

APPENDIX 3

City of York Council
Equalities Impact Assessment

Who is submitting the proposal?

Directorate:	City Development
Service Area:	City Development
Name of the proposal:	Major Projects - Castle Gateway
Lead officer:	Garry Taylor – Director of City Development
Date assessment completed:	16/07/2025 Date amended following comments 11/09/2025

Names of those who contributed to the assessment:			
Name	Job title	Organisation	Area of expertise
Patricia Salami	Interim Head of Regeneration	CYC	Capital Programme Management / Delivery
Ben Murphy	Head of City Development	CYC	Capital Programme Management
Laura Williams	Assistant Director Customer, Communities and Inclusion	CYC	Equity, Diversity & Inclusion
David Smith	Access officer	CYC	Equity, Diversity & Inclusion Team

Step 1 – Aims and intended outcomes

1.1	What is the purpose of the proposal? Please explain your proposal in Plain English avoiding acronyms and jargon.
	<p>This assessment covers a major strategic project called the Castle Gateway scheme which aims to provide the following;</p> <ul style="list-style-type: none">• A flexible green space which includes children’s play provision, which will be accessible play equipment• Retain the 30 blue badge parking spaces on Castle Car Park, but in a different location on the site,• Reducing capital and management costs for the life of the project. By introducing low maintenance projects.• The revised brief, along with the high-level optioneering designs were tested with key members, key stakeholders and the public between May and September 2024.• The public realm improvements will consider climate adaption features for example passive shading/cooling, rest areas, water refill stations. It will also aid sustainable transport modes. enhance accessibility, improve active travel options, create a high-quality public realm, and support regeneration.• The scheme will also improve health and wellbeing by creating a free amenity and play space for families to encourage healthier lifestyles, coupled with improved connectivity and travel opportunities across the site.• Improving walking and cycling routes will contribute to active travel and help improve air quality

1.2	Are there any external considerations? (Legislation/government directive/codes of practice etc.)
	Yes. The scheme is subject to a statutory planning application submitted on the 4 th July 2025, funding conditions from the West Yorkshire Combined Authority and must comply with the Equality Act 2010 and human rights legislation. Public sector equality duties and environmental regulations also apply.

1.3	Who are the stakeholders and what are their interests?
	Stakeholders include residents, commuters, businesses in the area, interest groups such as the Castle Gateway Advisory Group, York Access Forum (YAF). planning authority, and funding bodies. Their interests range from improved connectivity and safety to economic growth, heritage preservation, and equitable access.
1.4	What results/outcomes do we want to achieve and for whom? This section should explain what outcomes you want to achieve for service users, staff and/or the wider community. Demonstrate how the proposal links to the Council Plan (2019- 2023) and other corporate strategies and plans.
	<p>In the Local Plan, Policy SS5 – Castle Gateway is allocated as an “Area of Opportunity.” It is identified as a major regeneration area of the city centre. This project is key to delivering this policy. This project will also support the City Centre Accessibility Action Plan.</p> <p>The projects also contribute to deliver of the three (3) 10-year City strategies approved in 2022:</p>

- Economic Strategy (2022-2032).
- Health and Wellbeing Strategy (2022-2032).
- Climate Change Strategy (2022-2032).

The Castle Gateway scheme will also help deliver the 'Our City Centre' Vision, approved by the Executive in October 2023, as set out below:

Theme 1 – Family friendly and affordable city centre

- The new public realm around Clifford's Tower will create valuable new play space in the city centre and create a space that can be used by people of all ages.

Theme 2 – An attractive, active, and healthy city centre

- The creation of the new public realm space delivers investment in public space and squares.
- Deliver active travel options for getting into and around the centre of York.

Theme 3 – A sustainable city fit for the future.

- New green space will increase biodiversity in the city and improve climate resilience and reduce surface water run-off.

Theme 4 – Embracing our riversides.

	<ul style="list-style-type: none"> • The Castle and Eye of York designs will celebrate the cultural and environmental benefits of the River Foss, providing a new river edge and walkway linking to the new river park behind the museum. <p>Theme 5 – A safe and accessible city centre.</p> <ul style="list-style-type: none"> • Blue badge parking will be retained close to the city to aid accessibility. • The new public space at the Castle and Eye of York will provide open space and facilities for residents and will be specifically designed to improve accessibility. This supports the Health and Wellbeing strategy, “Creating an age friendly city for older adults.” <p>Theme 6 – Celebrating heritage and making modern history.</p> <ul style="list-style-type: none"> • The new public realm development in the Castle and Eye of York will enhance the setting of the heritage assets surrounding the spaces by, repurposing the car park, enhancing the Eye of York, and transforming the connectivity to this area.
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Step 2 – Gathering the information and feedback

2.1	<p>What sources of data, evidence and consultation feedback do we have to help us understand the impact of the proposal on equality rights and human rights? Please consider a range of sources, including: consultation exercises, surveys, feedback from staff, stakeholders, participants, research reports, the views of equality groups, as well your own experience of working in this area etc.</p>
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Source of data/supporting evidence	Reason for using
Public consultations including feedback from My Future York	This obtains opinions of local residents, businesses and visitors
York Access Forum	A wide representation of the disabilities and accessibility.
The Castle Gateway Advisory group (a group of external stakeholders in the city including the Civic Trust, York Museums Trust, York Bid, Make it York, Environment Agency, English Heritage, Historic England, York Crown Court),	To gather a wide range of views from people who live, work, study and visit here, while recognising that this will not cover all views and issues.
The Bid Board, Liberal Jewish Community, the York Access Forum and the owners of the Cooperate Centre, were also consulted.	To gather a wide range of views from people who live, work, study and visit here, while recognising that this will not cover all views and issues.
Reports from Turner & Townsend (cost and impact assessments)	T&T are cost consultants on the scheme and therefore our professional services provider
Council Plan 2023–2027, Health and Wellbeing Strategy	
Climate Change Strategy	

Project planning documents and financial analysis reports	
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Step 3 – Gaps in data and knowledge

3.1	What are the main gaps in information and understanding of the impact of your proposal? Please indicate how any gaps will be dealt with.	
Gaps in data or knowledge		Action to deal with this
Limited detailed modelling of long-term socioeconomic impacts across diverse communities		Extend stakeholder engagement to include targeted outreach with underrepresented groups

Step 4 – Analysing the impacts or effects.

4.1	Please consider what the evidence tells you about the likely impact (positive or negative) on people sharing a protected characteristic, i.e. how significant could the impacts be if we did not make any adjustments? Remember the duty is also positive – so please identify where the proposal offers opportunities to promote equality and/or foster good relations.
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Equality Groups and Human Rights.	Key Findings/Impacts	Positive (+) Negative (-) Neutral (0)	High (H) Medium (M) Low (L)
Age	Improved active travel infrastructure and safer crossings enhance accessibility for older and younger people. Analysis indicates that parking demand can be accommodated within similarly centrally located existing parking facilities, mitigating any impact on access to shops and services.	+	H
	Newly created green space with play facilities will benefit all	+	H
Disability	Accessible public realm and connectivity improvements will benefit those with mobility impairments. Some design choices (e.g. tactile surfacing, route gradients) initially raised concerns but are now under review after stakeholder input. Reprovision of blue badge parking will safeguard accessible and centrally located facilities, delivering to modern standards and accessible format.	+	H
Gender	Neutral impact expected; project benefits are universally accessible. However, the space should feel safe – especially for women – further monitoring recommended	0	
Gender Reassignment	No differential impact identified.	0	

Marriage and civil partnership	No differential impact identified.	0	
Pregnancy and maternity	Improved public realm likely to benefit expectant mothers and those with young children. Parking demand for central shops and services can be accommodated within similarly centrally location alternative existing parking facilities.	+	H
Race	No differential impact identified	0	
Religion and belief	York Castle and the space around it have high cultural significance for religious groups due to historic events associated with it. The proposals have been developed working closely with religious communities of interest, and will incorporate spaces for reflection and interpretive material, improving the setting significantly from its current utilitarian surface car park format.	+	M
Sexual orientation	No differential impact identified.	0	
Other Socio-economic groups including :	Could other socio-economic groups be affected e.g. carers, ex-offenders, low incomes?		
Carer	Improved connectivity, safer crossings and retained blue badge parking benefit carers supporting individuals with mobility issues.	+	M

Low income groups	Improved public realm and improved access supports inclusive access to amenities jobs and services; possible indirect benefit.	+	H
Veterans, Armed Forces Community	Neutral impact; potential for improved access to support services via better connectivity.	0	
Human Rights	The creation of new high quality public realm in a culturally, historically and religiously important space passively supports the right to freedom of assembly.	+	L
Other			
Impact on human rights:			
List any human rights impacted.	As above, low positive impact on right to freedom of assembly.	+	L

Use the following guidance to inform your responses:

Indicate:

- Where you think that the proposal could have a POSITIVE impact on any of the equality groups like promoting equality and equal opportunities or improving relations within equality groups

- Where you think that the proposal could have a NEGATIVE impact on any of the equality groups, i.e. it could disadvantage them
- Where you think that this proposal has a NEUTRAL effect on any of the equality groups listed below i.e. it has no effect currently on equality groups.

It is important to remember that a proposal may be highly relevant to one aspect of equality and not relevant to another.

<p>High impact</p> <p>(The proposal or process is very equality relevant)</p>	<p>There is significant potential for or evidence of adverse impact</p> <p>The proposal is institution wide or public facing</p> <p>The proposal has consequences for or affects significant numbers of people</p> <p>The proposal has the potential to make a significant contribution to promoting equality and the exercise of human rights.</p>
<p>Medium impact</p> <p>(The proposal or process is somewhat equality relevant)</p>	<p>There is some evidence to suggest potential for or evidence of adverse impact</p> <p>The proposal is institution wide or across services, but mainly internal</p> <p>The proposal has consequences for or affects some people</p> <p>The proposal has the potential to make a contribution to promoting equality and the exercise of human rights</p>
<p>Low impact</p> <p>(The proposal or process might be equality relevant)</p>	<p>There is little evidence to suggest that the proposal could result in adverse impact</p> <p>The proposal operates in a limited way</p> <p>The proposal has consequences for or affects few people</p> <p>The proposal may have the potential to contribute to promoting equality and the exercise of human rights</p>

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Step 5 - Mitigating adverse impacts and maximising positive impacts

5.1	<p>Based on your findings, explain ways you plan to mitigate any unlawful prohibited conduct or unwanted adverse impact. Where positive impacts have been identified, what is been done to optimise opportunities to advance equality or foster good relations?</p>
<p>Based on the findings from Step 4, several measures are being undertaken to mitigate potential negative impacts and to promote positive outcomes:</p> <ul style="list-style-type: none"> - Ongoing engagement with the stakeholder groups (e.g Advisory Group, Liberal Jewish Community etc) to review detailed design elements. - Adjustments to materials and tactile surfacing following feedback from people with visual and mobility impairments. - Prioritising the sequencing of events to avoid disproportionately affecting low-income and carer populations during construction. - Promotion of inclusive employment opportunities tied to the development process and long-term economic benefits. - Incorporating human rights principles into project governance to uphold access, non-discrimination, and community participation. 	

Step 6 – Recommendations and conclusions of the assessment

6.1	<p>Having considered the potential or actual impacts you should be in a position to make an informed judgement on what should be done. In all cases, document your reasoning that justifies your decision. There are four main options you can take:</p>
	<ul style="list-style-type: none"> - No major change to the proposal – the EIA demonstrates the proposal is robust. There is no potential for unlawful discrimination or adverse impact and you have taken all opportunities to advance equality and foster good relations, subject to continuing monitor and review.
	<ul style="list-style-type: none"> - Adjust the proposal – the EIA identifies potential problems or missed opportunities. This involves taking steps to remove any barriers, to better advance equality or to foster good relations. - Continue with the proposal (despite the potential for adverse impact) – you should clearly set out the justifications for doing this and how you believe the decision is compatible with our obligations under the duty - Stop and remove the proposal – if there are adverse effects that are not justified and cannot be mitigated, you should consider stopping the proposal altogether. If a proposal leads to unlawful discrimination it should be removed or changed. <p>Important: If there are any adverse impacts you cannot mitigate, please provide a compelling reason in the justification column.</p>
Option selected	Conclusions/justification

Adjust the proposal	<p>Whilst the proposals overall have positive impacts, and no negative adverse impacts are identified, there are ongoing opportunities through the design development process to continue to optimise scheme benefits and address any stakeholder concerns, especially regarding accessibility and socio-economic disadvantage.</p> <p>Justification: The scheme aligns with the Council's strategic goals and demonstrates clear equalities benefits. As the final scheme detail is worked up beyond planning/ RIBA stage 3, design adjustments, consultation, and monitoring can take place to further optimise benefits and forestall any adverse impacts. Therefore, the proposals should continue with modifications and inclusive oversight.</p>
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Step 7 – Summary of agreed actions resulting from the assessment

7.1	What action, by whom, will be undertaken as a result of the impact assessment.		
Impact/issue	Action to be taken	Person responsible	Timescale
Accessibility concerns (cycleways, surfacing, signage)	Refine design based on feedback from York Access Forum	Project Design Lead	Accessibility concerns (cycleways, surfacing, signage)
Socio-economic access during construction	Sequence works to avoid disruption to key service routes	Project / Programme Manager –	Socio-economic access during construction

Inclusive consultation	Continue engagement with equality groups and community partners	Community Engagement Officer	Inclusive consultation
Monitoring impacts on protected groups	Establish review checkpoints during delivery phases	Equalities Officer	Monitoring impacts on protected groups

Step 8 - Monitor, review and improve

8. 1	How will the impact of your proposal be monitored and improved upon going forward? Consider how will you identify the impact of activities on protected characteristics and other marginalised groups going forward? How will any learning and enhancements be capitalised on and embedded?
	<p>The impact of the Castle Gateway Scheme will be monitored through regular project review meetings, quarterly performance reporting, and updates to the Council's Executive.</p> <ul style="list-style-type: none"> - Equality metrics will be tracked, including accessibility audits, user satisfaction surveys, and consultation feedback analysis. - Issues raised during construction or post-implementation will be logged and addressed through established project governance. - Learning will be documented and shared across council programmes to ensure continuous improvement in inclusive planning and delivery.