

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

Service/Team or Section	Regeneration and Development
Lead Officer	Chris Myers
Title	Regeneration Projects Manager
MTP Reference (if relevant)	
Cabinet Date (if relevant)	15 May 2019
Start Date	May 2017
Review Date	May 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 insert a web-link):

Ryder Architecture was commissioned in May 2017 to produce a Masterplan for Bishop Auckland Town Centre. This commission has been split into five stages:

- Project planning
- Analysis
- Options appraisal
- Refine and finalise masterplan
- Final framework document

There are a number of key considerations that the Masterplan will need to address. These relate to:

- Quality of the environment in Bishop Auckland;
- What key spaces in the town are used for and how people engage with them;
- People and how they will access, connect and orientate themselves in the town;

- How people will develop their knowledge and skills to access the new job opportunities that will be created; and,
- What local agencies need to do to make the town function better.

Whilst considering the long-term vision and opportunity, the proposals that are brought forward need to be realistic, practical, deliverable, affordable, and supported.

The main opportunities that have been identified are:

- Improved pedestrian links
- New public realm
- Improved bus station
- More car parking
- Improve shopping centre
- Improved recreation opportunities
- New retail
- Potential residential development
- Creation of a direct route from railway station to Newgate Street
- Improved road crossings
- Improved wayfinding
- Improved shopfronts

Accessibility and connectivity are key issues for both residents and visitors. The plan ensures that visitors can find the things they want easily whether they arrive in Bishop Auckland by car, bus or train. It also aims to ensure that pedestrians and vehicles can access and move throughout the Market Place in a safe manner. Lessons on how this can be achieved have been learned from other historic centres, such as Durham City, York and Lincoln.

The plan aims to ensure that residents and visitors are encouraged to explore the whole of the town centre to maximise their time within the town and engage with local businesses. This could involve physical interventions to improve movement and connectivity. We need to ensure that visitors have a number of ways to get through the Town Centre from their arrival point to the visitor attractions at the Castle and Market Place. The plan aims to ensure that there are welcoming pedestrian links between North Bondgate, Fore Bondgate, the Newgate Centre, Newgate Street and the Market Place.

Use of Space

Whilst the Market Place provides space for pedestrians and vehicles to move around, its main function in the future could be as a space within which people can spend increased dwell time. There are a number of activities, events and regular markets that already draw people into the area and there are significant opportunities to extend this range of activity with careful planning.

The plan also aims to consider how key partners can further engage with and develop the skills of local people to access all the new employment and volunteering opportunities that will be created directly by the investment in Bishop Auckland e.g. customer service in retail, leisure and catering as well as the arts sector.

Who are the main stakeholders? (e.g. general public, staff, members, specific clients/service users):

Durham County Council
 Bishop Auckland College
 Auckland Castle Trust
 Eleven Arches
 Historic England
 Bishop Auckland Town Council
 Durham University
 South Durham Enterprise Agency
 Bishop Auckland Civic Society

Local Councillors
 Town Councillors
 Local businesses

General public

Screening

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

Protected Characteristic	Negative Impact Indicate: Y = Yes, N = No, ? = unsure	Positive Impact 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 to cause adverse impact. Record full details and analysis in the following section of this assessment.

The Bishop Auckland Masterplan is a plan proposing improvements to the town centre and does not propose adverse impacts. It can be used as a guide to help assess planning applications as well as an investment strategy for the town. There is a small risk that there could be some negative impacts if the capital is not raised to fully implement the recommendations. However, the town is already the beneficiary of substantial investment and as such this in effect mitigates this risk as so much development is already underway.

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?

The impact of the masterplan is likely to be positive for equalities groups who will benefit from the new jobs, new infrastructure and new public realm which will make the town more accessible and inclusive. This will lead to positive impact for all but may be particularly beneficial in terms of disability, age and sex.

The job opportunities that will be created as a result of the masterplan will be open to people of every age, gender, orientation etc.

The Masterplan will mostly affect the Bishop Auckland town centre community i.e. residents, businesses, school population and people that use the town centre.

The plan identifies ways to improve the town through:

- Accessibility, connectivity, orientation and wayfinding
- Utilisation of vacant and underused land and buildings
- Quality of environment
- Vibrancy, use and dwell time in key public spaces
- Gaps in range of facilities and local amenities for visitors and the community
- Shortfalls in quality of retail and tourism, and strategies to encourage businesses into the town
- Safe routes through the Market Place

- Use of vacant historic buildings and encourage their repair and improvement
- Encourage residents and visitors to explore the town more widely
- Opportunities for the community through improvements in learning and skills
- Removal of conservation area and other assets from Historic England's At Risk Register.

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.

Substantial public consultation has been undertaken as part of this master planning exercise. This has taken place across a wide section of the community using a variety of methods to ensure all individuals and groups have had equal opportunity to feedback on the proposals.

The first public exhibition was held on 31 July 2017 at the Town Hall in the Market Place, and also at Bishop Auckland College on 24 August. Surveys were also collected at this event, and an online survey was available for six weeks.

There were 661 responses to the online survey, and 113 paper surveys completed, as well as direct feedback and Post-It notes from the exhibition. The thoughts and suggestions were considered and helped to shape the initial masterplan options.

The second round of public consultation took place on 16 July 2018, again at the Town Hall. Again, surveys were collected at this event and an online survey was available for four weeks. There were 536 online responses and 110 paper surveys completed. Once the analysis had been completed on the returned surveys, it became apparent that only 2 responses were from the under 18 age group. Given the importance of an all-inclusive response to the consultation, three focus groups were subsequently arranged – 2 in comprehensive schools (Years 7, 8 and 9) and 1 at Bishop Auckland College (Years 12 and 13). 42 written responses were received at these groups in addition to direct feedback that formed part of a group discussion.

Analysis of both consultation events can be viewed in the Report Appendices.

Screening Summary

On the basis of this screening is there:	Confirm which refers (Y/N)
Evidence of actual or potential impact on some/all of the protected characteristics which will proceed to full assessment?	Y
No evidence of actual or potential impact on some/all of the protected characteristics?	

Sign Off

Lead officer sign off: Regeneration Projects Manager	Date: 15 April 2019
Service equality representative sign off: Equality team leader	Date: 15 April 2019

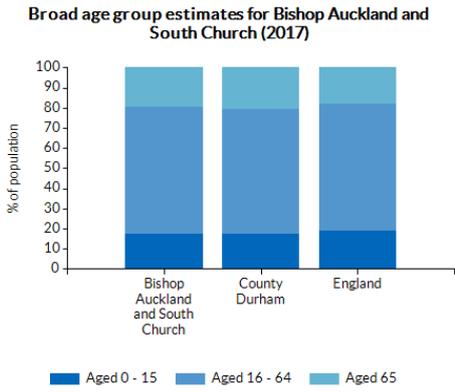
If carrying out a full assessment please proceed to section two.

If not proceeding to full assessment please return completed screenings to your service equality representative and forward a copy to equalities@durham.gov.uk

If you are unsure of potential impact please contact the corporate research and equalities team for further advice at equalities@durham.gov.uk

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.

Protected Characteristic: Age		
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?
<p>The plan aims to address the needs of all age groups for example through improved public realm and recreation opportunities.</p> <p>Job opportunities as a result of the masterplan will have a positive impact for the local community and economy. This may be particularly beneficial for younger generations.</p> <p>Consultation feedback from focus groups with younger people have been taken into consideration and are reflected in the Masterplan recommendations to:</p> <ul style="list-style-type: none"> • Provide modern leisure and sports facilities 	<p>According to the Office of National Statistics (ONS) the table below indicates the age range estimates for Bishop Auckland and South Church (2017)</p> <p style="text-align: center;">Broad age group estimates for Bishop Auckland and South Church (2017)</p>  <p style="text-align: center;">Source: ONS*</p> <p>17.5% of the population are aged 0-15. 63% of the population are aged 16-63. 19.5% of the population are aged 65+</p> <p>The plan advocates improved physical built and environmental fabric and promotes sites for redevelopment within the town centre that are accessible by public transport, for those with limited mobility or without access to a car and safe for all.</p> <p>The recommended improvements in the plan will ensure that older people have ease of access through the town, more</p>	<p>Recommendation to Cabinet it to endorse the plan.</p>

<ul style="list-style-type: none"> • Improve public spaces and public realm • Affordable activities for young people and families. • Specialist and independent shops, as well as larger retail floorplates / department store. 	<p>accessible parking, safer road crossings etc.</p> <p>Any improved lighting would also reduce the fear of crime.</p> <p>Young people would also benefit from improved public realm and the recreation opportunities that are outlined.</p> <p>Age breakdown of consultation (July 2018) respondents:</p> <table border="1" data-bbox="536 705 850 1088"> <thead> <tr> <th>Age group</th> <th>Percent</th> </tr> </thead> <tbody> <tr> <td>Under 18</td> <td>0.3</td> </tr> <tr> <td>18-24</td> <td>4.0</td> </tr> <tr> <td>25-34</td> <td>12.7</td> </tr> <tr> <td>35-44</td> <td>24.7</td> </tr> <tr> <td>45-54</td> <td>25.5</td> </tr> <tr> <td>55-64</td> <td>18.4</td> </tr> <tr> <td>65-74</td> <td>10.9</td> </tr> <tr> <td>75+</td> <td>3.6</td> </tr> <tr> <td>Total</td> <td>100</td> </tr> </tbody> </table> <p>3 focus group, in addition to the public consultation (as above), aimed at under 18s were held where the young people were asked about their views on the Masterplan options. 43 written responses were received at these sessions and the main points raised at these sessions were the lack of shops and, lack of leisure facilities and general lack of things to do.</p>	Age group	Percent	Under 18	0.3	18-24	4.0	25-34	12.7	35-44	24.7	45-54	25.5	55-64	18.4	65-74	10.9	75+	3.6	Total	100	
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55-64	18.4																					
65-74	10.9																					
75+	3.6																					
Total	100																					

Protected Characteristic: Disability		
What is the actual or potential impact on stakeholders?	Explain your conclusion considering relevant evidence and consultation	What further action or mitigation is required?
The plan aims to have a positive impact on people with disabilities through	<p>Physical changes to the town will improve accessibility for those who have disability related access problems.</p> <p>The plan advocates good urban design and appropriate location of new</p>	

<p>improvements in access.</p>	<p>development to make it accessible and inclusive to all.</p> <p>Any improvements made to the town will ensure that disabled people have ease of access through the town, improved parking, improved road crossings and better access to shops.</p> <p>Public realm works will improve community safety for all but particularly for those in fear of crime and hate crimes. This should also reduce the incidence of crime and hate crimes.</p> <p>According to the ONS in the 2011 Census, 12.7% of the population in Bishop Auckland and South Church were 'limited a lot' in their day to day activities. This figure is slightly higher than the rest of the county where the level sits at 12.3% 40.9% of the population thought of themselves as being in 'very good health'.</p> <p>11% of consultation respondents (July 2018) were people who considered themselves as disabled.</p>	
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Protected Characteristic: Marriage and civil partnership (workplace only)		
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: Pregnancy and maternity		
What is the actual or potential impact on stakeholders?	Explain your conclusion considering relevant evidence and consultation	What further action or mitigation is required?
	<p>Any public realm works that involved additional seating would have a positive on expectant mothers.</p>	

	Access improvements which will be of benefit to disabled people will benefit all but particularly parents/carers with young children/pushchairs.	
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Protected Characteristic: Race (ethnicity)		
What is the actual or potential impact on stakeholders?	Explain your conclusion considering relevant evidence and consultation	What further action or mitigation is required?
	<p>In Bishop Auckland and South Church the ethnic minority communities are a relatively small number of the population.</p> <p>ONS (2017) data states 96.7% of the population in Bishop Auckland and South Church are white British. Within the BME grouping, the highest proportion of ethnic minority is 'white other' (1%) and Gypsy (0.7%)</p> <p>1.2% of consultation responses (July 2018) were from BME people.</p> <p>This is a town masterplan to outline future physical and economic work to the town. There will be a need to ensure there is no adverse impact on any group due to the nature of the event or activity undertaken.</p> <p>The Plan advocates design and location of development and improvements to existing levels of permeability to make the centre accessible by all modes including public transport, for those with limited mobility and safe for all, including those who feel vulnerable. It also seeks to encourage inward investment and a better range and quality of town centre offer through a range of proposals including promotion of vacant sites and Commercial Building Improvement Grants.</p> <p>Improved lighting and improvements to vennels will improve community safety for</p>	None

	all but particularly for those in fear of crime and hate crimes. This should also reduce the incidence of crime and hate crimes.	
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Protected Characteristic: Religion or belief		
What is the actual or potential impact on stakeholders?	Explain your conclusion considering relevant evidence and consultation	What further action or mitigation is required?
	<p>Census 2011 data states within the Bishop Auckland area, 74.4% of people stated their religion as Christian which is slightly higher than the County average of 72%. Those that stated they have not religious or other belief was 19%.</p> <p>Breakdown of consultation (July 2018) respondents: Christian: 64% None: 33% Other: 3%</p> <p>This is a town masterplan to outline future physical and economic work to the town. There will be a need to ensure there is no adverse impact on any group due to the nature of the event or activity undertaken.</p> <p>The Plan promotes design and location of development to make it accessible by all modes including public transport and safe for all, especially those who feel vulnerable. Public realm works will improve community safety for all but particularly for those in fear of crime and hate crimes. This should also reduce the incidence of crime and hate crimes.</p>	None

Protected Characteristic: Sex (gender)		
What is the actual or potential impact on stakeholders?	Explain your conclusion considering relevant evidence and consultation	What further action or mitigation is required?
The plan advocates improved navigation	According to the Office for National Statistics (ONS) in 2017, the overall	

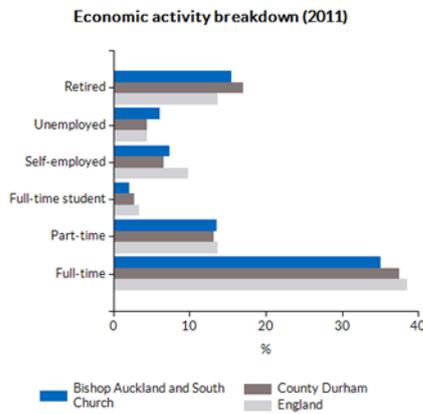
through the town and an increased perception of safety which is positive for both men and women.

Job opportunities as a result of the masterplan will have a positive impact for the local community, male and female.

population in Bishop Auckland and South Church was 7,700. 3,843 (49.5%) of the population being male and 3,927 (50.5%) being female.

Breakdown of consultation (July 2018) respondents:
 Female: 57.5%
 Male: 42.5%

According to the ONS data (2011) the economically active population is 64.4%, split by gender this is:
 Male 68.7%
 Female 60%



Source: ONS Census 2011

Proposed improvements to the public realm and retail outlets will ensure that parents who shop with young children will be able to navigate the town more easily, improved parking options, safer routes through town and across roads and better access to shops.

Any improved lighting would also reduce the fear of crime.

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

	<p>No accurate data is available about the number of lesbian, gay and bisexual people living in Bishop Auckland. However Government and Stonewall estimates state that between 5 percent and 7 percent of the population is lesbian, gay or bisexual.</p> <p>3% of consultation (July 2018) respondents said they were lesbian, gay or bisexual (LGB).</p> <p>Improved lighting to engender a feeling of safety and reduce fear of crime as well as incidence of crime.</p> <p>This masterplan promotes improved permeability and design and location of development to make it accessible by all modes including public transport and safe for all, especially those who feel vulnerable.</p>	None
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Protected Characteristic: Transgender		
What is the actual or potential impact on stakeholders?	Explain your conclusion considering relevant evidence and consultation	What further action or mitigation is required?
	<p>There is no accurate data for transgender people.</p> <p>Any improved lighting would also reduce the fear of crime.</p>	None

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.

The plan aims to promote equality in all of its objectives. It aims to reduce inequality of opportunity by various means and through differing output. It will ensure that Bishop Auckland becomes a more sustainable community, in line with national planning policy. It will do this by supporting development, infrastructure, employment requirements, training, prosperity and equality of opportunity for all.

The plan promotes design and location of development to make it accessible by all including public transport and safe for all, especially those that may feel vulnerable. Although beneficial to all, positive impacts are likely to be particularly beneficial to disabled and older people (improved pedestrian access and parking) and younger people (improved transport, leisure offer and job opportunities). Public realm works will improve community safety for all but particularly for those in fear of crime and hate crime. This should also reduce the incidence of crime and hate crime which is likely to be of particular benefit to ethnic and religious minority groups and LGBT people, also for people with a learning disability where the incident of disability related hate crime is proportionately higher.

Negative impact on protected groups is not anticipated.

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

Throughout the delivery of this masterplan there will be engagement and consultation with communities of interest. Making the suggested improvements to the town centre will make Bishop Auckland better equipped to meet the needs of the wider communities which will in turn promote and increase usage by different communities.

Action Plan

Action	Responsibility	Timescales for implementation	In which plan will the action appear?
Recommendation to Cabinet it to endorse the plan.			

Review

Are there any additional assessments that need to be undertaken? (Y/N)	N
When will this assessment be reviewed? Please also insert this date at the front of the template	May 2020

Sign Off

Lead officer sign off: Regeneration Projects Manager	Date: 15.04.19
Service equality representative sign off: Equality and Diversity Team Leader	Date: 15.04.19

Please return the completed form to your service equality representative and forward a copy to equalities@durham.gov.uk