

Charnwood Borough Council

Equality Impact Assessment 'Knowing the needs of your customers and employees'

Background

An Equality Impact Assessment is an improvement tool. It will assist you in ensuring that you have thought about the needs and impacts of your service/policy/function in relation to the protected characteristics. It enables a systematic approach to identifying and recording gaps and actions.

Legislation- Equality Duty

As a local authority that provides services to the public, Charnwood Borough Council has a legal responsibility to ensure that we can demonstrate having paid due regard to the need to:

- ✓ Eliminate discrimination, harassment and victimisation
- ✓ Advance Equality of Opportunity
- ✓ Foster good relations

For the following protected characteristics:

1. Age
2. Disability
3. Gender reassignment
4. Marriage and civil partnership
5. Pregnancy and maternity
6. Race
7. Religion and belief
8. Sex (Gender)
9. Sexual orientation

What is prohibited?

1. Direct Discrimination
2. Indirect Discrimination
3. Harassment
4. Victimisation
5. Discrimination by association
6. Discrimination by perception
7. Pregnancy and maternity discrimination
8. Discrimination arising from disability
9. Failing to make reasonable adjustments

Note: Complete the action plan as you go through the questions

Step 1 – Introductory information

Title of the policy	Town Centre Masterplan
Name of lead officer and others undertaking this assessment	David Hankin
Date EIA started	March 2018
Date EIA completed	March 2018

Step 2 – Overview of policy/function being assessed:

Outline: What is the purpose of this policy? (Specify aims and objectives)
<p>The Loughborough Town Centre Masterplan aims to ensure the future viability and vitality of the town centre and secure its role as Charnwood's primary destination for retail, leisure and culture. The vision for Loughborough Town Centre is to "be a successful and vibrant place with a strong identity that stems from its role as a market town and home to Loughborough University. It will be an attractive destination with a diverse retail and leisure offer, a mix of housing and a wide range of employment opportunities. The town will be easy to access with a well-connected network of vehicular and pedestrian routes. Activity in the town will be supported by a range of events and innovative marketing, business and promotional strategies that will make Loughborough a great place to be."</p> <p>The Masterplan is based on three overall objectives to help deliver the vision and underpin the proposals in the document as follows:</p> <ul style="list-style-type: none"> • Movement and arrival - To strengthen connections across the town centre to create a more legible network of streets and spaces linking key destinations and promoting active travel • Character, identity, uses and offer - To enhance the townscape by ensuring that new development responds to the distinctive pattern of uses and character across the town and to protect and enhance the town's offer • Town centre experience, events and promotion - To support physical interventions with a series of short term interventions to promote the towns brand, attract visitors and enliven the town centre <p>The Masterplan proposals fall into four distinct categories.</p> <ul style="list-style-type: none"> • Public realm improvements; • Changes to the movement network and parking; • Opportunity sites; and • Small interventions.
What specific group/s is the policy designed to affect/impact and what is the intended change or outcome for them?
The Masterplan is intended to benefit the whole community including local residents and local retailers as well as landowners and national retailers operating in the town centre.
Which groups have been consulted as part of the creation or review of the policy?
The public and stakeholders (including local landowners and organisations including the 'Love Loughborough' BID) have been consulted. A series of workshops were held with key stakeholders and local people and a public exhibition was held in Summer 2017 with an associated 6 week public consultation.

Step 3 – What we already know and where there are gaps

List any existing information/data do you have/monitor about different diverse groups in relation to this policy? Such as in relation to age, disability, gender reassignment, marriage and civil partnership, pregnancy & maternity, race, religion or belief, sex, sexual orientation etc.

Data/information such as:

- Consultation
- Previous Equality Impact Assessments
- Demographic information
- Anecdotal and other evidence

Demographic information (based on Census 2011) is available which provides information on a range of the protected characteristics, in particular, age, disability, race, religion or belief, sex.

- Race – The White British population accounted for some 85% of the population. The largest ethnic groups are Indian 6% (10,225 people), Other White 2.5% (4,147 people) and Pakistani 1% (2,022 people) (Charnwood Borough Council Demographic Profile document 2013).
- Religion - Some 56% of the population of Charnwood are Christian with some 29% having no religion. Hindus and Muslims are the next largest group with at 5% and 2% respectively. Buddhists, Jews and Sikhs combined make up just over 1% of the Charnwood population.
- Gender – The 2011 census records that the total population is some 166,100 split broadly 49.9% males (82,900) and 50.1% female (83,200) - although there are significantly more males than females within the 15 – 19 and 20 - 24 age brackets.
- Age - the Borough contains a large proportion of 20 to 24 year olds (especially males). The 25 to 29 years age group contains the lowest proportions. 14.9% of the population are aged 14 years or under (census 2011). 16.4% of the population are over 65.
- Disability. In Charnwood, it is estimated that there are 10,540 (6.4%) physically disabled people between the ages of 16-64 with a moderate or serious mobility disability. In Charnwood it is estimated that there are 21,675 adults with mild to moderate hearing loss and 5,100 people with sight impairment. It is estimated that 1 in 5 people will be affected by mental health issues at some time in their life. Anxiety and depression is the most common mental disorder in the UK. In Charnwood this equates to 33,220 people.
- Sexual Orientation. There are no accurate statistics available regarding the profile of the lesbian, gay and bisexual (LGB) population within Charnwood or the UK as a whole. Sexuality is not incorporated into the census or other official statistics; however it is acknowledged that approximately 6-10% of any population will be LBG. In Charnwood this would be between 9,960 and 16,610 people.
- Gender Reassignment. There are no accurate statistics available regarding the profile of the transgendered population within Charnwood or the UK as a whole. Gender identity is not incorporated into the census or other official statistics.
- Marriage and Civil Partnership. Within Charnwood 64,729 people (46.9%) are married and 271 people (0.2%) are in a registered same- sex civil partnership

What does this information / data tell you about diverse group? If you do not hold or have access to any data/information on diverse groups, what do you need to begin collating / monitoring? (Please list)

The data confirms that Charnwood is a diverse borough with a range of differing needs from individuals and community groups, which will need to be considered and addressed as part of the town centre masterplan.

Step 4 – Do we need to seek the views of others? If so, who?

In light of the answers you have given in Step 2, do you need to consult with specific groups to identify needs / issues? If not please explain why.

Widespread consultation has taken place allowing input from stakeholder groups and individuals.

Step 5 – Assessing the impact

In light of any data/consultation/information and your own knowledge and awareness, please identify whether the policy has a positive or negative impact on the individuals or community groups (including what barriers these individuals or groups may face) who identify with any 'protected characteristics' and provide an explanation for your decision (please refer to the general duties on the front page).

	Comments
Age	<p>Positive - Design of the public realm can impact on the ability of older people to use it as they are more likely to experience long-term ill health and physical impairments such as mobility difficulties and impaired vision and hearing. The improvements suggested would assist in their use of key areas in the town centre.</p> <p>The changes to the movement network and parking would also assist accessibility to the town centre for older people improving the services and facilities available to them.</p> <p>In terms of the opportunity sites, the provision of residential accommodation in the town centre will improve housing choice with apartments assisting younger age groups to obtain housing and improving accessibility to services and facilities for older people. The proposed replacement health centre on Baxter Gate is likely to be of benefit by improving accessibility for older people.</p>
Disability (Physical, visual, hearing, learning disabilities, mental health)	<p>Positive - The proposed public realm improvements will assist the disabled in their use of the town centre and the access to services and facilities. The changes to the movement network and parking would have similar benefits.</p> <p>The location of housing on some opportunity sites in the town centre will assist those with poor transport accessibility by making services and facilities more available to these groups.</p> <p>The provision of new dwellings will also enable the provision of accommodation which is appropriate for disabled users.</p> <p>Similarly, a replacement health centre could be designed appropriately for disabled users.</p>
Gender Reassignment (Transgender)	<p>Positive - Personal safety in public spaces may be an issue for this group and the improvements to the public realm and the small interventions proposed will create a vibrant, inclusive environment making users feel safer and less intimidated.</p>
Race	No significant positive or negative impacts.
Religion or Belief (Includes no belief)	No significant positive or negative impacts.
Sex (Gender)	No significant positive or negative impacts.
Sexual Orientation	<p>Positive – Personal safety in public spaces may be an issue for this group and the improvements to the public realm and the small interventions proposed will create a vibrant, inclusive environment making users feel safer and less intimidated.</p>
Other protected groups (Pregnancy &	Positive – Improving the public realm, the movement network

maternity, marriage & civil partnership)	and parking will help those with pushchairs and small children or who are pregnant gain better access to services and facilities in the town centre. Provision of housing in the town centre at opportunity sites will aid women with young children with poor transport accessibility.
Other socially excluded groups (carers, low literacy, priority neighbourhoods, health inequalities, rural isolation, asylum seeker and refugee communities etc.)	No significant positive or negative impacts.

<p>Where there are potential barriers, negative impacts identified and/ or barriers or impacts are unknown, please outline how you propose to minimise all negative impact or discrimination.</p> <p>Please note:</p> <ul style="list-style-type: none"> a) If you have identified adverse impact or discrimination that is illegal, you are required to take action to remedy this immediately. b) Additionally, if you have identified adverse impact that is justifiable or legitimate, you will need to consider what actions can be taken to mitigate its effect on those groups of people.
No negative impacts or barriers have been identified which would result from the town centre masterplan.
Summarise your findings and give an overview as to whether the policy will meet Charnwood Borough Council's responsibilities in relation to equality and diversity (please refer to the general duties on the front page).
The town centre masterplan will benefit the community as a whole by improving the town centre, with particular groups experiencing a positive impact through improved accessibility to services and facilities, improved movement networks and parking, a more inviting public realm and, the provision of housing in the town centre

Step 6- Monitoring, evaluation and review

Are there processes in place to review the findings of this Assessment and make appropriate changes? In particular, how will you monitor potential barriers and any positive/ negative impact?
<p>A Strategic Action Plan has been produced which will provide a framework for regular monitoring the impact of the masterplan.</p> <p>The Strategic Action Plan will inform a series of project plans to deliver various aspects of the Master Plan. Some of those projects will require further approval through the statutory planning system or other formal approvals necessitating public consultation on detailed design matters which will enable the identification and resolution of potential barriers / adverse impacts.</p>
How will the recommendations of this assessment be built into wider planning and review processes? e.g. policy reviews, annual plans and use of performance management systems.
<p>Certain aspects of the Master Plan relating to matters of policy development will be progressed through the review of the Local Plan.</p> <p>Selected projects will be prioritised for implementation and incorporated into the service plan and performance management systems (The Bedford Square Gateway public realm project is already factored into the service plan and performance management frameworks).</p>


Step 7- Action Plan

Please include any identified concerns/actions/issues in this action plan: The issues identified should inform your Service Plan and, if appropriate, your Consultation Plan			
Reference Number	Action	Responsible Officer	Target Date
	Prepare an action plan (informed by the Strategic Action Plan) to identify individual projects and related consultation exercises which will be required to enable their review and amendment to address any equality issues before implementation.	D Hankin	31 October 2018

Step 8- Who needs to know about the outcomes of this assessment and how will they be informed?

	Who needs to know (Please tick)	How they will be informed (we have a legal duty to publish EIA's)
Employees	x	Provided as a supporting document to the masterplan.
Service users	x	Provided as a supporting document to the masterplan.
Partners and stakeholders	x	Provided as a supporting document to the masterplan.
Others		
To ensure ease of access, what other communication needs/concerns are there?		

Step 9- Conclusion (to be completed and signed by the Service Head)

Please delete as appropriate
I agree

Signed (Service Head):
Date: 19 March 2018

Please send completed & signed assessment to Suzanne Kinder for publishing.