

City of York Council
Equalities Impact Assessment

Who is submitting the proposal?

Directorate:	Economy & Place		
Service Area:	Regeneration		
Name of the proposal :	My City Centre Vision		
Lead officer:	Andy Kerr		
Date assessment completed:	04.11.2021		
Names of those who contributed to the assessment :			
Name	Job title	Organisation	Area of expertise
Ben Murphy	Commercial Project Officer	City of York Council	Regeneration, Town Planning
Andy Kerr	Head of Regeneration and Economy	City of York Council	Regeneration, Housing, Economy
Heidi Lahane	Senior Solicitor	City of York Council	Legal

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.
	<i>The My City Centre vision establishes a long term strategic approach to how growth, development and change is managed in the city centre area to optimise it's social, environmental and economic performance, and ensure its sustainable future. The vision is aspirational in nature, rather than representing a firm commitment to delivery, but it is intended that projects and approaches identified in the vision will be delivered individually as and when possible, and the vision will be used to guide and shape investment and policy approach in the centre, and support future bids for funding.</i>
1.2	Are there any external considerations? (Legislation/government directive/codes of practice etc.)
	<i>.The vision deals with a wide range of matters, including those related to placemaking, regeneration, planning, and business rates. These elements of the vision are bound by the wide-ranging legislative and best practice related frameworks of these areas – those associated with planning in particular are extensive. In addition, where the vision proposes changes to the use of public buildings and spaces in the centre, the council's duties under the Equalities Act 2010 and the Human Rights Act 1998 are key considerations.</i>
1.3	Who are the stakeholders and what are their interests?
	<i>The vision is broad in geographical and thematic scope, and will impact on a wide range of stakeholders. The project to establish the vision has been steered by a Stakeholder Group, comprised of a wide range of organisations with an interest in the city centre, and set out in more detail in the accompanying Executive report. Additionally, the project has been informed by extensive engagement, structured around understanding the needs of resident communities, business communities and visitors to the city centre.</i>

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.
	<i>The vision covers a wide range of objectives and outcomes which relate to making the city centre a more attractive place for residents, people to visit in order to support economic vitality and social benefits, whilst also ensuring that it is environmentally sustainable. The vision focusses particularly on the needs of residents of the local York area and of families and those who may have been discouraged from visiting the centre in the past. The vision has strong links to the Council Plan, as set out in detail at paragraph 28 of the accompanying Executive report.</i>

Step 2 – Gathering the information and feedback

2.1	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.	
Source of data/supporting evidence	Reason for using	
<i>Extensive community and stakeholder engagement undertaken since 2020 in three principal stages, and structured around the ‘My’ principles set out from paragraph 8 of the accompanying Executive report.</i>	<i>Hearing first hand from as broad an audience as possible, what they appreciate or would change about the centre has allowed us to build a vision which is shared by our communities, is founded on ‘lived experience’ of using the centre on a day-to-day basis, and will deliver the future city centre which best meets their needs.</i>	
<i>York Open Data, Council corporate datasets, ONS & Census data, Movement Insights data procured by York BID.</i>	<i>Important sources of socio-economic data, these various datasets have allowed us to furnish the public debate with objective facts during engagement, ensure that our consultation is demographically representative, and formulate a vision which best responds to our existing make-up as a city and future trends.</i>	

<i>Regular input into project from My City Centre Stakeholder Group</i>	<i>This has allowed us to shape and steer the project from a broad range of technical and personal perspectives, ensuring that the project approach and vision is more representative, grounded in a broader base of experience, and technically sound.</i>
<i>Broader engagement undertaken as part of Our Big Conversation, Strategic Reviews of City Centre Access, Economic Strategy and other council projects</i>	<i>Aligning and utilising outcomes from engagement on these other projects ensures that broader insights from additional voices, and on wider matters, also help to shape the City Centre vision, and help mitigate the risk of over-consultation.</i>

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	
<i>We are still waiting for individual and corporate behaviours and needs to settle post pandemic, and for a ‘new-normal’ to be fully established. The fact that we have prepared a vision at this point may mean that we have not anticipated or mis-forecast city centre impacts at a future point.</i>	<i>A future review of the vision, notionally set at a point three years from now, is built into the project architecture</i>	
<i>The vision proposes a broad range of measures and actions, there is always a risk that interventions have unanticipated consequences, particularly when numerous interrelated interventions are in play.</i>	<i>The vision will be subject to a monitoring and evaluation function, in addition to the review mechanism set out above</i>	

Step 4 – Analysing the impacts or effects.

4.1	<p>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.</p>		
Equality Groups and Human Rights.	Key Findings/Impacts	Positive (+) Negative (-) Neutral (0)	High (H) Medium (M) Low (L)
Age	<p><i>The vision seeks to establish a safe city centre community which is welcoming to all. In particular, specific actions seek to improve the accessibility of public realm (action 6D), embed dementia friendly standards into public spaces (6E), and achieve WHO charter status for an Age Friendly City. A core component of the vision is also focussed around creating a family friendly city centre (theme 1).</i></p>	+	M
Disability	<p><i>The vision seeks to establish a safe city centre community which is welcoming to all. In particular, specific actions seek to improve the accessibility of public realm, particularly for those with disabilities (6D), embed dementia and autism friendly standards into public spaces (6E), and improve toilet provision, including changing places and accessible toilets (1D). Many of the wider actions within the vision seek to make core changes in a way that ensures that amenities and attractions are accessible to all.</i></p> <p><i>Action 3A seeks to improve family-friendly activity in the early evening. Whilst there are no decisions taken in this report on</i></p>	+	M
		-	L

	<p><i>footstreet operating hours realising this vision could lead to a future statutory decision to the footstreet operating hours. This could potentially exclude some blue badge holders from accessing the footstreets at times when they could pre-pandemic.</i></p> <p><i>Action 3C seeks to support outdoor eating and café culture in the city centre. This can impinge on the footway and public realm, to the detriment of accessibility unless properly managed, particularly for those with disabilities. The action notes that this should be done in a way which manages accessibility and amenity impacts, and action 6D seeks to incorporate measures which could improve accessibility of the public realm.</i></p> <p><i>It should be noted that some disabled people also benefit from the vehicle free environment that is created by pedestrianised footstreets.</i></p>	-	L
Gender	<i>Action 6C sets out measures designed to improve the safety of the city centre, particularly for women.</i>	+	L
Gender Reassignment	<i>No differential impacts are anticipated</i>	0	
Marriage and civil partnership	<i>No differential impacts are anticipated</i>	0	

Pregnancy and maternity	<i>Theme 1 of the vision sets out measures designed to improve the attractiveness accessibility and amenity of the city centre to families, and 1D in particular sets an ambition to provide accessible parking, rest spaces, changing and breastfeeding facilities and buggy parking within the centre</i>	+	L
Race	<i>Action 6G sets out an aspiration to be a more welcoming and accepting city, and includes measures designed to enhance the vibrancy, cultural richness and diversity</i>	+	L
Religion and belief	<i>No differential impacts are anticipated</i>	0	
Sexual orientation	<i>No differential impacts are anticipated</i>	0	
Other Socio-economic groups including :	Could other socio-economic groups be affected e.g. carers, ex-offenders, low incomes?		
Carer	<i>As noted in the Disability section, blue badge holders who previously parked in footstreet areas after 5pm before the pandemic would not be able to until later if there is any future long term change to the footstreets. This may impact negatively on carers who care for a disabled person affected by any future change.</i>	-	L
Low income groups	<i>The vision proposes investment in public space and green space to improve the amenity of these important and largely free-to-access assets (2A/ 2B), and references the need for an affordable offer in our markets (2G), and affordable access to city amenities and facilities (4D).</i>	+	M

	<i>The vision also includes measures designed to improve tourism employment (4C), which is traditionally a lower paid sector in comparative terms, but an important component of the city economy, and other measures are designed to support employment and economic activity in more general terms, which will benefit low income groups alongside others (actions 3A, 3B, 3C, 4A, 8A, 8B & theme 7)</i>	+	M
Veterans, Armed Forces Community	<i>No differential impacts are anticipated</i>	0	
Other	<i>No other differential impacts are anticipated</i>	0	
Impact on human rights:			
List any human rights impacted.	<p><i>The Convention rights applicable are:</i></p> <ul style="list-style-type: none"> <i>Article 8 - protects the right of the individual to respect for their private and family life, their home and their correspondence. The private life part of this right covers things like wellbeing, autonomy, forming relationships with others and taking part in our community.</i> <i>Article 14 - protects the right to be free from discrimination when enjoying other rights, such as Article 8.</i> <p><i>The equalities impact assessment identifies some low negative impacts as a result of the aspirations set out within the vision, alongside many positive impacts, some of which could be considered as mitigations as referenced.</i></p>		

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

Step 5 - Mitigating adverse impacts and maximising positive impacts

5.1	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?
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The vision directly identifies and incorporates a wide range of positive impact measures which may be considered compensatory in respect of the proposals identified as having a low negative impact, as well as direct mitigations proposed that are designed to offset any negative aspect of outdoor eating and café culture (3C). The positive impact measures have been identified through engagement with affected communities and directly reflect the feedback of individuals and stakeholders, they are intrinsically designed to optimise opportunities to advance equality and foster good relations.

The project's monitoring and evaluation, and review mechanisms will be designed and deployed to review impacts (including unanticipated impacts) and may propose further mitigations in due course where these are necessary and feasible.

Some of the proposals may have a legal requirement for consultation, as well as the need for other consents, approvals or legal processes. The requirements for each specific proposal will need to be carefully considered with the Council's legal team to ensure decisions relating to them are properly made.

Step 6 – Recommendations and conclusions of the assessment

6.1	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:
<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.- Adjust the proposal – the EIA identifies potential problems or missed opportunities. This involves taking steps to remove any barriers, to better advance quality 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
<i>Continue with the proposal</i>	<i>The proposals are considered to be balanced and proportionate. Those proposed measures identified as having a negative impact will bring about broader public socio-economic benefits, and are both compensated by wider measures within the vision designed to bring about positive impacts to the affected communities of interest, and mitigated in part through measures identified in the interventions themselves.</i>

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
<i>Potential adverse outdoor eating and café culture aspirations of the vision should they result in future decisions relating to footstreet hours</i>	<i>Any future decision on changes to permanent footstreet hours would be subject to a statutory consultation and future Equalities Impact Assessment which will include consideration of the Human Rights Act.</i>	<i>Head of Transport</i>	<i>Not yet confirmed if footstreet hours will change.</i>
<i>Potential adverse impacts of outdoor eating and café culture aspirations of the vision</i>	<i>Ongoing monitoring and evaluation of delivery of the vision</i>	<i>Ben Murphy/ Andy Kerr</i>	<i>Annually from vision adoption</i>
<i>Potential adverse impacts of outdoor eating and café culture aspirations of the vision</i>	<i>Future review of vision</i>	<i>Ben Murphy/ Andy Kerr</i>	<i>notionally set at 3 years</i>

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?
	Monitoring and evaluation of the project will be undertaken on an annual basis as previously described, this will be undertaken by the Council's regeneration team and reported corporately. This will include assessment of the impacts of the proposals on those with protected characteristics and marginalised groups. Engagement on the project, drawing particularly on those relationships and networks established amongst these groups, will be continued throughout the project in accordance with the 'My' principles. All projects flowing from the vision will be established through the council's corporate project and programme management approach, which includes the embedding of 'lessons learnt' assessment in the projects, and corporate dissemination of these.