

# Equality impact assessment form

**Directorate** - Communities and Place

**Service area** - Regeneration Projects

**Name of policy, strategy, review or function being assessed** – The Castleward Urban Village regeneration programme (“Castleward”), including a proposed Compulsory Purchase Order

**Date of assessment** - 02/11/2020

**Head of Service signing it off** – Catherine Williams

**Decision of Cabinet, Personnel Committee or Chief Officer Group** - To progress further housing development at Castleward through progression of a compulsory purchase order

**Date published on website** – 30 November 2020

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Derby City Council



## **Equality impact assessment – please read this section first before you do the assessment**

This is our equality impact assessment form to help you equality check what you are doing when you are about to produce a new policy, review an older one, write a strategy or plan or review your services and functions. In fact, you need to do an equality impact assessment whenever a decision is needed that affects people and **before** that decision is made.

So why do we need to do equality impact assessments? Although the law does not require us to do them now, the courts still place significant weight on the existence of some form of documentary evidence of compliance with the **Public Sector Equality Duty** when determining judicial review cases. This method helps us to make our decisions fairly, taking into account any equality implications, so yes, we still need to do them.

The Public Sector Equality Duty is part of the Equality Act 2010 and this Duty requires us as a public body to have '**due regard**' to eliminating discrimination, harassment and victimisation and any other conduct that is prohibited by or under the Act. It requires us to advance equality of opportunity and foster good relations between people who share a '**relevant protected characteristic**' and people who don't.

Having 'due regard' means:

- removing or minimising disadvantages suffered by people due to their protected characteristics
- taking steps to meet the needs of people with certain protected characteristics where these are different from the needs of other people
- encouraging people with certain protected characteristics to participate in public life or in other activities where the participation is disproportionately low.

The protected characteristics are:

- age
- disability
- gender identity
- marriage and civil partnership
- pregnancy and maternity
- race
- religion or belief
- sex
- sexual orientation

This completed form should be attached to any Chief Officer Group, Cabinet or Personnel Committee report to help elected members make their decisions by taking the equality implications into account. Equality impact assessments **must be done before** decisions are made. Include the Cabinet or Personnel Committee's decision on the front sheet when you know it.

You'll find that doing these assessments will help you to:

- understand your customers' and communities needs
- develop service improvements
- improve service satisfaction
- demonstrate that you have been fair and open and considered equality when working on re-structuring
- make sure you pay due regard to the requirements of the Public Sector Equality Duty.

Don't do the form by yourself, get a small team together and make sure you include key people in the team such as representatives from our Diversity Forums and employee networks and you could invite trade union representatives too – the more knowledge around the table the better. You also need to decide how and who you will consult with to help inform the equality impact assessment. Our Lead on Equality and Diversity can help with useful contacts – we have a team of people who are used to doing these assessments and can help with information on barriers facing particular groups and remedies to overcome these barriers.

You'll need to pull together all the information you can about how what you are assessing affects different groups of people and then examine this information to check whether some people will be negatively or positively affected. Then you'll need to look at ways of lessening any negative effects or making the service more accessible – this is where your assessment team is very useful and you can also use the wider community. Against every negative impact you will need to complete the mitigation section to explain how you will lessen the impact.

Agree an equality action plan with your assessment team, setting targets for dealing with any negative effects or gaps in information you may have found. Set up a way of monitoring these actions to make sure they are done and include them in your service business plans.

When you have completed the assessment, get it signed by your Head of Service or Service Director and **send it to our Lead on Equality and Diversity for checking and to publish on our website**. It is a public document so must not contain any jargon and be easy to understand.

Remember, we need to do these assessments as part of our everyday business, so we get our equality responsibilities right and stay within the law – Equality Act 2010.

## **Equality groups and protected characteristics**

These are the equality groups of people we need to think about when we are doing equality impact assessments and these people can be our customers or our employees and job applicants...

- Age equality – the effects on younger and older people
- Disability equality – the effects on the whole range of disabled people, including Deaf people, hearing impaired people, visually impaired people, people with mental health issues, people with learning difficulties, people living with autism and people with physical impairments
- Gender identity – the effects on trans people
- Marriage and civil partnership equality
- Pregnancy and maternity equality - women who are pregnant or who have recently had a baby, including breast feeding mothers
- Race equality – the effects on minority ethnic communities, including newer communities, Gypsies and Travellers and the Roma community
- Religion and belief or non-belief equality – the effects on religious and cultural communities, customers and employees
- Sex equality – the effects on both men and women and boys and girls
- Sexual Orientation equality – the effects on lesbians, gay men and bisexual people

## **Contact for help**

Ann Webster – Lead on Equality and Diversity

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## The form

We use the term ‘policy’ as shorthand on this form for the full range of policies, practices, plans, reviews, activities and procedures.

Policies will usually fall into three main categories...

- Organisational policies and functions, such as recruitment, complaints procedures, re-structures
- Key decisions such as allocating funding to voluntary organisations, budget setting
- Policies that set criteria or guidelines for others to use, such as criteria about school admissions, procurement methods, disabled facilities grants, on street parking bays

If in doubt – it’s better and safer to do an Equality Impact Assessment than not to bother! You never know when we may get a legal challenge and someone applies for Judicial Review.

### What’s the name of the policy you are assessing?

Castleward Urban Village regeneration programme (“Castleward”). A review of the EIA has been triggered by Council Cabinet’s decision to seek powers to Compulsory Purchase Land

### The assessment team

Senior Responsible Owner – Catherine Williams (Head of Regeneration Projects)

Other team members

<b>Name</b>	<b>Job title</b>	<b>Organisation</b>	<b>Area of expertise</b>
John Gilman	Principal Regeneration Manager	Derby City Council	Programme Manager for Castleward
Matthew Wilson	Regeneration Manager	Derby City Council	Project Manager

<b>Name</b>	<b>Job title</b>	<b>Organisation</b>	<b>Area of expertise</b>
Ann Webster	Lead on Equality and Diversity	Derby City Council	Council's lead on Equality and Diversity

## **Step 1 – setting the scene**

Make sure you have clear aims and objectives on what you are impact assessing – this way you keep to the purpose of the assessment and are less likely to get side-tracked.

### **1 What are the main aims, objectives and purpose of the policy? How does it fit in with the wider aims of the Council and wider Derby Plan? Include here any links to the Council Plan, Derby Plan or your Directorate Service Plan.**

The regeneration of Castleward is a priority project in the Derby City Centre Masterplan 2030, which can be viewed [here](#) at the Council's website.

It is also an integral part of the Council achieving its targets to create new housing to support the Government's requirements to address the national housing shortfall and is outlined in the Derby City Local Plan which was adopted in 2017 which sets-out the need for at least 800 new homes to be built in Castleward by 2028. The local plan can be viewed [here](#):

A Masterplan for Castleward secured outline planning permission in 2013. Phase 1, to build 165 new homes and 12 commercial units, was successfully completed with Phase 2 to construct 54 new homes now completed. Our Disability Equality Hub worked closely with developers to make sure of accessible housing opportunities.

In November 2018, Council's Cabinet approved the principle of using compulsory purchase powers to facilitate further housing development in the Castleward. In November 2019, the Council's Cabinet progressing steps to confirm a Compulsory Purchase Order (CPO) to acquire an area of land for housing occupied by commercial premises / businesses.

A CPO has since been made in March 2020 in order to secure enough land assembly to create further phases of new homes in Castleward.

In line with the Equality Act 2010 and Public Sector Equality Duty, the Council is reviewing its equality impact assessment to make sure that it pays due regard to

equality and to any potential negative impact of the CPO proposals and any mitigation that can be undertaken to lesson any impact.

We are also highlighting any opportunities for furthering equality as the regeneration moves forward creating further housing.

## **2 Who delivers/will deliver the policy, including any consultation on it and any outside organisations who deliver under procurement arrangements?**

The project is being led by Derby City Council in partnership with Homes England, who are co-sponsors for the Castleward project and who are providing Housing Infrastructure Fund (HIF) grant towards the costs of land acquisitions to enable the creation of 512 new homes by 2030.

The construction project is being delivered by the appointed development partner, Compendium Living following a competitive OJEU process in 2011. Compendium Living is owned by two leading housing and regeneration companies, Lovell Partnerships and the Riverside Group whose subsidiary Riverside Housing manages the affordable homes created as part of the Castleward. Compendium Living are leading on the communication to those wanting to buy new properties as well as keeping those who are already living and working in Castleward informed by a newsletter and [website](#). The Council also uses social media and issues news releases to local media outlets to keep people informed about the progress of the scheme. The Council is also keeping the local MP for the area informed as well as ward councillors representing the area.

A land referencing exercise was undertaken by Ardent Management in March 2019 on behalf of the City Council which identified all legal interests within the wider Castleward Regeneration area. The Council then contacted all these interests to advise that surveys conducted by Ardent requesting information would follow.

A valuation exercise was then carried out by Thomas Lister Ltd (commercial property advisors to the Council) to help establish the potential cost of a CPO scheme that informed a proposal for Council Cabinet and identified affected owners and occupiers. The Council offered support and advice to affected businesses regarding statutory entitlements and compensation via an information event in October 2019. Several letters from the Council invited affected businesses to convey their requirements to inform potential relocation opportunities in discussion with Thomas Lister Ltd and Marketing Derby. In light of the Covid-19 pandemic, letters have been sent to affected businesses

periodically since March to relay information about government grants. The Council also stands ready to assist any business with employees at risk of unemployment through signposting to the local Department of Work and Pensions team and Derby Employment Hub set up in March 2020.

### **3 Who are the main customers, users, partners, employees or groups affected by this proposal?**

#### **i) CPO proposal**

The main people affected are the landowners, leaseholders and tenants of the land (all commercial use) that is subject to the CPO. In the course of our communications with remaining 25 businesses, the Council has not been made aware of any people with protected characteristics that would be dis-benefited by the affected businesses ceasing to provide their trade in Castleward. To note that since the CPO Order was made, the largest employer Cosy Direct (75 FTE in October 2019) will have completed their relocation away from Castleward by the end of November 2020. Other affected businesses are either seeking relocation, will be seeking relocation or winding up of their business. We also know that some of the businesses are not fully accessible to disabled people, as they have upper floors, and no lift.

Organisations that provide services to the community in Castleward, for example the West Indian Community Centre, the Red Cross, Royal Voluntary Service, St John's Ambulance and Castlefields Church are unaffected by the proposed CPO scheme. Whilst there remains an outline planning permission to re-develop land for new homes in the wider Castleward area until 2033, there is no timetable for the development of further phases beyond the CPO area. A planning condition in the outline consent for community provision does ensure any future plans balance at least with the status quo.

#### **ii) Public realm and Housing Development**

Phase 1 of the regeneration of Castleward created a new boulevard and public open space. The boulevard provides an attractive footway connection of shared surfaces suitable for disabled people from the Derby train station through to the city centre via the former named Intu shopping centre or Traffic Street. This route has become a popular and preferred route for young people going to and from Derby College located adjacent to the Derby train station. Further phases of regeneration will promote increased footfall and dwelling factor to promote further business activity in the 12 commercial units created on the boulevard in Phase 1. These units are level access suitable for disabled people.

The Council's Disability Equality Hub were consulted over the property designs ahead of the first phase of housing. Ahead of future phases, from Phase 3b the developer

Compendium Living will again be consulting with identified Council equality groups to listen to any design requirements that may not have been considered.

## **Step 2 – collecting information and assessing impact**

**4 Who have you consulted and engaged with so far about this policy, and what did they tell you? Who else do you plan to consult with? – tell us here how you did this consultation and how you made it accessible for the equality groups, such as accessible locations, interpreters and translations, accessible documents.**

### **i) CPO consultation**

Since the proposed CPO was approved by Cabinet in November 2019, there have been ongoing conversations with retail businesses on Castleward boulevard through our development partner, Compendium and with the businesses affected by the CPO. All affected businesses were contacted by the Council with numerous letters including information about government financial support in response to the Covid-19 pandemic. We made clear to recipients that all letters were available in other formats on request.

The Council has contacted all those with a land interest in Castleward in April 2019 (via providing them with a Section 16 notice). As part of the land referencing exercise Ardent Management Ltd, (acting on behalf of the Council) visited every property within the identified area. Representatives of all land interests of the CPO scheme area were asked to complete a questionnaire to identify all those who are potentially affected. Following the land referencing exercise, the Council now has a database for the main group of people affected by the proposal. The Council will use this database to ensure that information about the project can be shared directly with those affected.

### **ii) Local plan consultation**

In addition, as part of the Council adopting its local plan which identified Castleward as an area for future housing to be developed it carried out consultation with residents and businesses, please see the [Statement of Consultation Volume 1 \(pg 20\)](#) for the results of the consultation for the Castleward proposals which showed there was support in principle for the development of the site.

The consultation methods that the Council carried out are outlined between pages 2 – 6 on the link above but a high level summary of the consultation methods includes, direct contact with interested parties, public notices, articles in the local media,

public drop-in events in accessible locations, publicity materials highlighting the consultation such as posters, websites, document downloads, etc. The council sent information out with information on how to contact the council should the information need to be provided an alternative language format be necessary. This information was translated into Polish, Punjabi, or Urdu as these are the predominant alternative languages identified for those living and working in Derby.

As part of the consultation questionnaires the Council asked equality questions to help it to identify and address any equality implications. See here: [Statement of Consultation](#) – compendium of publicity materials:

It also carried out an Equality Impact Assessment of the proposed local plan in December 2015, including the new housing provision at Castleward, and the details of the Equality Impact Assessment are here:

<https://www.derby.gov.uk/media/derbycitycouncil/contentassets/documents/policiesandguidance/planning/EB081%20Equalities%20Impact%20Assessment.pdf>

**5 Using the skills and knowledge in your assessment team, and from any consultation you have done, what do you already know about the equality impact of the policy on particular groups? Also, use any other information you know about such as any customer feedback, surveys, national research or data. Indicate by a tick for each protected characteristic group whether this is a negative or a positive impact. If it's negative, fill in the mitigation section as well to explain how you are going to lessen the impact.**

**(i) Age**

<b>What do you already know?</b>	<b>Positive impact</b>	<b>Negative impact</b>	<b>Mitigation</b>
<b>a) Compulsory Purchase Order</b>			
The age of the employees of the affected businesses are at least 16 years old. We know that older workers may struggle to get a new job and may have a lack of confidence in applying for new jobs.		Yes	Loss of employment is possible, but there is no evidence at this time from those who have already relocated. We will provide any affected business with support to identify an alternative location in the city and if required, jobs advice

What do you already know?	Positive impact	Negative impact	Mitigation
			through the Derby Employer Hub.
<b>b) Public Realm and Housing Development</b>			
Post regeneration, residents will be of all ages.	Yes		

**(ii) Disability**

What do you already know?	Positive impact	Negative impact	Mitigation
<b>a) Compulsory Purchase Order</b>			
We do not know if any of the affected businesses have disabled employees. We do know that disabled people may struggle to get a new job and may have a lack of confidence in applying for new jobs.		Yes	Loss of employment is possible, but there is no evidence at this time from those who have already relocated. We will provide any affected business with support to identify an alternative location in the city and if required, jobs advice through the Derby Employer Hub.
<b>b) Public Realm and Housing Development</b>			
No key trends were identified from the land referencing exercise.	Yes		
Of the re-development of the commercial land, a proportion of new homes will be accessible for disabled people.	Yes		
Design of wide accessible streets (through shared surfaces) and features to provide access on the paving to identify	Yes		

What do you already know?	Positive impact	Negative impact	Mitigation
pedestrian crossings – we will work with our Access, Equality and Inclusion Hub to get this right.			

**(iii) Gender identity - trans**

What do you already know?	Positive impact	Negative impact	Mitigation
<b>a) Compulsory Purchase Order</b>			
We do not know if any of the affected businesses have trans employees. We do know that trans people may struggle to get a new job and may have a lack of confidence in applying for new jobs.		Yes	Loss of employment is possible, but there is no evidence at this time from those who have already relocated. We will provide any affected business with support to identify an alternative location in the city and if required, jobs advice through the Derby Employer Hub.
<b>b) Public Realm and Housing Development</b>			
No key trends were identified from the land referencing exercise.	Yes		
We will make sure that gender identity is considered in undertaking further project work, and in all future EIAs – we will work with Derbyshire LGBT+ and our own LGBTQ+ and Allies Employee Network to make sure the views of the trans community are reflected and that any community activities are inclusive to the trans community.	Yes		

**(iv) Marriage and Civil Partnership**

<b>What do you already know?</b>	<b>Positive impact</b>	<b>Negative impact</b>	<b>Mitigation</b>
<b>a) Compulsory Purchase Order; and b) Public Realm and Housing Development</b>			
We could not identify any impact on this equality group. The plans for the new residential accommodation in Castleward will provide a choice from one-bedroom apartments to the four-bedroom family homes already created.	Yes		

**(v) Pregnancy and maternity**

<b>What do you already know?</b>	<b>Positive impact</b>	<b>Negative impact</b>	<b>Mitigation</b>
<b>a) Compulsory Purchase Order</b>			
We do not know if any of the affected businesses have pregnant employees, but there is specific legislation around maternity. We know that it's a struggle to get a new job in this climate.		Yes	Loss of employment is possible, but there is no evidence at this time from those who have already relocated. We will provide any affected business with support to identify an alternative location in the city and if required, jobs advice through the Derby Employer Hub.
<b>b) Public Realm and Housing Development</b>			
No trends were identified from the land referencing exercise.	Yes		
Derby City Council expect that our appointed development partner, Compendium Living will	Yes		

consider family requirements in the design of the area including the environment and accessibility of play areas and accessibility for push chairs in homes and if greater than two storeys in an apartment block for a family, provision of a lift. In addition, a playground was created in the public open space.			
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**(vi) Race**

<b>What do you already know?</b>	<b>Positive impact</b>	<b>Negative impact</b>	<b>Mitigation</b>
<b>a) Compulsory Purchase Order</b>			
We do not know the demographics of any minority ethnic employees in the affected businesses, but we do know it's not easy to get a new job or have the confidence of applying due to fears of racism.		Yes	Loss of employment is possible, but there is no evidence at this time from those who have already relocated. We will provide any affected business with support to identify an alternative location in the city and if required, jobs advice through the Derby Employer Hub.
<b>b) Public Realm and Housing Development</b>			
As the aspiration is to create a new neighbourhood in the city centre which offers an element of affordable housing it is envisaged that any potential negative impacts of the CPO will be mitigated through a mixed of sized	Yes		

new accommodation to help attract a diverse range of residents.			
The West Indian Community Centre is not affected by the CPO and it offers a whole range of community facilities in the area.	Yes		

**(vii) Religion or belief or none**

<b>What do you already know?</b>	<b>Positive impact</b>	<b>Negative impact</b>	<b>Mitigation</b>
<b>a) Compulsory Purchase Order</b>			
The Castlefields Church is not affected by the CPO.	Yes		
<b>b) Public Realm and Housing Development</b>			
An increase in residential population will help support the church who in turn will support with community cohesion.	Yes		
Continued support for Castlefields holiday activities in the public open square.	Yes		
When Covid-19 pandemic restrictions are lifted, Compendium Living to consider offering empty retail space for shelter or for a one off cultural or community event.	Yes		

**(viii) Sex**

<b>What do you already know?</b>	<b>Positive impact</b>	<b>Negative impact</b>	<b>Mitigation</b>
<b>a) Compulsory Purchase Order</b>			
The main protected characteristics of business owners and their workforce in Castleward in terms of sex are mainly male.		Yes	Loss of employment is possible, but there is no evidence at this time from those who have already relocated. We will provide any affected business with support to identify an alternative location in the city and if required, jobs advice through the Derby Employer Hub.
<b>b) Public Realm and Housing Development</b>			
As the aspiration is to create a new neighbourhood in the city centre, which offers an element of affordable housing it is envisaged that any potential negative impacts of the CPO will be mitigated through the new housing which will be provided as it will attract a diverse range of residents including attracting more women and those who identify themselves as non-binary or gender fluid	Yes		

**(ix) Sexual orientation**

<b>What do you already know?</b>	<b>Positive impact</b>	<b>Negative impact</b>	<b>Mitigation</b>
<b>a) Compulsory Purchase Order</b>			
We do not know if any of the affected businesses have LGB employees. We		Yes	Loss of employment is possible, but there is no evidence at this time from

do know that LGB people may struggle to get a new job and may have a lack of confidence in applying for new jobs for fear of discrimination and harassment.			those who have already relocated. We will provide any affected business with support to identify an alternative location in the city and if required, jobs advice through the Derby Employer Hub.
<b>b) Public Realm and Housing Development</b>			
<p>No key trends were identified from the land referencing exercise.</p> <p>We will consider this theme when undertaking further project work, and in all future EIAs – we will work with Derbyshire LGBT+ and our own LGBTQ+ Employee Network to make sure the views of the LGBTQ+ community are reflected.</p> <p>For partnership organisations, for example Castlefield Church, the Council will encourage equality, diversity and inclusion.</p>	<p>Yes</p> <p>Yes</p> <p>Yes</p>		

**Important** - For any of the equality groups you don't have any information about, then make it an equality action at the end of this assessment to find out. This doesn't mean that you can't complete the assessment without the information, but you need to follow up the action and if necessary, review the assessment later. You can get lots of information on reports done from organisations' websites such as the Equality and Human Rights Commission, Stonewall, Press for Change, Joseph Rowntree Trust and so on. Please don't put down that the impact affects 'everyone the same' – it never does!

**6 From the information you have collected, how are you going to lessen any negative impact on any of the equality groups? How are you going to fill any gaps in information you have discovered?**

- Key actions to implement moving forward are as follows:
- Carry out further EIAs at relevant points as the project progresses to ensure that equality considerations are undertaken at each major milestone.
  - Ensure that Compendium incorporates sufficiently qualified team members to advise on key design principles to encourage inclusivity in the design of future housing and the development of the Castleward neighbourhoods.
  - Compendium Living (or their architects) to participate in a joint meeting with the Equality Hubs, forums and Derby LGBT+ in advance of the next development phase, expected to be in 2021, which is prior to design of Phase 3b on Canal Street.

**Step 3 – deciding on the outcome**

**7 What outcome does this assessment suggest you take? – You might find more than one applies. Please also tell us why you have come to this decision?**

<b>Outcome 1</b>		<b>No major change needed</b> – the EIA hasn’t identified any potential for discrimination or negative impact and all opportunities to advance equality have been taken
<b>Outcome 2</b>	<b>X</b>	<b>Adjust the policy</b> to remove barriers identified by the EIA or better advance equality. Are you satisfied that the proposed adjustments will remove the barriers you identified?
<b>Outcome 3</b>		<b>Continue the policy</b> despite potential for negative impact or missed opportunities to advance equality identified. You will need to make sure the EIA clearly sets out the justifications for continuing with it. You need to consider whether there are: <ul style="list-style-type: none"> <li>• sufficient plans to stop or minimise the negative impact</li> <li>• mitigating actions for any remaining negative impacts</li> <li>• plans to monitor the actual impact.</li> </ul>
<b>Outcome 4</b>		<b>Stop and rethink</b> the policy when the EIA shows actual or potential unlawful discrimination

Our Assessment team has agreed Outcome number(s)

Castleward will provide a positive regeneration project with which to strengthen the Council's approach to valuing diversity and creating opportunities for all our residents.

The scheme includes provision for affordable housing to be built, helping citizens who otherwise would not be able to afford to get onto the property ladder.

Castleward is only the second housing scheme in the U.K. to achieve BREEAM (Building Research Establishment's Environmental Assessment Method) Communities Standard, which seeks to measure and certify the social, environmental and economic sustainability of large-scale development plans.

However, there are planned mitigations to support businesses and their employees during this transition, for example the [Derby](#) Employment Hub.

Why did you come to this decision?

We know that some people with protected characteristics may lose their jobs from business affected, but we do all we can to support affected employees through our Employment Hub and also do all we can to support businesses to relocate.

The positive benefits the development of the Order Land would have on the Council's area as a whole in the form of much needed housing. These development opportunities will address the following Public Sector Equality Duty aims:

- **elimination of discrimination** – it is anticipated that the demographic profile of those benefiting from the proposed housing and commercial/retail space (homes and jobs) will reflect the diverse population of the Council's area covering all protected characteristics;
- **promotion of equality of opportunity** – the housing and employment opportunities which will expand opportunities and outcomes available locally;
- **fostering good relations between different groups of people** – by expanding commercial accommodation, as well as enhancing the local waterside environment, people from across the Council's area will be encouraged to use these shared spaces, providing more opportunities for different people to mix and participate together in community life.

If you have decided on **Outcome 3**, then please tell us here the justification for continuing with the policy. You also need to make sure that there are actions in the Equality Action Plan to lessen the effect of the negative impact. This is really important and may face a legal challenge in the future.

If you have decided on **Outcome 4** then if the proposal continues, without any mitigating actions, it may be likely that we will face a legal challenge and possibly a Judicial Review on the process - it is really important that the equality impact assessment is done thoroughly, as this is what the Judge will consider.

#### **Step 4 – equality action plan – setting targets and monitoring**

- 8 Fill in this table with the equality actions you have come up with during the assessment. Indicate how you plan to monitor the equality impact of the proposals, once they have been implemented.**

## Equality Action Plan –setting targets and monitoring Age

<b>What are we going to do to advance equality</b>	<b>What difference will it make</b>	<b>When will we do it and who will lead</b>	<b>Monitoring arrangements</b>
<p>The requirements for all age groups will need to be considered in the design of the new housing. Further EIAs will be undertaken at the relevant stages of the project.</p> <p>We will continue to engage and consult throughout the project.</p> <p>Work with our 60+ Forum</p>	<p>The design of Castleward will be inclusive.</p>	<p>Regeneration Managers through the project, until 2030.</p>	<p>EIA to be undertaken on an iterative basis.</p>

## Disability

<b>What are we going to do to advance equality</b>	<b>What difference will it make</b>	<b>When will we do it and who will lead</b>	<b>Monitoring arrangements</b>
<p>Compendium Living (or their architects) to participate in a joint meeting with the Equality Hubs, forums and Derbyshire LGBT+ and our Deaf and hearing impaired people's commitment group in advance of the next development phase, expected to be in 2021, which is prior to design of Phase 3b on Canal Street.</p> <p>Use of more inclusive communication material including a range of languages for communications to residents with the offer of interpretation and translation and use of accessible communication. Support at the Council House with hearing loops to assist hearing impaired people with</p>	<p>The design of Castleward will meet the requirements of disabled people when considering new homes design as well as any improvements in highway and public realm.</p>	<p>Regeneration Managers through the project, until 2030.</p>	<p>EIA to be undertaken on an iterative basis.</p>

<b>What are we going to do to advance equality</b>	<b>What difference will it make</b>	<b>When will we do it and who will lead</b>	<b>Monitoring arrangements</b>
<p>communication about the project and also to provide BSL interpreters.</p> <p>We will continue to engage and consult throughout the project to provide more inclusive access.</p> <p>We will engage with our Access Equality and Inclusion Hub and Deaf Forum as well as our Deaf and hearing Impaired People's Commitment Group.</p>			<p>Phase review of the public realm including appropriate use of braille as well as the design of the homes.</p>

## **Gender identity - trans**

<b>What are we going to do to advance equality</b>	<b>What difference will it make</b>	<b>When will we do it and who will lead</b>	<b>Monitoring arrangements</b>
<p>The requirements for all people will need to be considered in development of the Castleward project. Further EIAs will be undertaken at the relevant stages of the project. We will continue to engage and consult throughout the project.</p> <p>We will engage with Derbyshire LGBT+ our LGBTQ+ and Allies Employee Network</p>	<p>The design of Castleward will be inclusive.</p>	<p>Regeneration Managers through the project, until 2030.</p>	<p>EIA to be undertaken on an iterative basis.</p>

## **Marriage and Civil Partnership**

<b>What are we going to do to advance equality</b>	<b>What difference will it make</b>	<b>When will we do it and who will lead</b>	<b>Monitoring arrangements</b>
The requirements for all people will need to be considered in the development of Castleward. Further EIAs will be undertaken at the relevant stages of the design process. We will continue to engage and consult throughout the project.	The design of the project will be inclusive.	Regeneration Managers through the project, until 2030.	EIA to be undertaken on an iterative basis.

## **Pregnancy and maternity**

<b>What are we going to do to advance equality</b>	<b>What difference will it make</b>	<b>When will we do it and who will lead</b>	<b>Monitoring arrangements</b>
Consider how the requirements of parents and babies/toddlers can be catered for in the design of Castleward. For example, accessibility for pushchairs for new homes to be more inclusive for families.  And to note there will be a new primary and nursery school constructed to serve Castleward, expected to be open in 2021.	The designs will intend the housing and public spaces, and primary schools to be accessible to families and babies/toddlers	Regeneration Managers through the project, until 2030.	EIA to be undertaken on an iterative basis.

## **Race**

<b>What are we going to do to advance equality</b>	<b>What difference will it make</b>	<b>When will we do it and who will lead</b>	<b>Monitoring arrangements</b>
Consider how a wider diversity of people can be engaged with	The design Castleward will be inclusive	Regeneration Managers	EIA to be undertaken on an iterative basis.

<b>What are we going to do to advance equality</b>	<b>What difference will it make</b>	<b>When will we do it and who will lead</b>	<b>Monitoring arrangements</b>
<p>during future consultations. Further EIAs will be undertaken at the relevant stages of the design process. We will continue to engage and consult throughout the project.</p> <p>Work with our Race Equality Hub and Black and Asian Minority Ethnic Employee support network.</p> <p>We will also make sure of access to interpretation and translation services when consulting with the community.</p>		through the project, until 2030.	

### Religion or belief or none

<b>What are we going to do to advance equality</b>	<b>What difference will it make</b>	<b>When will we do it and who will lead</b>	<b>Monitoring arrangements</b>
<p>Consider how a wider diversity of people can be engaged with during future consultations. Further EIAs will be undertaken at the relevant stages of the design process. We will continue to engage and consult throughout the project.</p> <p>Work with our Race Equality Hub and Black and Asian Minority Ethnic employee support network.</p>	The design Castleward will be inclusive.	Regeneration Managers through the project, until 2030.	EIA to be undertaken on an iterative basis.

### Sex

<b>What are we going to do to advance equality</b>	<b>What difference will it make</b>	<b>When will we do it and who will lead</b>	<b>Monitoring arrangements</b>
<p>The requirements for all people will need to be considered in the design of Castleward. Further EIAs will be undertaken at the relevant stages of the design process. We will continue to engage and consult throughout the project.</p> <p>We will engage with International Women’s Day Derby Committee and other women’s groups as appropriate</p>	<p>The design Castleward will be inclusive.</p>	<p>Regeneration Managers through the project, until 2030.</p>	<p>EIA to be undertaken on an iterative basis.</p>

## Sexual orientation

<b>What are we going to do to advance equality</b>	<b>What difference will it make</b>	<b>When will we do it and who will lead</b>	<b>Monitoring arrangements</b>
<p>The requirements for all people will need to be considered in development of the Castleward project. Further EIAs will be undertaken at the relevant stages of the project. We will continue to engage and consult throughout the project.</p> <p>We will engage with Derbyshire LGBT+ our LGBTQ+ Allies Employee network</p>	<p>The design Castleward will be inclusive.</p>	<p>Regeneration Managers through the project, until 2030.</p>	<p>EIA to be undertaken on an iterative basis.</p>

We can give you this information in any other way, style or language that will help you access it. Please contact us on: 01332 Minicom: 01332 640666

### Polish

Aby ułatwić Państwu dostęp do tych informacji, możemy je Państwu przekazać w innym formacie, stylu lub języku.

Prosimy o kontakt:

Tel. tekstowy: 01332 640666

### Punjabi

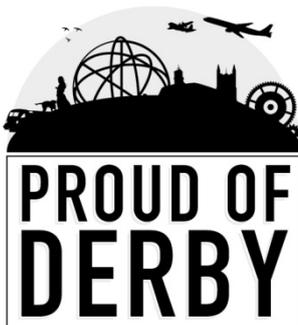
ਇਹ ਜਾਣਕਾਰੀ ਅਸੀਂ ਤੁਹਾਨੂੰ ਕਿਸੇ ਵੀ ਹੋਰ ਤਰੀਕੇ ਨਾਲ, ਕਿਸੇ ਵੀ ਹੋਰ ਰੂਪ ਜਾਂ ਬੋਲੀ ਵਿੱਚ ਦੇ ਸਕਦੇ ਹਾਂ, ਜਿਹੜੀ ਇਸ ਤੱਕ ਪਹੁੰਚ ਕਰਨ ਵਿੱਚ ਤੁਹਾਡੀ ਸਹਾਇਤਾ ਕਰ ਸਕਦੀ ਹੋਵੇ। ਕਿਰਪਾ ਕਰਕੇ ਸਾਡੇ ਨਾਲ ਟੈਲੀਫੋਨ ਮਿਨੀਕਮ 01332 640666 ਤੇ ਸੰਪਰਕ ਕਰੋ।

### Slovakian

Túto informáciu vám môžeme poskytnúť iným spôsobom, štýlom alebo v inom jazyku, ktorý vám pomôže k jej sprístupneniu. Skontaktujte nás prosím na tel.č: Minicom 01332 640666

### Urdu

یہ معلومات ہم آپ کو کسی دیگر ایسے طریقے، انداز اور زبان میں مہیا کر سکتے ہیں جو اس تک رسائی میں آپ کی مدد کرے۔ براہ کرم منی کام 01332 640666 پر ہم سے رابطہ کریں۔



Derby City Council