



Equality impact assessment form

Directorate	Communities & Place
Service area	Regeneration & Major Projects
Proposal	The Castleward Urban Village (CUV) regeneration programme
Reason for proposal	Annual review 2021
Sign off (Director/Head of Service)	Catherine Williams
Date of assessment	01 December 2021

Please read the support notes to help you in Appendix 1 before completing your assessment

The form

You need to attach the completed form to any report to help councillors and colleagues make their decisions by taking equality implications into account.

The assessment team or name of individual completing this form

Team leader's name and job title –

Other team members if appropriate

Name	Job title	Organisation	Area of expertise
Matt Wilson	Regeneration Manager	DCC	Regeneration

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 decision you want to make?	A review of the EIA was triggered by Council Cabinet's decision (Nov 2018 & Nov 2019) to seek Compulsory Purchase powers to acquire commercial land to create further phases of new housing including affordable homes.
2. Why do you need to make this decision?	Good practice commitment to review annually.

3. Who delivers/will deliver the changed service/policy including any consultation on it and any outside organisations who deliver under procurement arrangements?	CUV project team and the appointed developer partner, Compendium Living.
4. Who are the main customers, users, partners, colleagues or groups affected by this decision?	<ol style="list-style-type: none"> 1) Businesses (and their employees) directly affected by the Compulsory Purchase Order (CPO) route. 2) Residents of future phases of housing that the acquisition of land will create.

Step 2 – collecting information and assessing impact

5. Who have you consulted and engaged with so far about this change, 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.	<ol style="list-style-type: none"> 1) The Council wrote and met with affected businesses prior to the CPO proposal being approved at Council Cabinet. Having made the decision to go down the CPO route, consultation was for information only together with an explanation about process, compensation and support for relocation opportunities. Following the outbreak of Covid-19, there was targeted promotion of grant support to affected businesses. 2) The CUV project team and development partner have been invited to consult with representatives from equality groups (facilitated by the Council) to discuss plans for future housing phases. The consultation session is being planned via MS Teams providing remote and Covid-19 safe access. The CUV project team officer is liaising with the Lead on Equality & Diversity to accommodate any additional adjustments / arrangements for this meeting(s) be required.
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3) Using the skills and knowledge in your assessment team or what you know yourself, and from any consultation you have done, what do you already know about the equality impact of the proposed change 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. Only fill in the mitigation box if you think the decision will have a negative impact and then you'll need to explain how you are going to lessen the impact.

People with protected characteristics	What do you already know?	Positive impact	Negative impact	Mitigation - what actions will you take to lessen impact?
Age – older and younger people	Risk of unemployment.		Yes	Although loss of employment is possible, but there is no evidence at

People with protected characteristics	What do you already know?	Positive impact	Negative impact	Mitigation - what actions will you take to lessen impact?
	<p>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.</p> <p>Post regeneration, residents will be of all ages.</p>	Yes		<p>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.</p> <p>Engagement planned with a representation from the 60+ forum about future phase plans.</p>
<p>Disability – 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</p>	<p>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.</p> <p>No key trends were identified from the land referencing exercise.</p> <p>Of the re-development of the commercial land, a proportion of new homes will be accessible for disabled people.</p> <p>Design of wide accessible streets (through shared surfaces) and features to provide access on the paving to identify pedestrian crossings - we will work with our Access, Equality and Inclusion Hub to get this right and with our Disabled Employees Network.</p>	<p>Yes</p> <p>Yes</p> <p>Yes</p> <p>Yes</p>	Yes	<p>As above</p> <p>In addition, the CUV project team is working closely with the Strategic Housing team who specialise in making recommendations for improved access / requirements for disabled people.</p>
<p>Gender identity- trans and those people who don't identify with a</p>	<p>We do not know if any of the affected businesses have trans employees. We do know that trans people may</p>		Yes	As above

People with protected characteristics	What do you already know?	Positive impact	Negative impact	Mitigation - what actions will you take to lessen impact?
<p>particular gender, for example, non-binary, genderfluid, genderqueer, polygender and those who are questioning their gender or non-gendered identity.</p>	<p>struggle to get a new job and may have a lack of confidence in applying for new jobs.</p> <p>No key trends were identified from the land referencing exercise.</p> <p>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.</p>	<p>Yes</p> <p>Yes</p>		
<p>Marriage and Civil Partnership</p>	<p>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.</p>	<p>Yes</p>		<p>As above</p>
<p>Pregnancy and maternity - women who are pregnant or who have recently had a baby, including breast feeding mothers</p>	<p>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.</p> <p>No trends were identified from the land referencing exercise.</p> <p>Derby City Council expect that our appointed development partner, Compendium Living will 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.</p>	<p>Yes</p> <p>Yes</p>	<p>Yes</p>	<p>As above</p>
<p>Race - the effects on minority ethnic communities, including newer</p>	<p>We do not know the demographics of any minority ethnic employees in the affected businesses, but we</p>		<p>Yes</p>	<p>As above</p>

People with protected characteristics	What do you already know?	Positive impact	Negative impact	Mitigation - what actions will you take to lessen impact?
communities, Gypsies and Travellers and the Roma community	<p>do know it's not easy to get a new job or have the confidence of applying due to fears of racism.</p> <p>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 new accommodation to help attract a diverse range of residents.</p> <p>The West Indian Community Centre is not affected by the CPO and it offers a whole range of community facilities in the area.</p>	<p>Yes</p> <p>Yes</p>		Engagement planned with a representation from the Race Equality Hub about future phase plans and our Black, Asian and Minority Ethnic Employee Support Network .
Religion or belief or none - the effects on religious and cultural communities, customers and colleagues	<p>The Castlefields Church is not affected by the CPO.</p> <p>An increase in residential population will help support the church who in turn will support with community cohesion.</p> <p>Continued support for Castlefields holiday activities in the public open square.</p> <p>When Covid-19 pandemic restrictions are lifted, Compendium Living to offer any empty retail space for shelter or for a one off cultural or community event.</p>	<p>Yes</p> <p>Yes</p> <p>Yes</p> <p>Yes</p>		As above
Sex - the effects on both men and women and boys and girls	<p>The main protected characteristics of business owners and their workforce in Castleward in terms of sex are mainly male.</p> <p>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</p>	<p>Yes</p>	Yes	As above

People with protected characteristics	What do you already know?	Positive impact	Negative impact	Mitigation - what actions will you take to lessen impact?
	women and those who identify themselves as non-binary or gender fluid.			
<p>Sexual orientation - the effects on lesbians, gay men, bisexuals, pansexual, asexual and those questioning their sexuality</p>	<p>We do not know if any of the affected businesses have LGBTQ+ employees. We do know that LGBTQ+ 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.</p> <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>	<p>Yes</p>	<p>As above</p>

Important - For any of the equality groups you don't have any information about, then please contact our Lead on Equality and Diversity for help. You can also get lots of information on reports completed 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!

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?

Outcome 1		No major change needed – the EIA hasn't identified any potential for discrimination or negative impact and all opportunities to advance equality have been taken
Outcome 2	x	Adjust the proposal to remove barriers identified by the EIA or better advance equality. Are you satisfied that the proposed adjustments will remove the barriers you identified?
Outcome 3		Continue the proposal 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"> • sufficient plans to stop or minimise the negative impact • mitigating actions for any remaining negative impacts • plans to monitor the actual impact.
Outcome 4		Stop and rethink the proposal when the EIA shows actual or potential unlawful discrimination

Why did you come to this decision?

While we are doing the EIA, we have identified some barriers requiring ongoing mitigation.

If you have decided on **Outcome 3**, then please tell us here the justification for continuing with the proposal. You also need to make sure that there are actions in the Mitigation Box to lessen the effect of the negative impact. This is so 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 so important that the equality impact assessment is done thoroughly, as this is what the Judge will consider

Equality impact assessment form– 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 about our services and functions that affects people and **before** that decision is made. This also includes quick Covid 19 related decisions.

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.

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 complete 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. The nine protected characteristics are age, disability, gender identity, marriage and civil partnership, pregnancy and maternity, race religion and belief, sex and sexual orientation.

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.

This completed form should be attached to any Corporate Leadership, Senior Leadership, Cabinet or Personnel Committee report to help decision makers take the equality implications into account when they make the decision. Equality impact assessments **must be done before** decisions are made.

You'll find that completing 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.

Unless this is a quick Covid 19 decision, 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 Equality Hubs and 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.

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

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 must be easy to understand.

Contact for help

Ann Webster – Lead on Equality and Diversity

ann.webster@derby.gov.uk

Tel 01332 643722 mobile 07812301144

[Sign Language Service](#)

We can give you this information in any other way, style or language that will help you access it. Please contact us on **01332 643722, 07812301144** or **derby.gov.uk/signing-service/**

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 ਇੱਥੇ ਸੰਪਰਕ ਕਰੋ: **01332 64XXXX** ਜਾਂ **derby.gov.uk/signing-service/**

Polish

Aby ułatwić Państwu dostęp do tych informacji, możemy je Państwu przekazać w innym formacie, stylu lub języku. Prosimy o kontakt: **01332 64XXXX** lub **derby.gov.uk/signing-service/**

Slovak

Túto informáciu vám môžeme poskytnúť iným spôsobom, štýlom alebo v inom jazyku, ktorý vám pomôže k jej sprístupneniu. Prosím, kontaktujte nás na tel. č.: **01332 64XXXX** alebo na stránke **derby.gov.uk/signing-service/**

Urdu

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