



Equality impact assessments – for services, policies and projects

What is an equality impact assessment?

An equality impact assessment is an important part of our commitment to improving equality practice. The form will help us find out what impact or consequences our functions, policies, procedures and projects have on our citizens, employees and potential employees.

By undertaking an impact assessment, we are able to:

- Take into account the needs, experiences and circumstances of those groups of people who use (or don't / can't use) our services.
- Identify any inequalities people may experience.
- Think about the other ways in which we can deliver our services which will not lead to inequalities.
- Develop better policy-making, procedures and services.

Impact assessment are required by law; The Race Relations Amendment Act, The Disability Discrimination Act and the amended Sex Discrimination Act all require local authorities to assess the impact of their functions, policies, projects and services, or the likely impact of any that are proposed, on equality.

However, our view is that we should be using the results of impact assessment to improve service delivery so that we become more accountable to the people that we serve.

Background

Name of service / policy / project and date	Workshop Cheltenham
Lead officer	Mark Sheldon
Other people involved in completing this form	Alex Lawson, Mike Redman, Simon Hodges.

Step 1 - About the project

<p>What is the aim of the service / policy / project and what outcomes is it contributing to</p>	<p>Aims To complete a land swap deal with GCC for their Chester Walk car park in exchange for 61% of St George's Road carpark.</p> <p>To grant a 10 year lease to Workshop Cheltenham Ltd for the Chester Walk site.</p> <p>Outcomes Retention of younger people in Cheltenham. Support for start-ups and small businesses. Engage business and people via the Growth Hub. Reduction of anti-social behaviour in St Mary's Churchyard.</p>
<p>Who are the primary customers of the project and how do they will they benefit</p>	<p>Workshop Cheltenham is the primary customer, the company will enjoy the benefits of being able to build its vision of an innovation and growth centre, with the potential to rent the space to their customers.</p>
<p>How and where is the service / policy / project implemented</p>	<p>How The land exchange deal will be approved by CBC Cabinet and that decision will be supported by a business case and associated projection of income. GCC Cabinet will also approve the land exchange deal.</p> <p>Where CBC will grant Workshop Cheltenham a lease to operate on Chester Walk.</p>
<p>What potential barriers might already exist to achieving these outcomes</p>	<p>The public response to the consultation on the proposals to reduce the size of St George's car park and make Malvern Walk CBC 'permit parking only' may not be supported by CBC members and could detrimentally impact the financial business case.</p> <p>There may be some challenges emerging when staff are consulted and asked to relocate to new car parks. This could impact on those with special/disability needs.</p> <p>CBC Cabinet may not support the business case and the associated land swap deal.</p>

Step 2 – What do you know already about your existing / potential customers

<p>What existing information and data do you have about your existing / potential customers e.g. Statistics, customer feedback, performance information</p>	<p>The CBC Planning Committee has seen and unanimously supported the Workshop Cheltenham proposals and granted planning consent for the build.</p> <p>Credit score has been completed and showed that Workshop Cheltenham is a newly formed company that carries financial risks associated with that status.</p>
<p>What does it tell you about who uses your service / policy and those that don't?</p>	<p>That there are both financial and reputational risks associated with the proposal, but it does have broad member and political support.</p>
<p>What have you learnt about real barriers to your service from any consultation with customers and any stakeholder groups?</p>	<p>There is objection from the residents of the newly built Taylors Yard housing estate, that did not realise that Malvern Walk is a parking facility that has been temporarily closed for a period.</p> <p>There was one objection commenting about the proposed reduction in the size of St George's Road car park; the commenter said that the car park was well placed and accessible for town.</p>
<p>If not, who do you have plans to consult with about the service / policy / project?</p>	<p>N/A as completed.</p>

Step 3 - Assessing Impact

How does your project impact on different groups in the community?

Group	What are you already doing to benefit this group	What are you doing that might disadvantage this group	What could you do differently to benefit this group	Impact on this group
Ethnicity / Race				No change
Sex				No change
Gender Reassignment				No change
Age				No change
Disability	<p>Provision of larger bays for users with mobility needs.</p> <p>Three hours free parking for blue badge holders in most CBC car parks (all spaces).</p>	<p>Reducing the number of publicly available parking spaces in St George's Road car park.</p>	<p>Improve the accessibility to disabled clients of all pay and display machines.</p> <p>Increase the distribution of a 'Pay by Phone' option to most CBC car parks.</p> <p>Review the layout and 'best practice' specification of dedicated blue badge spaces.</p>	
Religion or belief				No change
Sexual orientation				No change
Marriage and Civil Partnership				No change
Pregnancy & Maternity				No change
Council Staff	<p>Provide reduced cost car parking at a location of choice.</p> <p>Staff with working needs are able to park in nearby car parks.</p>	<p>Staff will be relocated to 'out of town' or less desirable car parks that are further away.</p>	<p>Encourage staff not to consider alternative transport modes in preference to car use.</p> <p>Provide low emission pool cars for staff use to complete their duties.</p> <p>Launch a new cycle to</p>	

			<p>work initiative, including low cost bike loans.</p> <p>Provide parking slightly further away from work, encouraging health benefits through 'park and stride' and reducing congestion and associated pollution in the town centre.</p>	
<p>Other socially excluded groups or communities</p>				<p>No change</p>

Step 4 - what are the differences

Are any groups affected in different ways to others as a result of the project?	Yes – Council staff will have to walk a little further.
Does your project either directly or indirectly discriminate?	No, St George's Road car park will retain 39% of the surface area for public parking.
If yes, what can be done to improve this?	Not applicable.
Are there any other ways in which the project can help support priority communities in Cheltenham?	Yes, as part of the car parking work, a review of the access for mobility users to payment machines is scheduled and action will be taken to rectify any identified issues.

Step 5 – taking things forward

What are the key actions to be carried out and how will they be resourced and monitored?	Accessibility survey of all car parks – tracked through the governance of the Parking Strategy Programme.
Who will play a role in the decision-making process?	Mike Redman – Director for Environment in consultation with Andrew McKinlay – Lead Member for Safety and Development.
What are your / the project's learning and development needs?	None
How will you capture these actions in your service / project planning?	Through Parking Strategy implementation progress updates, including members of Overview and Scrutiny.