

# Equality Impact Assessment Form

## Section One – Screening

The Public Sector Equality Duty (2011) covers the following 9 **protected characteristics**:

**Age, disability, gender reassignment, pregnancy & maternity, race, religion and belief, sex, sexual orientation, marriage and civil partnership** (only in the respect of the requirement of the general duty to have due regard to the need to eliminate discrimination)

The Council has also chosen to recognise rurality and socio economic status as a protected characteristic.

**Name of function/policy/procedure/project:**

Workington Town Centre SPD

**Name and telephone number of officer completing assessment:**

Francesca Robinson – 01900 702 776

**1. What is the main aim or purpose of the strategy/policy/project?**

A Supplementary Planning Document can be prepared by the Council in order to provide further detail, guidance and clarification to adopted Local Plan policies.

The Workington Town Centre SPD will provide a framework to guide development in the town centre which will promote regeneration, encourage investment into the area and facilitate positive change. It will be used to ensure that developments that come forward in the town centre contribute to the vision and objectives for the town centre which are set out in this document. It also identifies potential new uses for the town centre which reflect the changing nature of town centres and the move away from a dominant retail focus.

**2. List the main activities or objectives of the strategy/policy/project (for strategies list the main policy areas):**

The document seeks to:

- Identify a vision and strategic objectives for Workington town centre
- Identify ways to develop the town centre based upon four key themes:
  - improve connectivity and movement to/within the town centre;
  - reusing empty properties and introducing residential uses in the town centre;
  - improving the environment (including public realm, open space,

- green space, gateway enhancements and design); and
- o identifying key sites in the town centre for investment

**3. Who will be the main beneficiaries of the strategy/policy/project and in what way?**

The document sets out how the Council wishes to see development take place within Workington town centre. The beneficiaries will include those who wish to develop in the town centre, as it provides guidance as to what the Council expects. Should the SPD be complied with, it will provide benefits to residents, visitors and workers who use the town centre as the offer of the town centre should expand, it should be easier to access and the environment will become more pleasant with more green infrastructure and strong design features.

**4. Use the table below to indicate:**

(a) Where you think that the strategy/policy/project could have a negative impact on any of the equality target groups i.e. it could disadvantage them

(b) Where you think that the strategy/policy/project could have a positive impact on any of the groups or contribute to promoting equality, equal opportunities or improving relations within equality target groups.

Note that you do not have to complete all the boxes. Only those where there is a disproportionate or greater impact either way.

		Potential Impact			Reason
		Positive	Negative	Neutral	
<b>Gender</b>	Women			✓	
	Men			✓	
	Trans-gendered people			✓	
<b>Race</b>	Asian or Asian British people			✓	
	Black or black British people			✓	
	People of mixed race			✓	
	Irish people			✓	
	White people			✓	
	Chinese people			✓	
	Gypsies/travellers			✓	

	Other minority ethnic communities not listed above			✓	
<b>Disability</b>	Physical	✓			<p>Improvements to connectivity to the town centre will improve ease of movement and permeability through creating new links and improved wayfinding and signage. Routes will be safe, convenient and attractive.</p> <p>The introduction of more open space and green infrastructure will provide mental health benefits for all users.</p>
	Sensory	✓			
	Learning	✓			
	Mental health	✓			
<b>Sexual Orientation</b>	Lesbians, gay men and bisexuals			✓	
<b>Age</b>	Older people (50 +)	✓			<p>Town centre accessibility will be addressed, making it easier for all users to visit the town centre either by private vehicle, public transport or walking and cycling.</p> <p>The SPD seeks to facilitate the creation of a broader diversity of town centre uses including retail, food and drink, leisure and community uses by providing high quality, flexible premises and an attractive, safe and accessible environment. This wider uses should benefit all members of the communities, making Workington welcoming, safe and sociable, providing amenities and entertainment for all.</p>
	Younger people (17-25), and children	✓			

<b>Belief</b>	Faith groups			✓	
<b>Marriage and Civil Partnership</b>				✓	
<b>Pregnancy and Maternity</b>		✓			Making the town more accessible for all will make access easier for those who are pregnant. Providing more open spaces and meeting points will offer more opportunities for the provision of seating areas.
<b>Rurality</b>				✓	
<b>Socio-economic status</b>	Low income households			✓	
	Benefit recipients			✓	

**Notes:**

Faith groups cover a wide range of groupings, the most common of which are Muslims, Buddhists, Jews, Christians, Sikhs, Hindus. Consider faith categories individually and collectively when considering positive and negative impacts.

The categories used in the Race section are those used in the 2001 census. Consideration should be given to the needs of specific communities within the broad categories such as Bangladeshi people and to the needs of other communities such as Turkish/Turkish Cypriot, Greek/Greek Cypriot, Italian, Lithuanian and Polish that do not appear as separate categories in the census.

**5. If you have indicated there is a negative impact on any group, is that impact:**

Legal YES  NO   
*(not discriminatory under anti-discriminatory legislation? If uncertain see guidance notes or contact Policy & Communication Team or Legal Services)*

Intended? YES  NO

Level of impact HIGH  LOW

If the negative impact is possibly discriminatory and not intended **and/or** of high impact you must complete section two of this form. If not, complete the rest of section one below and consider if completing section two would be helpful in making a thorough assessment.

**6. a) Could you minimise or remove any negative impact that is of low significance and if so how?**

N/A

**b) Could you improve the strategy/policy/project's positive impact and if so how?**

Should responses be received from the public consultation on the draft text that suggests ways in which the positive impact could be improved, they will be taken into consideration when amending the document, prior to adoption.

*You may wish to use the action sheet at the end of Section Two.*

**7. If there is no evidence that the strategy, policy or project promotes equality, equal opportunities or improved relations – could it be adapted so that it does? How?**

N/A

**8. Do you have data available which monitors the impact of the policy on minority groups? If not, please explain how you intend to continue monitoring the impact of this strategy/policy/project:**

No. However, should it be brought to the attention of the Council that the application of the SPD is causing a negative impact on any of the protected characteristics, then the document will be reviewed, and if considered necessary, amended.

Please send an electronic copy of the final completed form to the Policy Team.