

# Durham County Council Equality Impact Assessment

**NB:** The Public Sector Equality Duty (Equality Act 2010) requires Durham County Council to have 'due regard' to the need to eliminate unlawful discrimination, harassment and victimisation, advance equality of opportunity and foster good relations between people from different groups. Assessing impact on equality and recording this is one of the key ways in which we can show due regard.

## Section One: Description and Screening

<b>Service/Team or Section</b>	Culture & Sport
<b>Lead Officer</b>	Su Lewis
<b>Title</b>	Bishop Auckland Town Hall Refurbishment
<b>MTFP Reference (if relevant)</b>	N/A
<b>Cabinet Date (if relevant)</b>	N/A
<b>Start Date</b>	tbc
<b>Review Date</b>	February 2020

## Subject of the Impact Assessment

**Please give a brief description of the policy, proposal or practice as appropriate** (a copy of the subject can be attached or inserted a web-link):

The projects primary aim is to refurbish and fully redefine Bishop Auckland Town Hall (BATH) into a thriving Cultural hub, to grow participation in the arts and support the regeneration of Bishop Auckland and the town centre whilst returning a saving to the revenue cost for the facility.

Bishop Auckland Town Hall is a Grade 2 listed building which has long been established as a civic building within Bishop Auckland. The building currently functions as both a library and civic venue, incorporating a small gallery, theatre space and café. The library has poor usage, arts programming is limited by the facilities available and hires have been ad-hoc.

At the same time Bishop Auckland is also experiencing a significant period of change, mainly as a result of the activities of the Auckland Project; most of which (Auckland Castle, Spanish Gallery, Mining Art Gallery and Tower) are developing within the immediate vicinity of BATH.

The project proposes investment to refurbish the facilities, creating a more vibrant cultural offer capable of serving both the local community and growing visitor numbers.

This will be delivered through a capital scheme to refit the theatre space with new more comfortable seating, introducing quality screening facilities, moving the café to street level and repositioning and modernising the library and gallery spaces, whilst at the same time facilitating a small retail space for let.

**Who are the main stakeholders?**

(e.g. general public, staff, members, specific clients/service users):

Staff and members of the public

**Screening****Is there any actual or potential negative or positive impact on the following protected characteristics?**

<b>Protected Characteristic</b>	<b>Negative Impact</b> Indicate: Y = Yes, N = No, ? = unsure	<b>Positive Impact</b> Indicate: Y = Yes, N = No, ? = unsure
Age	N	Y
Disability	N	Y
Marriage and civil partnership (workplace only)	N	N
Pregnancy and maternity	N	Y
Race (ethnicity)	N	Y
Religion or Belief	N	Y
Sex (gender)	N	Y
Sexual orientation	N	Y
Transgender	N	Y

**Please provide brief details of any potential negative and/or positive impact. Record full details and analysis of any negative impact in Sections 2 and 3 of this assessment.**

The location and venue is reasonably accessible open to all members of the public. No negative impact is expected as a result of the refurbishment based upon current available information. However, there will be some limited inconvenience during the refurbishment phase.

**How will this policy/proposal/practice promote our commitment to our legal responsibilities under the public sector equality duty to:**

- eliminate discrimination, harassment and victimisation,
- advance equality of opportunity, and
- foster good relations between people from different groups?

Repositioning the café facility from the first floor to the ground floor will improve access for a range of visitors. Similarly, an improved arts and cinema programme

will accommodate special interests and encourage and promote community cohesion and informed understanding. Furthermore, the town hall is located centrally, close to a range of other local amenities including the bus station, supermarkets, Doctors surgeries and the town's main shopping area. There is a range of parking, including accessible parking, nearby.

Improving the site will result in improved outcomes for people of all ages, abilities and backgrounds through an increased range of opportunities and relationships, all available from one local facility.

The refurbishment and improvement of a range of town hall based services will improve access to, and awareness of the broad range of public services available from DCC such as those available in the public library, with a particular focus upon cultural and educational learning opportunities. The ongoing provision of library, leisure and cultural programmes should result in increased participation and cross fertilisation of ideas and interactions, as well as improved community cohesion.

A sometimes challenging and informative series of productions, exhibitions and dynamic group spaces should allow for more people of different backgrounds to come together for a shared experience, leading to greater understanding and improved community cohesion.

## **Evidence**

### **What evidence do you have to support your findings?**

Please **outline** your data sets and/or proposed evidence sources, highlight any gaps and say whether or not you propose to carry out consultation. Record greater detail and analysis in the following section of this assessment.

Anecdotal evidence from similar projects at Newton Aycliffe Leisure Centre and Stanley Leisure Centre.

Similarly, recent improvements to Durham Town Hall have seen an increased audience in terms of numbers of visitors to the building and further anecdotal evidence of cross pollination between groups is also apparent.

Nationally, Central Governments [One Public Estate](#) Programme provides a range of evidence which support colocation of services.

## **Screening Summary**

<b>On the basis of this screening is there:</b>	<b>Confirm which refers (Y/N)</b>
Evidence of actual or potential <u>negative</u> impact on some/all of the protected characteristics which will proceed to full assessment?	N

If you have answered **NO**, there is no need to proceed to a full assessment. Please complete the sign-off section below and pass the completed form to Mary Readman ([Mary.Readman@Durham.gov.uk](mailto:Mary.Readman@Durham.gov.uk)) Service Equality Rep for Neighbourhood Services.

If you have answered **YES** and the impact is, you need to carry out a full assessment by completing Sections 2 and 3 below.

If you are unsure of potential impact please contact the Policy & Performance Team on 03000 268152 or 03000 268151.

**Sign Off**

Lead officer sign off:	Date:
Service equality representative sign off:	Date:

## Section Two: Data analysis and assessment of impact

Please provide details on impacts for people with different protected characteristics relevant to your screening findings. You need to decide if there is or likely to be a differential impact for some. Highlight the positives e.g. benefits for certain groups, advancing equality, as well as the negatives e.g. barriers for and/or exclusion of particular groups. Record the evidence you have used to support or explain your conclusions. Devise and record mitigating actions where necessary.

<b>Protected Characteristic: Age</b>		
What is the actual or potential impact on stakeholders?	Record of evidence to support or explain your conclusions on impact.	What further action or mitigation is required?

<b>Protected Characteristic: Disability</b>		
What is the actual or potential impact on stakeholders?	Explain your conclusion considering relevant evidence and consultation	What further action or mitigation is required?

<b>Protected Characteristic: Marriage and civil partnership (workplace only)</b>		
What is the actual or potential impact on stakeholders?	Explain your conclusion considering relevant evidence and consultation	What further action or mitigation is required?

<b>Protected Characteristic: Pregnancy and maternity</b>		
What is the actual or potential impact on stakeholders?	Explain your conclusion considering relevant evidence and consultation	What further action or mitigation is required?

Protected Characteristic: <b>Race (ethnicity)</b>		
What is the actual or potential impact on stakeholders?	Explain your conclusion considering relevant evidence and consultation	What further action or mitigation is required?

Protected Characteristic: <b>Religion or belief</b>		
What is the actual or potential impact on stakeholders?	Explain your conclusion considering relevant evidence and consultation	What further action or mitigation is required?

Protected Characteristic: <b>Sex (gender)</b>		
What is the actual or potential impact on stakeholders?	Explain your conclusion considering relevant evidence and consultation	What further action or mitigation is required?

Protected Characteristic: <b>Sexual orientation</b>		
What is the actual or potential impact on stakeholders?	Explain your conclusion considering relevant evidence and consultation	What further action or mitigation is required?

Protected Characteristic: <b>Transgender</b>		
What is the actual or potential impact on stakeholders?	Explain your conclusion considering relevant evidence and consultation	What further action or mitigation is required?

## Section Three: Conclusion and Review

### Summary

Please provide a brief summary of your findings stating the main impacts, both positive and negative, across the protected characteristics.

Will this promote positive relationships between different communities?  
If so how?

### Action Plan

Action	Responsibility	Timescales for implementation	In which plan will the action appear?

### Review

Are there any additional assessments that need to be undertaken? (Y/N)

When will this assessment be reviewed?  
Please also insert this date at the front of the template

### Sign Off

Lead officer sign off:

Date:

Service equality representative sign off: Mary Readman

Date:

Please return the completed form to Mary Readman ([Mary.Readman@Durham.gov.uk](mailto:Mary.Readman@Durham.gov.uk))  
- Service Equality Rep for Neighbourhood Services