

Durham County Council – Altogether Better equality impact assessment form

NB: Equality impact assessment is a legal requirement for all strategies plans, functions, policies, procedures and services. We are also legally required to publish our assessments. You can find help and prompts on completing the assessment in the guidance from page 7 onwards.

Section one: Description and initial screening

Section overview: this section provides an audit trail.

Service/team or section: RED – Strategic Investments

Lead Officer: Chris Myers

Start date: 19th April 2012

Subject of the Impact Assessment: (please also include a brief description of the aims, outcomes, operational issues as appropriate)

Barnard Castle Masterplan

The aims of the plan are to:

- Focus and co-ordinate the regeneration activities of Durham County Council and its partners and assist in the delivery of a range of regeneration, economic development, environmental improvement and tourism projects either as the funder, partner or stakeholder, on its own account or possibly within a joint venture.
- Take part in the carrying out of the new Planning documents: Local Development Framework and Community Infrastructure Plan and join-up the regeneration within Barnard Castle;
- Assist in the consultation process with partners, stakeholders and the community;
- Assist in taking proposals forward with investors, developers and landowners; and,
- Raise the profile of Barnard Castle in order to stimulate further investment and economic growth

This plan aims to regenerate and bring investment and new development to Barnard Castle. The focus will be on improving the town centre, and to make the town attractive to tourists and visitors. It is designed to create a vibrant and sustainable town centre. The background work to the plan has looked at the needs of Barnard Castle and has made a delivery plan with key, linked regeneration projects to raise the town's profile as a "destination" for visitors around the historic and cultural heritage, and boost spend in the town. The background work also looked at current infrastructure provision within the town and likely future requirements.

Anticipated outputs include:

- Making Barnard Castle a town with an improved environment and a sustainable future that has opportunities for economic growth, facilities for residents and thriving businesses.
- Delivering improvements to the town's built environment and infrastructure and preserving public transport services;
- Building upon Barnard Castle's offer to tourists and creating better linkages to attractions in other towns across the county;
- Facilitating the development of good quality hotel/B&B accommodation;
- Increasing footfall and activity in the town centre and facilitating the building of new homes (with measures to assist younger people and first time buyers to stay in the town) to help stimulate the retail and service sectors;
- Developing projects with excellent design and accessibility for all, whilst preserving Barnard Castle's high quality, historic environment;
- Making sure that everyone (in particular shoppers, residents and other town centre users) are involved in the process and that the final result is one local people and businesses benefit from.

Who are the main stakeholders: General public / Employees / Elected Members / Partners/ Specific audiences/Other (please specify) –

General public, town centre residents, property owners, retailers and other business owners, shoppers, visitors, service operators, elected members, Barnard Castle Town Council, Barnard Castle Vision, Teesdale Area Action Partnership, Barney Retail Guild, Visit County Durham, Business Durham together with a range of other partners and agencies.

Is a copy of the subject attached? Yes – in draft form: Barnard Castle Masterplan

If not, where could it be viewed?

Initial screening

Prompts to help you:

Who is affected by it? Who is intended to benefit and how? Could there be a different impact or outcome for some groups? Is it likely to affect relations between different communities or groups, for example if it is thought to favour one particular group or deny opportunities for others? Is there any specific targeted action to promote equality?

Is there an actual/potential negative or positive impact on specific groups within these headings?

Indicate :Y = Yes, N = No, ?=Unsure

Gender	Y	Disability	Y	Age	Y	Race/ethnicity	Y	Religion or belief	Y	Sexual orientation	Y
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How will this support our commitment to promote equality and meet our legal responsibilities?

Reminder of our legal duties:

- Eliminating unlawful discrimination & harassment
- Promoting equality of opportunity
- Promoting good relations between people from different groups
- Promoting positive attitudes towards disabled people and taking account of someone's disability, even where that involves treating them more favourably than other people
- Involving people, particularly disabled people, in public life and decision making

1. **Eliminating unlawful discrimination & harassment.**

The masterplan aims to improve Barnard Castle through projects which are well designed and ensure accessibility to all. This will entail engagement with appropriate groups over proposed improvements including eg refurbishments to listed buildings, improved lighting etc that can impact on accessibility.

2. **Promoting equality of opportunity.**

The plan will make sure that the town centre is properly planned and improved to make it accessible for disabled people. Works undertaken by contractors with Council monies will need to meet our equality and diversity requirements as well as national legislation.

3. **Promoting good relations between people from different groups.**

There will be engagement and consultation with communities of interest, including those hard to reach and hard to hear to gain support of the plan, before any work is started. This will benefit the Council in improved understanding of their customers and help build community cohesion.

4. **Promoting positive attitudes towards disabled people and taking account of someone's disability, even where that involves treating them more favourably than other people.**

Relevant disability and access groups (e.g. RNIB, disability partnership, GADD, etc.) will be consulted to ensure improvements are the most appropriate and cost effective.

5. **Involving people, particularly disabled people, in public life and decision making.**

As for 2, 3 and 4 above.

What evidence do you have to support your findings?

This is a masterplan and framework for project delivery within which future development will be governed. Significant levels of

research in terms of demographics, health and service provision have been undertaken prior to the publication of this document. There will be further consultation undertaken to ensure appropriate change, and lessons learned from previous improvement programmes.

Decision: Proceed to full impact assessment – Yes

Date: 24/1/12

If you have answered ‘No’ you need to pass the completed form for approval & sign off.

Section two: Identifying impacts and evidence- Equality and Diversity

Section overview: this section identifies whether there are any impacts on equality/diversity/cohesion, what evidence is available to support the conclusion and what further action is needed.

	Identify the impact: does this increase differences or does it aim to reduce gaps for particular groups?	Explain your conclusion, including relevant evidence and consultation you have considered.	What further action is required? (Include in Sect. 3 action plan)
Gender	<p>Impacts positively – improved navigation around the town and improved perception of safety.</p> <p>Measures within the plan seek to ensure that location of new development identified within the plan will be accessible by public transport in an environment which is</p>	<p>This is a masterplan to guide future physical and economic work within the town. 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 and not be restricted on where they can park, cross streets/roads, which shops they can enter, etc.</p> <p>Improved lighting will help to reduce fear of crime.</p> <p>Evidence shows that more women than men use public transport.</p>	<p>Consultation with Sure Start, community groups, shoppers and retailers will be required to ensure any improvements that could be undertaken to improve the programme are considered.</p>

	safe for all, especially those who feel vulnerable.		
Age	<p>Impacts positively.</p> <p>The plan aims to address the needs of older and younger people and improve accessibility to town centre services and facilities.</p>	<p>Physical changes to the town will improve accessibility to the town.</p> <p>The improvements to the public realm will ensure older people have ease of access throughout the town, improved parking, improved crossings, and better access to shops etc.</p> <p>Improved lighting will also reduce fear of crime for all.</p> <p>Young people will also benefit from the improved legibility of the town and range of uses.</p> <p>Housing will be brought forward to cater for a demographic profile which research has shown has a high proportion of elderly residents. Housing will also be developed with the aim of retaining young people in the town.</p>	<p>Consult with Age UK, community groups, shoppers, and schools to ensure any improvements that could be undertaken to improve the programme are considered.</p>
Disability	<p>Impacts positively.</p> <p>Physical improvements should have a positive impact for disabled people.</p>	<p>Physical changes to the town will improve accessibility for those who have disability related physical access problems.</p> <p>The improvements to the public realm will ensure disabled people have ease of access throughout the town, improved parking, improved crossings, and better access to shops etc.</p> <p>Improved lighting will also reduce fear of crime.</p> <p>Lessons learned from previous developments will mean that identified kerbs and tactile finishes will be retained e.g. in order for guide dogs to know</p>	<p>Consult with Disabled Go and other disability groups as well as community organisations and CVS to ensure that proposed improvements are appropriate and any further improvements that could be undertaken at the same time as those planned are considered.</p> <p>Consider outcomes of RNIB report (Durham City) about kerbs and shared spaces.</p>

		where to stop.	Ensure reasonable adjustments are made to the consultation process including accessible venues and documentation in alternative formats if requested.
Race/Ethnicity	Impacts positively.	This is a masterplan to guide 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. Improved lighting will improve community safety for all but particularly for those in fear of crime and hate crimes due to their ethnicity. This should also reduce the incidence of crime and hate crimes.	Gypsies and Travellers are the county's largest ethnic minority grouping and will be consulted along with other groups and individuals as well as the police and CVS. Work with Traveller Liaison service to engage with the GRT community.
Religion or belief	Impacts positively.	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. Improved lighting will improve community safety for all but particularly for those in fear of crime and hate crimes due to their religion or belief. This should also reduce the incidence of crime and hate crimes.	Engagement and consultation to ensure that proposed improvements are appropriate and any further improvements that could be undertaken at the same time as those planned are considered. Ensure faith groups and views of people with no religion or belief are considered. E.g. County Durham Faiths Network
Sexual orientation	Impacts positively.	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. Improved lighting will improve community safety for all but particularly for those in fear of crime and hate crimes due to sexual orientation. This should also reduce the incidence of crime and hate crimes.	Consult with GADD and other organisations to ensure the views of the LGB community are considered.

How will this promote positive relationships between different communities?

There will be engagement and consultation with communities of interest, including those hard to reach and hard to hear to gain support of the plan, before any work is started. This will benefit the Council in improved understanding of our customers and help build community cohesion.

Section three: Review and Conclusion

Summary: please provide a brief overview, including impact, changes, improvements and any gaps in evidence.

The plan will have positive impacts across the protected characteristics. Engagement and consultation will allow for groups to understand and influence the development of the plan. This impact assessment has identified groups to be consulted with including GAAD, faith groups, schools, Age UK, Sure Start etc. The assessment will be revised once the plan progresses.

There could be a problem for Blind and partially sighted people with shared space in the town centre as witnessed by the Durham City research. Consideration will be given to the outcome of a survey carried out by the RNIB on Durham City through discussion with the corporate equalities team.

Action to be taken	Officer responsible	Target Date	In which plan will this action appear
Consult with groups as identified in this EIA about this plan and put their comments and ideas into the plan	Chris Myers/ Sue Berresford	TBC if agreed at Cabinet	
Ensure reasonable adjustments are made to the consultation process for people with disabilities including accessible venues and documentation in alternative formats if requested.	Chris Myers/ Sue Berresford	TBC if agreed at Cabinet	
Learn lessons from previous developments and discuss the plan with disability groups and corporate equalities team. Consider outcomes of RNIB report (Durham City) about kerbs and shared spaces.	Chris Myers/ Sue Berresford	TBC if agreed at Cabinet	
Work with Traveller Liaison service to engage with the GRT community.	Chris Myers/ Sue Berresford	TBC if agreed at Cabinet	

When will this assessment be reviewed?	Date: When initial consultation finished		
Are there any additional assessments that need to be undertaken in relation to this assessment?	No		
Lead officer - sign off:			Date:
Service equality representative - sign off:			Date:

Please email your completed Impact Assessment to the Equality team - equalities@durham.gov.uk.