

Equality Impact Assessment / Equality Analysis

(updated May 2021)

Title of service or policy	York Street/Swallow Street – Public Realm Improvements
Name of directorate and service	Major Projects/High Street Renewal Programme
Name and role of officers completing the EIA	Georgi Tyler, Project Lead – Urban/Landscape Design
Date of assessment	May 2021

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 main aim is to identify any discriminatory or negative consequences for a particular group or sector of the community, and also to identify areas where equality can be better promoted. Equality impact Assessments (EIAs) can be carried out in relation to services provided to customers and residents as well as employment policies/strategies that relate to staffing matters.

This toolkit has been developed to use as a framework when carrying out an Equality Impact Assessment (EIA) or Equality Analysis. **Not all sections will be relevant – so leave blank any that are not applicable.** It is intended that this is used as a working document throughout the process, and a final version will be published on the Council’s website.

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 e.g. <ul style="list-style-type: none"> ● How the service/policy is delivered and by whom ● If responsibility for its implementation is shared with other departments or organisations ● Intended outcomes 	<p>In 2016 Heritage Services was awarded £3.4million by National Heritage Lottery Fund to expand the Roman Baths and create an educational centre in the heart of Bath. The new state-of-the-art World Heritage Visitor Centre and Clore Learning Centre will bring back to life an important group of dilapidated buildings in the city centre.</p> <p>The World Heritage Visitor Centre will serve the city by expanding the knowledge and understanding of the World Heritage Site while the Learning Centre will provide school and community groups with the opportunity to explore parts of the Roman Baths that have never been opened to regular public access.</p> <p>The public realm scheme will further enhance visitors’ experience to this special part of the city. The key aims of the public realm scheme are to enhance the sense of place and ease of movement for visitors to both the World Heritage Visitor Centre and Learning Centre as well as, the Abbey, Kingston Parade and the businesses in the Abbey Quarter</p> <p>The delivery of a new pedestrianised public realm in the heart of the city, will improve the amenity and accessibility of the area. In addition to this the quality of the built environment has been identified by many industries (RIBA, RICS,</p>

		RTPI) as a driving factor in encouraging people back to cities and towns post Covid-19. The World Heritage Visitor Centre and Clore Learning Centre creates an opportunity to showcase Bath on the world stage and invite people back into the city. A safe and attractive public realm will be essential to achieving this.
1.2	Provide brief details of the scope of the policy or service being reviewed, for example: <ul style="list-style-type: none"> ● 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 scheme is funded through the Council's capital programme which speaks to ambitions and objectives of the Council Corporate Strategy. It also supports the growth of Heritage Services' portfolio and the redevelopment of an important group of buildings in the heart of the city centre.
1.3	Do the aims of this policy link to or conflict with any other policies of the Council?	The scheme can be linked to the priorities outlined in the Placemaking Plan and the Renewal Strategy. The scheme also delivers upon the ambitions set out in the Public Realm and Movement Strategy and the Bath Pattern Book

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, sex, 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 equalities training have staff received to enable them to understand the needs of our diverse community?	The project team (formed of both B&NES officer and external consultant and contractors) is relatively small but comprises built environment professionals from different specialities who bring their own expertise to the project. Profile of the team is diverse, staff have different ages, ethnicities, and genders
2.2	What is the equalities profile of service users?	The profile of the user of the scheme is inclusive of anyone living, working or visiting the city and is typical of any public highway/public realm scheme. There has been particular thought given to visitors to the World Heritage Visitor Centre and Clore Learning Centre, however the project team are mindful that this is a city centre site, and the scheme should meet the needs of all users
2.4	Are there any recent customer satisfaction surveys to refer to? What were the results? Are there any gaps? Or differences in experience/outcomes?	The EqIA is informed by data collected by Heritage Services, ALVA, the Bath Access Audit (2015) and the Bath City Centre Accessibility Study (2021)
2.5	What engagement or consultation has been undertaken as part of this EIA and with whom? What were the results?	An accessible entrance at the Clore Learning Centre is required to meet Building Regulations and the provision set out in the Equality Act 2010. The construction programme has been accelerated in order to deliver a compliant entrance before the Centre is opened. All stakeholders have been invited to provide feedback on this section works in Swallow Street ahead of works starting in mid-June. The stakeholder groups include local residents and businesses as well as ATAF, IEAG and B&NES departments. Additionally, colleagues with visual impairments and other disabilities have generously provided feedback.
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?	A second round of stakeholder engagement and along with a full public consultation will take place in the summer to inform proposals for York Street as well as the finishing touches across the whole scheme such as the bin store, street furniture, landscaping etc.
3. Assessment of impact: 'Equality analysis'		

	<p>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:</p> <ul style="list-style-type: none"> • Meets any particular needs of equalities groups or could help 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	Issues relating to all groups and protected characteristics	Improvement of the amenity and accessibility of the area to create a safe and attractive public realm with an ease movement throughout	The design of the scheme is subject to a Road Safety Audit and various other assessments to ensure its compliance with policies and legislation.
3.2	Sex – identify the impact/potential impact of the policy on women and men.	As part of the ongoing design work the project are working the police's Secured by Design team improve the safety of the area, in particular Swallow Street which tends to attract anti social behaviour. One of the aims of the project is ensure the general public, regardless of their sex feels safe in the public realm and adjoining streets	<p>A review of the existing street lighting and will be undertaken as the scheme evolves. The amenity of the waste bin area at the south of Swallow Street will also be improved.</p> <p>The opening of the World Heritage Visitor Centre and Clore Learning Centre will increase activity and footfall in the area is likely to deter antisocial behaviour.</p> <p>The relocation of the street trading pitch at the junction of Stall Street and York Street has already increased visibility in the area.</p>
3.3	Pregnancy and maternity	The design of the full scheme is evolving and will be subject to further stakeholder	The introducing of a level surface, high quality surface treatment and drop kerbs will improve the ease movement during pregnancy and using a push chair
3.4	Gender reassignment – identify the impact/potential impact of the policy on transgender people	The nature of the project means there is a neutral impact.	None identified

<p>3.5</p>	<p>Disability – identify the impact/potential impact of the policy on disabled people (ensure consideration both physical, sensory and mental impairments and mental health)</p>	<p>The design of the full scheme is evolving and will be subject to further stakeholder engagement</p>	<p>Traffic has been restricted from the area since 2017. The scheme will see the area fully pedestrianised. The introduction of a level, high quality surface treatment and drop kerbs will improve the ease of movement throughout the public realm and adjoining streets.</p> <p>Yorkstone pennant will be laid throughout the public realm. Yorkstone pennant is first class in terms of slip resistance and durability and is used widely across the UK</p> <p>An at grade, grated drainage channel will be installed along the existing kerb line, collecting surface water but also providing a tapping edge for the visually impaired. The grated cover will be black creating a contrast with the pennant stone.</p> <p>The northern boundary will tie into the York Street works which will be delivered in the new year. A temporary surface will be laid here to enable a smooth transition between areas during the break in the construction programme.</p> <p>The southern boundary will be stopped up. A drop kerb will be incorporated into the kerb line to enable the movement of wheelchairs, mobility vehicles, non-motorised, human powered vehicles and sack trucks.</p> <p>An at grade entrance at the Clore Learning Centre will improve the ability for visitors to access the centre regardless of their ability. The level surface throughout the public realm will also increase the accessibility of the World Heritage Visitor Centre. Users of all abilities will be able to transition between spaces such as Abbey Churchyard, Kingston</p>
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			Parade, Kingston Buildings and Stall Street to the new Centres without a change in level. The nearest, taxi rank and blue badge bays are located at Orange Grove are immediately adjacent Kingston Buildings and the Abbey Churchyard. The nearest public bus stop is located on the High Street. There is also a stop for tour operated buses in this location as well at Terrace Walk
3.6	Age – identify the impact/potential impact of the policy on different age groups	The design of the full scheme is evolving and will be subject to further stakeholder engagement	As above The scheme has also been designed with school children in mind. The safety of children as they visit the Clore Learning Centre is imperative.
		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
3.7	Race – identify the impact/potential impact on across different ethnic groups	The nature of the project means there is a neutral impact.	None identified
3.8	Sexual orientation – identify the impact/potential impact of the policy on lesbian, gay, bisexual, heterosexual people	The nature of the project means there is a neutral impact.	None identified
3.9	Marriage and civil partnership – does the policy/strategy treat married and civil partnered people equally?	The nature of the project means there is a neutral impact.	None identified
3.10	Religion/belief – identify the impact/potential impact of the policy on people of different	The nature of the project means there is a neutral impact.	None identified

	religious/faith groups and also upon those with no religion.		
3.11	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 (this is not a legal requirement, but is a local priority).	<p>The nature of the project means that the facilities provided are equally accessible to all regardless of socio-economic background.</p> <p>The site is located in the heart of the city centre, and accessible by all forms of transport. The World Heritage Visitor Centre will be free to visitors, and the Clore Learning Centre will provide school and community groups the opportunity to explore the Roman Baths</p>	None identified
3.12	Rural communities* identify the impact / potential impact on people living in rural communities	The nature of the project means there is a neutral impact.	None identified
3.13	Armed Forces Community ** serving members; reservists; veterans and their families, including the bereaved. Public services will soon be required by law to pay due regard to the Armed Forces Community when developing policy, procedures and making decisions, particularly in the areas of public housing, education and healthcare (to remove disadvantage and consider special provision).	The nature of the project means there is a neutral impact.	None identified

*There is no requirement within the public sector duty of the Equality Act to consider groups who may be disadvantaged due to socio economic status, or because of living in a rural area. However, these are significant issues within B&NES and have therefore been included here.

** The Equality Act does not cover armed forces community. However, when the Armed Forces Bill becomes law there will be a requirement to pay 'due regard' to make sure the Armed Forces Community are not disadvantaged when accessing public services.

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/analysis. 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.

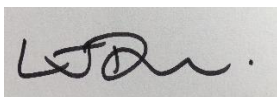
Issues identified	Actions required	Progress milestones	Officer responsible	By when
Access during construction of Swallow Street works	<ul style="list-style-type: none"> a) Inform residents and businesses who are impacted b) Holding meetings and conversation to address and resolve any concerns 	Design Team Meetings	GT/PB	Meeting to be held w/c 31 st May.
Undertake further stakeholder engagement public consultation to inform York Street proposal as well as the finishing touches across the whole scheme such as the bin store, street furniture, landscaping etc.	<ul style="list-style-type: none"> a) Develop designs b) Attend meetings with stakeholders c) Organise public consultation exercise d) Design review 	RIBA 2/3 – Concept Design/Spatial Coordination	GT/PB	Summer 2021

Street lighting and CCTV review	<ul style="list-style-type: none"> a) Tender and appoint consultants to inform designs b) Continue work with Secured by Design team 	RIBA 3 –Spatial Coordination	GT/PB	Summer – Autumn 2021
Assess design for York Street, bin store, street furniture, landscaping etc .against the same criteria, evaluation and assessments as Swallow street	<ul style="list-style-type: none"> a) Update assessments such as EqlA, RSA etc. as designs progress b) Submit designs to Highways 	RIBA 4 – Technical Design	GT/PB	Autumn 2021

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:



Lynda Deane

(Divisional Director or nominated senior officer)

Senior Manager – Reopening & Renewing High Streets Workstream Lead

Date: 02/06/21