

Equality Analysis Template.

Directorate: Place Service Area: Transportation	Lead Officer: Ruth Taylor Date completed: October 2020
Service / Function / Policy / Procedure to be assessed: Westside Link Public Realm Project (Phase 1 and 3)	
Is this: New / Proposed Existing/Review <input checked="" type="checkbox"/> ⊗ Changing (Please tick appropriate box)	Review date: October 2020

Part A – Initial Equality Analysis to determine if a full Equality Analysis is required.

What are the aims and objectives/purpose of this service, function, policy or procedure?

The Westside Link project is being designed in 3 phases and aims to improve the pedestrian and cycling connectivity and environment within Wolverhampton City Centre, and in particular between the retail core, The Interchange and other major regeneration schemes in the city. The scheme will also see the creation of new events spaces which will help repurpose the city centre to improve attractions for visitors. Phases 1 and 3 (Victoria Street and Civic Halls) of the project are the subject of this EA. Separate EA documentation will be completed for the further 2 phase of the project in due course.

Please indicate its relevance to any of the equality duties (below) by selecting Yes or No?

	Yes	No
Eliminating unlawful discrimination, victimisation and harassment	X	
Advancing equality of opportunity	X	
Fostering good community relations	X	

If not relevant to any of the three equality duties and this is agreed by your Head of Service, the Equality Analysis is now complete - please send a copy to the Equality & Diversity Team. **If any of the three equality duties are relevant**, a Full Equality Analysis will need to be undertaken (PART B below).

PART B: Full Equality Analysis.

Step 1 – Identifying outcomes and delivery mechanisms (in relation to what you are assessing)

What outcomes are sought and for whom?	The outcomes for the general public are a varied leisure offering, including the creation of new events space, better connectivity between various destinations within the city centre and increased public safety. The outcomes for the council and wider business community are increased footfall in the city centre and a higher resilliance to changing shopping habits.
Are there any associated policies, functions, services or procedures?	Connected Places Strategy Black Country Core Strategy Wolverhampton City Centre AAP
If partners (including external partners) are involved in delivering the service, who are they?	City Centre key Stakeholders (Benson Eliot, Hortons Estates, Urban and Civic etc) will provide indirect support for the project through investment in their estates as a consequence of the investment made in the public realm

Step 2 – What does the information you have collected, or that you have available, tell you?

What evidence/data already exists about the service and its users? (in terms of its impact on the 'equality strands', i.e. race, disability, gender, gender re-assignment, age, religion or belief, sexual orientation, maternity/pregnancy, marriage/civil partnership and other socially excluded communities or groups) and **what does the data tell you?** e.g. are there any significant gaps?

The existing public realm in the phase 1 and 3 areas is of particularly poor quality which may prove a challenge to those with mobility or visual impairment issues. Improved quality of surface materials and layout may assist with these issues. The lack of activity and footfall in the area could be contributing to the higher level of crime and antisocial behaviour leading to a fear of crime particularly by certain groups in the community, especially women. Creating greater activity through events and supporting the new leisure and residential developments proposed in the area will help increase footfall and natural surveillance.

Has there been any consultation with, or input from, customers / service users or other stakeholders? If so, with whom, how were they consulted and what did they say? If you haven't consulted yet and are intending to do so, please list which specific groups or communities you are going to consult with and when.

Ongoing and inclusive public and stakeholder engagement over a period of 18 months has resulted in a robust understanding of the issues and requirements of the whole community. A number of disability and community groups have been consulted as part of the due diligence for the project. Key issues raised by the consulted groups were based around the need to retain disabled parking in the centre, access to bus stops and an improved pedestrian environment.

Are there any complaints, compliments, satisfaction surveys or customer feedback that could help inform this assessment? If yes, what do these tell you?

Concerns were raised about ensuring that disabled parking, access and needs of elderly and young family visitors to the city centre remain. We considered these carefully when designing street layouts and the removal of vehicular access and public transport from the project area. All comments have been followed up and concerns taken into consideration where possible without compromising the rationale and deliverables of the scheme.

Step 3 – Identifying the negative impact.

a. **Is there any negative impact on individuals or groups in the community?**

	<p>Barriers:</p> <p>What are the potential or known barriers/impacts for the different 'equality strands' set out below? Consider:</p> <ul style="list-style-type: none"> • Where you provide your service, e.g. the facilities/premises; • Who provides it, e.g. are staff trained and representative of the local population/users? • How it is provided, e.g. do people come to you or do you go to them? Do any rules or requirements prevent certain people accessing the service? • When it is provided, e.g. opening hours? • What is provided, e.g. does the service meet everyone's needs? How do you know? <p>* Some barriers are justified, e.g. for health or safety reasons, or might actually be designed to promote equality (e.g. single sex swimming/exercise sessions), or cannot be removed without excessive cost. If you believe any of the barriers identified to be justified then please indicate which they are and why.</p> <p>Solutions:</p> <p>What can be done to minimise or remove these barriers to make sure everyone has equal access to the service and to reduce adverse impact? Consider:</p> <ul style="list-style-type: none"> • Other arrangements that can be made to ensure people's diverse needs are met; • How your actions might help to promote good relations between communities; • How you might prevent any unintentional future discrimination.
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Equality Themes	Positive Impacts	Negative Impacts identified	Solutions (ways in which you could mitigate negative impact)
Age (including children, young people and older people)	<ul style="list-style-type: none"> - Improve pedestrian safety. Pedestrianisation of the area will help to keep traffic away from children and older people. - Removing cars will lower air pollution 	Older people will have further to walk to reach public transport links and destinations, which they may not physically be able to do.	Minimise the distance of bus stop relocation and provide seating at suitable intervals to create resting points for the elderly.

	<p>levels, improving the health of those most vulnerable;</p> <ul style="list-style-type: none"> - Creation of new events spaces will provide much needed play and congregation spaces for children, families and young people. 		
Disability (including carers)	<ul style="list-style-type: none"> - Service users with visual or hearing impairments will be kept away from traffic, increasing safety. - Carers health will be improved as trips to the city centre will be less stressful due to the removal of traffic, in terms of both navigation and safety. - Additional, relocated disabled parking spaces may help with improved access to new areas of the city centre where new activity is based. 	<ul style="list-style-type: none"> - Service users with visual impairments will have to familiarise themselves with the new layout, which could prove stressful. - Removal of disabled parking spaces in some locations may create some difficulty in accessing certain destinations. 	<ul style="list-style-type: none"> - Ensure that good signage is in place, utilising tactile maps to aid those who are visually impaired. - Reinstate adequate disabled parking in the nearest suitable location.
Gender (men and women)	<p>Improved safety. Women will feel safer as footfall increases and natural surveillance improves.</p> <p>Women will be better able to fully access all that the city centre has to offer due to better pedestrian connectivity between areas.</p>	Concerns about womens safety at night and their ability to participate in the evening economy.	Lighting provision must be adequate to ensure all visitors and residents are safe. Promote events and activities in newly created spaces to improve natural surveillance.
Race (including Gypsies & Travellers and Asylum Seekers)	People from Ethnic Minority backgrounds will have increased accessibility of all the city centre has to offer.	No impacts identified.	No solutions required.
Religion or belief (including people of no religion or belief)	Provides the Church with an increase in visitors due to higher levels of footfall in the surrounding area.	Disabled parishioners will not be able to park next to the Church.	Disabled spaces in Cheapside are to be retained. The project will result in an increase in disabled parking spaces through out the scheme area.
Gender Re-assignment (those that are going or have gone through a transition: male to female or female to male)	No impacts identified.	No impacts identified.	No solutions required.

Pregnancy and Maternity	No impacts identified.	No impacts identified.	No solutions required.
Sexual orientation (including gay, lesbian, bisexual and heterosexual)	No impacts identified.	No impacts identified.	No solutions required.
Marriage and Civil Partnership	No impacts identified.	No impacts identified.	No solutions required.
Human Rights	No impacts identified.	No impacts identified.	No solutions required.

Step 4 – Changes or mitigating actions proposed or adopted

Having undertaken the assessment are there any changes necessary to the existing service, policy, function or procedure? What changes or mitigating actions are proposed?

The mitigating actions proposed are;

- Minimising bus stop relocation distances
- Designing good signage and tactile materials
- Re-providing disabled parking in the nearest suitable location
- Utilising improved lighting and high quality materials

Step 5 – Monitoring

How are you going to monitor the existing service, function, policy or procedure ?

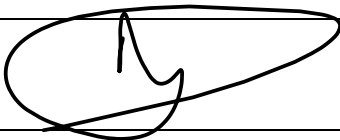
Continued consultations with the various stakeholders.

Part C - Action Plan

Barrier/s or improvement/s identified	Action Required	Lead Officer	Timescale
Utilising improved lighting and high quality materials	Design team planning meeting	RT/MN	To be complete by Nov 2021
Reproviding disabled parking in the nearest suitable location.	Design team planning meeting	RT/MN	To be complete by Nov 2021
Designing good signage and tactile materials	Design team planning meeting	RT/MN	To be complete by Nov 2021
Minimising bus stop relocation distances.	Design team planning meeting	RT/MN	To be complete by Nov 2021

Equality Analysis approved by:

Head of Service:



Date: 27/06/22

Please send an electronic copy of the Equality Analysis to the Equality & Diversity Team: