**Equality Impact Assessment / Equality Analysis**

|  |  |
| --- | --- |
| **Title of service or policy**  | London Road RegenerationThis is an initial high level EqIA assessment of an emerging programme of projects for the London Road |
| Name of directorate and service | Development & Major Projects |
| **Name and role of officers completing the EIA** | David Langman – Directorate Services ManagerEmily Price – Regeneration Project ManagerJessica Turner – Project Coordinator |
| Date of assessment  | May 2012 (with revisions July 2012) |

Equality Impact Assessment (or ‘Equality Analysis’) is a process of systematically analysing a new or existing policy or service to identify what impact or likely impact it will have on different groups within the community.  The primary concern is to identify any discriminatory or negative consequences for a particular group or sector of the community.  Equality impact Assessments (EIAs) can be carried out in relation to service delivery as well as employment policies and strategies.

This toolkit has been developed to use as a framework when carrying out an Equality Impact Assessment (EIA) or Equality Analysis on a policy, service or function. It is intended that this is used as a working document throughout the process, with a final version including the action plan section being published on the Council’s and NHS Bath and North East Somerset’s websites.

|  |  |
| --- | --- |
| **1.**  | **Identify the aims of the policy or service and how it is implemented.** |
|  | **Key questions** | **Answers / Notes** |
| **1.1** | Briefly describe purpose of the service/policy including* How the service/policy is delivered and by whom
* If responsibility for its implementation is shared with other departments or organisations
* Intended outcomes
 | The overall objective of this early stage London Road Regeneration scheme is to arrest the environmental decline of a major gateway in Bath through initiatives to improve the street scene, encourage property regeneration, improve air quality and attract private sector investment. This is an early stage project aimed at physical regeneration and is separate to any current or future initiatives the Council may pursue in respect of social/community regeneration. A sum of money has been allocated for the overall project and this will be broken down into smaller individual projects. The project area is shown on the accompanying plan.The outcome will be an improved environment that changes perceptions and facilitates confidence in the area as an area to invest, live and work. The consequential impact will be a positive entry point into Bath further enhancing the City’s' reputation as a world class visitor attraction |
| **1.2** | Provide brief details of the scope of the policy or service being reviewed, for example:* Is it a new service/policy or review of an existing one?
* Is it a national requirement?).
* How much room for review is there?
 | The project will identify a series of physical regeneration projects to improve the environment of the area.Projects will be devised by a community gateway group created specifically to generate project ideas that will then be assessed through the approval route as agreed in the Cabinet Report Appendix 2. Likely projects (based on previous community consultation) include public realm improvements, bringing empty properties back into use, highways improvements and match funded grant schemes to improve buildings. |
| **1.3** | Do the aims of this policy link to or conflict with any other policies of the Council? | This is not policy, but it does strongly support the Council’s vision & values objectives – building a stronger economy, creating neighbourhoods where people are proud to live and promoting independence and positive lives for everyone. |
| **2. Consideration of available data, research and information** |
| Monitoring data and other information should be used to help you analyse whether you are delivering a fair and equal service. Please consider the availability of the following as potential sources: **Demographic** data and other statistics, including census findings* Recent **research** findings (local and national)
* Results from **consultation or engagement** you have undertaken
* Service user **monitoring data** (including ethnicity, gender, disability, religion/belief, sexual orientation and age)
* Information from **relevant groups** or agencies, for example trade unions and voluntary/community organisations
* Analysis of records of enquiries about your service, or **complaints** or **compliments** about them
* Recommendations of **external inspections** or audit reports
 |
|  | **Key questions** | **Data, research and information that you can refer to**  |
| **2.1** | What is the equalities profile of the team delivering the service/policy?  | The service reflects the local population, having a broad range of ages; male: female ratio is balanced; various religious or no religious beliefs and some minority ethnic representation – all within context of a very small service comprising just circa 20 employees.  |
| **2.2** | What equalities training have staff received? | * The team has had equalities training over the last 2yrs and refresher training with the Equalities Team is being planned
* General equalities awareness training via Corporate courses
* Training and practice undertaking EqIAs
* Involvement in Directorate Level Equalities Group (DLEG) meetings
* Information sharing to discuss good practice
 |
| **2.3** | What is the equalities profile of service users?  | A 2011 profile of the Walcot Ward, which the project area sits in, provides a summary of demographic data. Whilst this gives an indication of the equalities profile of the project area, it should be noted that the project is a small area in the ward as a whole. The profile notes that Walcot Ward has a higher population of 25-44yr olds than B&NES in general, and has a lower percentage of older residents. The gender split in the ward is almost 50/50. There are a higher percentage of BME residents in the ward than in B&NES in general. In the ward as a whole there is little socio-economic disadvantage, although an area of the ward does have a higher percentage of socio-economic disadvantage compared to B&NES as a whole. |
| **2.4**  | What other data do you have in terms of service users or staff? (e.g. results of customer satisfaction surveys, consultation findings). Are there any gaps?  | Significant consultation has taken place for the London road project over a number of years. This lead directly to the area being designated as a Regeneration priority area. The previous consultation also identified high level broad areas that the Council should focus upon. The community were very keen to be involved at the heart of the physical regeneration of the area and this led directly to the formation of the Gateway group, the community led group to identify physical regeneration projects based on the previously identified broad subject areas. Both elected Ward Councillors have been involved in the project and sit on the Gateway Group. |
| **2.5** | What engagement or consultation has been undertaken as part of this EIA and with whom?What were the results? | This is an initial high level EqIA of an emerging programme of physical projects for the London Road. This draft assessment was shared with the Community Gateway group at a meeting on Mon 14th May 2012.  |
| **2.6** | If you are planning to undertake any consultation in the future regarding this service or policy, how will you include equalities considerations within this?  | To be discussed as projects arise with the Community Gateway Group, this includes the elected Ward Councillors. |
| **3. Assessment of impact: ‘Equality analysis’** |
|  | Based upon any data you have considered, or the results of consultation or research, use the spaces below to demonstrate you have analysed how the service or policy:* Meets any particular needs of equalities groups or helps promote equality in some way.
* Could have a negative or adverse impact for any of the equalities groups
 |
|  |  | **Examples of what the service has done to promote equality** | **Examples of actual or potential negative or adverse impact and what steps have been or could be taken to address this** |
| **3.1** | **Gender** – identify the impact/potential impact of the policy on women and men. (Are there any issues regarding pregnancy and maternity?) | Gender split represented on Gateway Group.  | The improvements proposed for London Road are considered non-gender specific as they are based upon improving the quality of the urban public realm environment and functionality of the street. |
| **3.2** | **Transgender –** – identify the impact/potential impact of the policy on transgender people | We do not have any examples.  | The improvements proposed for London Road are considered non-gender specific as they are based upon improving the quality of the urban public realm environment and functionality of the street. |
| **3.3** | **Disability** - identify the impact/potential impact of the policy on disabled people (ensure consideration of a range of impairments including both physical and mental impairments)  | The project is in its infancy so no examples as yet of how we have promoted equality. Consultation with disabled groups will take place whilst landscape proposals are being developed. | Provision for disabled and visually impaired groups is a paramount consideration as part of the scheme. Any changes to the physical environment will be designed to have a potential positive improvement on access issues for disabled people.  |
| **3.4** | **Age** – identify the impact/potential impact of the policy on different age groups | Members of the Gateway Group represent a range of age groups.  | Improvements in the London Road aim to provide an improved environment for all age groups. Potential positive impacts, e.g. Improvements will allow better access for pedestrians with pushchairs and/or leading young children, elderly citizens. Consultation with a range of age groups will take place whilst landscape proposals are being developed. |
| **3.5** | **Race** – identify the impact/potential impact on different black and minority ethnic groups  | There are BME members of the Gateway Group.  | The improvements proposed for London Road are considered non-race specific as they are based upon improving the quality of the urban public realm environment and functionality of the street |
| **3.6** | **Sexual orientation -** identify the impact/potential impact of the policy on lesbians, gay, bisexual & heterosexual people | We do not have any examples. | The improvements proposed for London Road are considered non-sexual orientation specific as they are based upon improving the quality of the urban public realm environment and functionality of the street |
| **3.7** | **Religion/belief** – identify the impact/potential impact of the policy on people of different religious/faith groups and also upon those with no religion. | We do not have any examples. | Meetings are held in a church run building. It may be appropriate to run consultation events elsewhere.  |
| **3.8** | **Socio-economically disadvantaged** – identify the impact on people who are disadvantaged due to factors like family background, educational attainment, neighbourhood, employment status can influence life chances | We do not have any examples. | Improvements to the quality of the London Road environment have potential to enhance the economic opportunities of the area by increasing its appeal as a shopping or business centre and attracting further private sector investment. |
| **3.9** | **Rural communities** – identify the impact / potential impact on people living in rural communities | This is not applicable as the scheme is within the centre of Bath.  | This is an urban regeneration scheme. |

**4. Bath and North East Somerset Council & NHS B&NES**

**Equality Impact Assessment Improvement Plan**

Please list actions that you plan to take as a result of this assessment. These actions should be based upon the analysis of data and engagement, any gaps in the data you have identified, and any steps you will be taking to address any negative impacts or remove barriers. The actions need to be built into your service planning framework. Actions/targets should be measurable, achievable, realistic and time framed.

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Issues identified** | **Actions required** | **Progress milestones** | **Officer responsible** | **By when** |
| Need to share this EqIA with the Gateway Group for their review and input. | Agenda item at next Gateway Group meeting  | Discussion had & comments taken into consideration | Paul Ward | 14th May 12  |
| More detailed individual EqIAs will be required on the future individual projects as they come forwards for development and implementation, as part of this overall project. | Make Equalities a standing agenda item at Gateway Group meetings in order for project issues to be considered as they arise. |  | Emily Price with the Chair of the Gateway Group | As required. Review in 6 months’ time (January 2013) |
| Equalities training for members of the Gateway group | Ensure that community members of the Gateway Group have the opportunity to develop their awareness and responsibilities of Equalities issues by attendance on a B&NES corporate course and/or by inviting B&NES Equalities officer to brief the Group at a future meeting. | Dates diarised with Equalities TeamTraining taken place | Emily Price with the Chair of the Gateway Group | Within first 3 months of establishment of the Gateway Group. (by August/September 2012) |
| Equalities refresher training for London Road project team | As stated in section 2.2 the team requires an update of equalities training – dates need to be set. | Dates diarised with Equalities TeamTraining taken place | Emily Price | August/September 2012 |
| Review of this EqIA | Diarise a review of this EqIA within 12 months | Revised EqIA available | Emily Price | July 2013 |

**5. Sign off and publishing**

Once you have completed this form, it needs to be ‘approved’ by your Divisional Director or their nominated officer. Following this sign off, send a copy to the Equalities Team (equality@bathnes.gov.uk), who will publish it on the Council’s and/or NHS B&NES’ website. Keep a copy for your own records.

**Signed off by**: Jeremy Smalley (Divisional Director or nominated senior officer)

**Date:** 24/07/2012