p>SIZE</p> <p>A3</p>
	<p>PROJECT REF.</p> <p>25036</p>	<p>DWG. No.</p> <p>GA-210</p>	<p>REV</p> <p>-</p>			

EXTERNAL WORKS:

■ Doff Cleaning: East Elevation - 220 sqm



A EAST ELEVATION

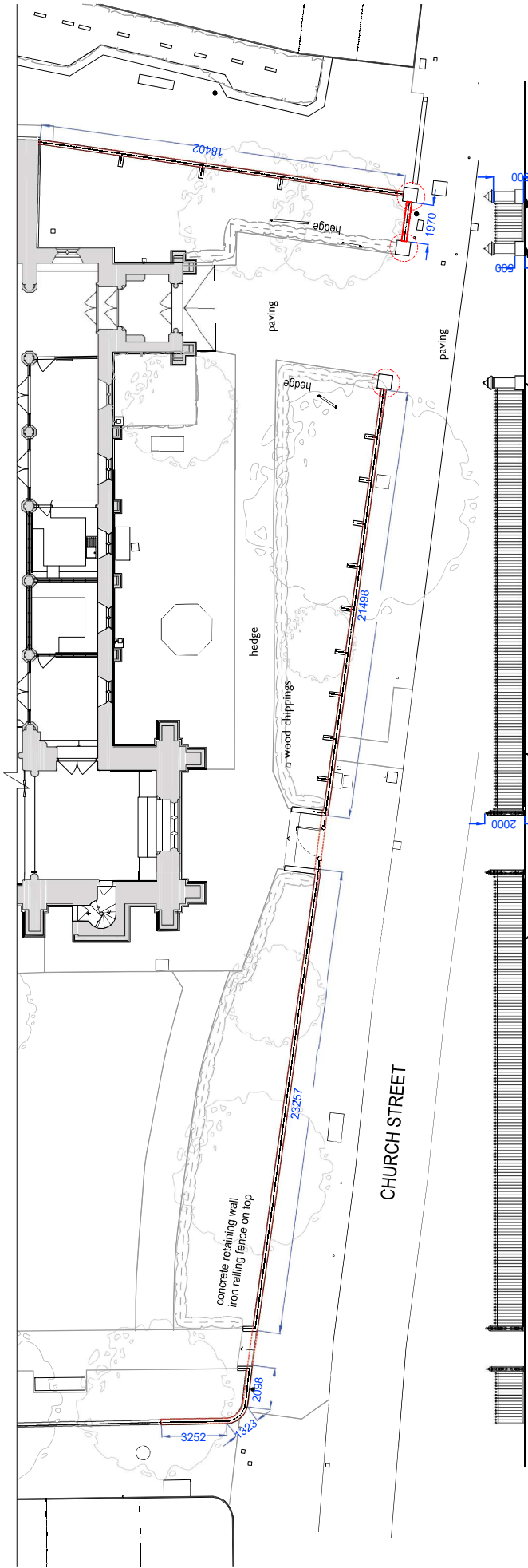
10 METRES
SCALE 1:100 (A3)

PROPOSED

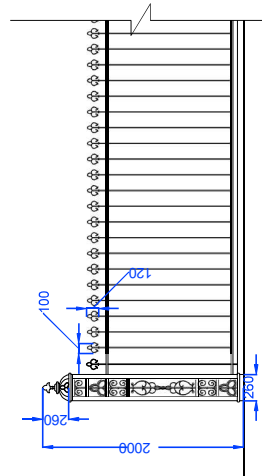
& Historic Building Consultants Friars House, Manor House Drive, Coventry, CV1 2TE T: 02477 110 619 E: info@robertdaves-architects.co.uk www.robertdaves-architects.co.uk	NOTES © Copyright Robert Daves Architects. All dimensions and details are approximate and must be checked on site and not scaled from the drawing (unless for planning application purposes). No part of this drawing can be reproduced or transmitted in any form or by any means, electronic, mechanical, photocopying, recording or otherwise, without prior permission in writing from Robert Daves Architects Ltd. Site boundaries are shown based on existing structures and fences etc. Legal boundaries may differ than those shown. Outline survey for planning application purposes only.	PROJECT / TITLE ST ANDREWS CHURCH, RUGBY, CV21 3PT Alterations & Improvements East Elevation.as	DATE JULY '25	DRAWN JT	SCALES 1:100	SIZE A3
		PROJECT REF. 25036	DRG. No. GA-211	REV -		

Robert Daves Architects

ALL DIMENSIONS TO BE CHECKED ON SITE.



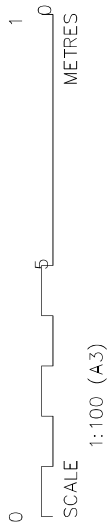
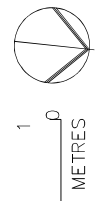
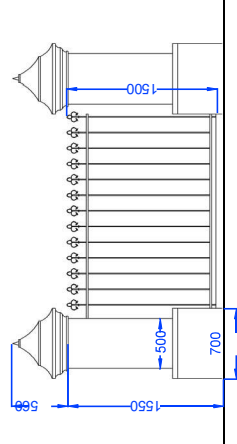
A RAILING REDECORATIONS
- 1:200 @ A3



EXTERNAL WORKS:
 Rubdown and Redecorating 135 linear meters (railing ht- 1.5m)

3 Nos. Stone piers to be cleaned and repointed

Metal Railings to be repaired, overhauled and redecorated



PROPOSED

& Historic Building Consultants Friars House, Manor House Drive, Coventry, CV1 2TE T: 02477 110 619 E: info@robertdaves-architects.co.uk www.robertdaves-architects.co.uk	NOTES © Copyright Robert Davies Architects. All dimensions and details are approximate and must be checked on site and not scaled from the drawing (unless for planning application purposes). No part of this drawing can be reproduced or transmitted by any means electronic or mechanical, including photocopying, to any third parties without the prior written permission of Robert Davies Architects. All boundaries shown are based on existing structures and fences etc. Legal boundaries may differ than those shown. Outline survey for planning application purposes only.	PROJECT / TITLE St ANDREWS CHURCH, RUGBY, CV21 3PT Alterations & Improvements Railing Redecorations as	DATE JULY '25	DRAWN JT	SCALES 1:100	SIZE A3
		Robert Davies Architects	PROJECT REF. 25036	DKG. No. GA-304	REV -	

Rugby Borough Council

Climate Change and Environmental Impact Assessment

CONTEXT

In 2019 the UK Parliament set a commitment in law to reach net zero carbon emissions by 2050. Achieving this target will require considerable effort with public bodies, private sector organisations, the third sector and individuals working together to take action.

Rugby Borough Council declared a climate emergency in 2019 and the Council's Corporate Strategy (2021-2024) [link](#) sets ambitious outcomes in relation to Climate Change. These ambitions are further defined through the Council's Climate Change Strategy [link](#) and must now be progressed through the decisions which the Council makes.

It is therefore important that Rugby Borough Council gives due regard to climate change when making decisions. In the context of the Council's business, Climate Change includes greenhouse gas emissions, biodiversity, habitat loss and environmental destruction. When putting forward recommendations for decision, officers must assess how these recommendations are likely to influence our climate change commitments by completing the following Climate Change and Environmental Impact Assessment.

To help you complete this assessment, please see the following guidance on SharePoint [here](#).

A copy of this Climate Change and Environmental Impact Assessment, including relevant data and information should be forwarded to your Chief Officer for approval.

If you require help, advice and support to complete the form, please contact your Chief Officer.

SECTION 1: OVERVIEW

Portfolio and Service Area	Growth and Investment
Policy/Service/Change being assessed	St Andrew's Church Public Realm Improvements
Is this a new or existing Policy/Service/Change?	An existing strategy (Corporate Strategy 2025-35) that is now being delivered.
If existing policy/service please state date of last assessment	22 nd October 2024
Ward Specific Impacts	Borough-wide
Summary of assessment Briefly summarise the policy/service/change and potential impacts	<p>The Corporate Strategy's aim is to achieve a more sustainable economy for all, where our natural environment, people and businesses are thriving. An objective of the strategy is to deliver a thriving town centre with a mix of retail, leisure, residential and community spaces. This includes an improved public realm.</p> <p>It is envisaged that there will be no negative impacts in relation to the assessment in stage 2 of the document. There is a positive impact in respect of the workplaces and economy by encouraging greater footfall in the town centre.</p>
Completed By	Helen Nightingale (Major Projects and Regeneration Manager)
Authorised By	Nicola Smith (Chief Officer for Growth & Investment)
Date of Assessment	8 th August 2025

SECTION 2: GREENHOUSE GAS EMISSIONS

	No Impact	Positive	Negative	Description of impact	Any actions or mitigation to reduce negative impacts	Action owner	Timescales
Scope 1 Emissions Direct emissions from council owned resources, for example through boilers or vehicles.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>				
Scope 2 Emissions Indirect emissions occurring at the location energy is produced for council activities. For example, electricity generation for council buildings.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>				

SECTION 3: CLIMATE CHANGE STRATEGY

	No Impact	Positive	Negative	Description of impact	Any actions or mitigation to reduce negative impacts	Action owner	Timescales
Workplaces and the Economy	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	The environment and aesthetic improvements being made to the church seeks to boost footfall and activity within the town centre. This should therefore enhance the economy.		Growth and Investment	1 year
Transport	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>				
Natural Environment	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	The installation of additional lighting around the church has the potential to impact wildlife (bats) in the area.	Bat survey and required permissions will be acquired to ensure the potential impacts are identified and ensure there is not a negative impact upon bats. This could include lighting being timed to certain periods however a qualified ecologist will be detailed recommendations.		
Homes and Energy	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>				
Waste, Resources and the Circular Economy	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	Negative - replacement of the window guards and other repairs will create waste.	Waste will be required to be kept to a minimum by the contractors undertaking the works. Where the window guards can be recycled and		

Appendix 2

	No Impact	Positive	Negative	Description of impact	Any actions or mitigation to reduce negative impacts	Action owner	Timescales
				Positive - the polycarbonate guards will be replaced with stainless steel, a more sustainable material due to its long life span and recyclability. This means a reduction in waste in the long run and fits with the Council goals to decrease waste going to landfill.	reused for other uses they will be however due to their deterioration this will depend on their condition when removed.		
Climate and Nature Positive Communities	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Project complements and is an integral part of the larger public realm enhancements envisaged for the area which encourages people to use town centre space and increases active travel making the centre more community centric and environmentally conscious.			
Adaptation	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>				

SECTION 4: REVIEW

Where a negative impact is identified, the proposal and/or implementation can be adapted or changed; meaning there is a need for regular review. This review may also be needed to reflect additional data and evidence for a fuller assessment (proportionate to the decision in question). Please state the agreed review timescale for the identified impacts of the policy implementation or service change.

Review date	Not required
Key points to be considered through review	No required
Person responsible for review	Helen Nightingale (Major Projects and Regeneration Manager)
Authorised by	Nicola Smith (Chief Officer for Growth & Investment)

EQUALITY IMPACT ASSESSMENT (EqIA)

Context

1. The Public Sector Equality Duty as set out under section 149 of the Equality Act 2010 requires Rugby Borough Council when making decisions to have due regard to the following:
 - eliminating unlawful discrimination, harassment and victimisation, and other conduct prohibited by the Act,
 - advancing equality of opportunity between people who share a protected characteristic and those who do not,
 - fostering good relations between people who share a protected characteristic and those who do not, including tackling prejudice and promoting understanding.
2. The characteristics protected by the Equality Act are:
 - age
 - disability
 - gender reassignment
 - marriage/civil partnership
 - pregnancy/maternity
 - race
 - religion/belief
 - sex/gender
 - sexual orientation
3. In addition to the above-protected characteristics, you should consider the crosscutting elements of the proposed policy, such as impact on social inequalities and impact on carers who look after older people or people with disabilities as part of this assessment.
4. The Equality Impact Assessment (EqIA) document is a tool that enables RBC to test and analyse the nature and impact of what it is currently doing or is planning to do in the future. It can be used flexibly for reviewing existing arrangements but in particular should enable identification where further consultation, engagement and data is required.
5. The questions will enable you to record your findings.
6. Where the EqIA relates to a continuing project, it must be reviewed and updated at each stage of the decision.
7. Once completed and signed off the EqIA will be published [online](#).
8. An EqIA must accompany all **Key Decisions** and **Cabinet Reports**.
9. For further information, refer to the EqIA guidance for staff.
10. For advice and support, contact:
Rebecca Ewers
Corporate Equality & Diversity Officer
rebecca.ewers@rugby.gov.uk
01788 533509

Equality Impact Assessment

Service Area	Growth & Investment – Major Projects and Regeneration
Policy/Service being assessed	St Andrew’s Church Public Realm Projects
Is this a new or existing policy/service? If existing policy/service please state date of last assessment	The Corporate Strategy 2025-35 is an existing strategy assessed 22nd October 2024. This report is about delivering the strategy.
EqlA Review Team – List of members	Helen Nightingale – Major Projects and Regeneration Manager
Date of this assessment	8 th August 2025
Signature of responsible officer (to be signed after the EqlA has been completed)	<i>Nicola Smith</i>

A copy of the completed and signed Equality Impact Assessment report, including relevant data and information to be forwarded to the Corporate Equality & Diversity Officer.

Details of Strategy/ Service/ Policy to be analysed

<u>Stage 1 – Policy to be analysed</u>	
(1) Describe the main aims, objectives and purpose of the Strategy/Service/Policy (or decision)?	This document sets a corporate vision for the town centre. The corporate strategy has reinforced a delivery focus in relation to regeneration in the town centre. The Strategy's aim is to achieve a more sustainable economy for all, where our natural environment, people and businesses are thriving. An objective of the strategy is to deliver a thriving town centre with a mix of retail, leisure, residential and community spaces. This includes an improved public realm.
(2) How does it fit with Rugby Borough Council's Corporate priorities and your service area priorities?	It primarily fits with 'A Thriving Rugby'. Delivering the public realm improvements to St Andrew's Church improve quality of place, build civic pride and attract visitors to dwell for longer periods in the town centre as outlined in the Council's Corporate Strategy and Annual Delivery Plan 2025-2026.
(3) What are the expected outcomes you are hoping to achieve?	An enhanced public realm in order to generate a want to visit, dwell, live and do business in Rugby town centre and deliver a thriving place in line with the Corporate Strategy.
(4) Does or will the policy or decision affect: <ul style="list-style-type: none"> • Customers • Employees • Wider community or groups 	Yes, when delivered it will affect customers, employees, businesses and wider community groups.
(5) Will the policy or decision involve substantial changes in resources?	Yes - resourcing has already been reviewed in order to enact the strategy and regeneration. It is reviewed on a yearly basis.
<u>Stage 2 – Evidence about user population and consultation</u>	

(1) What does the data tell you about the groups this policy or decision impacts?

Possible data sources:

- national statistics/census data
- local statistics
- evaluations
- analysis of complaints
- user feedback
- outcomes from consultation/community voice
- Council published information, service data
- [District and Ward Profile – Warwickshire Observatory](#)
- [Office of National Statistics](#)
- [Fingertips health profiles](#)
- [Indices of Multiple Deprivation](#)
- [RBC Annual Workforce Equality Report](#)

Footfall in the town centre is currently very low and there are approximately 25% of shops which are vacant (including Rugby Central).

Rugby is home to diverse communities with a number of faiths, nationalities and ethnicities represented.

The 2021 Census showed 18,058 people on Rugby had a disability; this equates to 16.2% of the area's population.

The last census showed 82% of residents were born in the UK; 92% were born within Europe; 2% Africa; 4% Middle East and Asia; 1% Americas and the Caribbean; and less than 1% Antarctica and Oceania

Census data shows a population which is 86% white; 7% Asian, Asian British or Asian Welsh; 3% Black, Black British, Black Welsh, Caribbean or African; 3% mixed or multiple ethnic groups; and 1% defined as other ethnic groups.

The census shows religions within the Borough as 51% Christian; 42 % no religion; 3% Hindu; 3% Muslim; 1% Sikh and <1% of each Jewish, and Buddhist.

Age demographics demonstrate a population made up of 18% under 15 years old; 64% 15-64 years old and 18% over 64 years old.

Furthermore, Rugby has a broad socioeconomic profile with significant variation between levels of deprivation being experienced.

<p>(2a) Have you consulted or involved those groups that are likely to be affected by the strategy/ service/policy you want to implement?</p> <p>If yes, please state which groups were involved in the consultation and what were their views and how have their views influenced the policy/decision?</p>	<p>The Public Realm Masterplan was consulted on in September 2024, which identified St Andrew's Church as a historically prominent Landmark in terms of public realm but also identified it as an area for architectural lighting.</p> <p>Key town centre stakeholders were consulted alongside the general public. Feedback (summarised in background paper page 99) was as follows:</p> <ul style="list-style-type: none"> - The arrival to rugby is ugly and unwelcoming - Better crossings and wider paving are a good idea - Better cycle paths and paving will encourage walking and cycling - More trees and improved planting is always good - Make it more attractive to being chains like boots back. <p>75% of the respondents to the consultation were residents of Rugby of which 50% visited the town centre on a weekly basis. the consultation showed that currently the majority of people stay within the town centre between 30 mins and 2 hours when they visit.</p>		
<p>(2b) If you have not consulted or engaged with communities that are likely to be affected by the policy/decision, give details about when you intend to carry out consultation or provide reasons for why you feel this is not necessary.</p>	N/A		
<p><u>Stage 3 – Analysis of impact</u></p>			
<p>(1) <u>Protected Characteristics</u> From your data and consultations is there any positive, adverse or negative impact identified for any particular group, which could amount to discrimination?</p> <p>If yes, identify the groups and how they are affected.</p>	<p>Protected Characteristic</p>	<p>Nature of Impact Positive, Neutral, Adverse (explain why)</p>	<p>Extent of impact Low, medium, high</p>
	Age	Neutral	N/A
	Disability	Neutral	N/A
	Sex	Neutral	N/A

	Gender reassignment	Neutral	N/A
	Marriage/civil partnership	Neutral	N/A
	Pregnancy/maternity	Neutral	N/A
	Race	Neutral	N/A
	Religion/belief	Neutral	N/A
	Sexual Orientation	Neutral	N/A
<p>(2) <u>Cross cutting themes</u> (a) Are your proposals likely to impact on social inequalities e.g. child poverty, geographically disadvantaged communities? If yes, please explain how?</p>	Description of impact	Nature of impact Positive, Neutral, Adverse (explain why)	Extent of impact Low, medium, high
	Socio-economic e.g.: child poverty, income level, education level, working hours/occupation, family/social support, access to good nutrition	Positive - PRM aims to make green space and places more accessible and within reach. It will integrate the building further into the public realm as a community building for all. The wider phases (2&3) of the project to be undertaken by the Church will improve the church for those with disabilities.	Medium

	Environmental e.g.: housing status, transport links, geography, access to services, air quality, noise pollution	Neutral	N/A
(3) Using the information gathered in stages 2 and 3, what will the positive impact of the strategy/policy be on equality?	The public realm improvements to St Andrew's Church is designed to make the church and its surrounding gardens more inviting for all who wish to dwell in the area and gardens.		
(4) Are there any obvious barriers to accessing the service? If yes, how can they be overcome?	No.		
(5) What Equality Monitoring Data will be collected to analyse impact? How will the Equality Monitoring Data collected be used? If no Equality Monitoring Data is being collected, why not? For support with this section, please refer to the Equality Monitoring Guidance.	Through future consultations engagement tracking will be implemented to ensure that there is an increased positive perception of civic pride, safety (elements of the church which are broken e.g. cross on porch would be repaired) and increase usage of St Andrew's Church public realm.		
(6) Complete this section if any adverse impacts were identified in 3.1. Outline any actions that will be taken to remove or mitigate the adverse impacts identified in 3.1 to ensure that no discrimination is taking place. If removing or mitigating the impact is not possible, you may in certain circumstances, justify the discrimination. If that is the case, please give evidence for why justifying is possible in this case.			

Stage 4 – Action Planning, Review and Monitoring																										
<p>(1) Data analysis What does feedback from Equality Monitoring Data gathered tell you about impact on groups? Were there any unforeseen impacts (positive or negative)?</p> <p>The feedback/data should be used to inform your Action Plan in (2)</p>																										
<p>If No Further Action is required then go to – Review and Monitoring</p> <p>(2) Action Planning – Specify any changes or improvements that can be made to the service or policy to mitigate or eradicate negative or adverse impact on specific groups, including resource implications.</p>	<p>EqlA Action Plan</p> <table border="1"> <thead> <tr> <th>Action</th> <th>Lead Officer</th> <th>Date for completion</th> <th>Resource requirements</th> <th>Comments</th> </tr> </thead> <tbody> <tr> <td> </td> <td> </td> <td> </td> <td> </td> <td> </td> </tr> <tr> <td> </td> <td> </td> <td> </td> <td> </td> <td> </td> </tr> <tr> <td> </td> <td> </td> <td> </td> <td> </td> <td> </td> </tr> <tr> <td> </td> <td> </td> <td> </td> <td> </td> <td> </td> </tr> </tbody> </table>	Action	Lead Officer	Date for completion	Resource requirements	Comments																				
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<p>(3) Review and Monitoring State how and when you will monitor policy and Action Plan. Will you make any changes to the Equality Data that you are collecting or how you are collecting/using the data?</p>																										

Please annotate your policy with the following statement:



'An Equality Impact Assessment on this policy was undertaken on 8th August 2025 **and will be reviewed on 8th April 2026.**