

EQUALITY ANALYSIS

The Equality Act 2010 sets out a general equality duty which applies to all public authorities, including the Council. As part of the general equality duty, the Council must have due regard to the need to:

- Eliminate unlawful discrimination, harassment and victimisation
- Advance equality of opportunity between people from a protected group and those who are not
- Foster good relations between people who share a protected group and those who do not

The protected groups are:

- Age
- Disability
- Gender reassignment
- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexual Orientation

Marriage and Civil Partnership is also covered as a protected group although only so that they are not discriminated, victimised or harassed against.

SPECIFIC DUTY

The Council is also subject to specific duties, in order to meet the three general duties and the completion of an equality analysis.

As part of the specific duty, the Council must publish evidence of the EA to establish whether the policies, practises and procedures further the aims of the general duty; details of the information that they considered.

Policies practices and procedures can be defined as:-

- policies
- strategies
- service reviews
- financial decisions
- allocating of resources
- procuring services

The objective of this form is not just to complete it but to understand the effects of the policy, practice or procedure on equality and any actions as a result.

If you are unsure whether an EA is required please contact 01482 391425

There is a separate e-form for financial decisions. Please contact 01482 391425 to obtain this.

Please remember that EA should start prior to the development or at the early stages of the policies, practices and procedures.

There have been many legal challenges on decisions made by local authorities where an EA has not been completed, have been partially completed or has been paid lip service to therefore it is the Council's legal responsibility to make sure that the EA is completed so that such challenges are not made.

Use the knowledge management toolkit ([click here](#)) to aid completion

1.INTRODUCTION

What is the policy, practice or procedure?

Bridlington Town Centre Area Action Plan 2011/2021

Who is the lead for the EA for the John Lister

policy, practice or procedure?

Service Team

Economic Development

Date

Date 11 Apr 2011

Please upload (draft) policy, practice or procedure.

[bridlington town centre publication aap.pdf](#)

2.RELEVANCE TO EQUALITY - SCREENING

This section decides whether a policy or service requires Equality Analysis. Policies, practices or procedures that may be important for equality include grant-making programmes, school admissions, exclusion policies. Other examples are service delivery (including withdrawal or reduction of services). Policies, practices and procedures that set quality standards for others to follow may also be important. A policy on how often to check water temperature of boilers for example is not important to equality. There is a separate form for financial decisions. If any answer to questions in this section is 'Yes' then the policy, practice or procedure is relevant to equality and the Equality Analysis needs to be completed.

Does the policy, practice or procedure :-

2.1 Affect service users, employees or the wider community.

Yes

If yes who and how are they affected

Local residents, visitors and local businesses will be affected. Overall impacts are positive and will improve social and physical access to services

2.2 Which protected categories does the policy, practice or procedure impact upon?

(Consider carefully which protected groups the policy, practice or procedure affects. E.g. Translation and Interpretation Policy directly affects disability and race only although all groups can use it).

Age, Disability, Gender reassignment, Pregnancy and maternity, Race, Religion or belief, Sex, Sexual orientation

2.3 Has previous engagement identified the policy, practice or procedure as being important to protected groups?

Yes

If yes, how and why?

The AAP has been consulted on throughout its development and equality issues have been considered at every point.

The proposed improvement to the streetscape and public realm will improve access and has been identified to benefit older people, people with disabilities and parents with young children

The town centre improvements will increase the sense of security and reduce the fear of crime. This has been identified to benefit groups that may experience harassment these include young males, vulnerable people including those with disabilities. Transgender people, people with different sexual orientation, people of different race or faith.

The town centre redevelopment will increase employment retail sector. This has been identified to have an indirect benefit to women and young people. .

2.4 Does or could the policy, practice or procedure affect different protected groups differently? E.g. A school uniform policy affects gender differently to religion and belief groups.

Yes

If yes, how and why?

As stated above the different protected groups will benefit from different aspects of the AAP. Those with mobility or access concerns will see the greatest direct benefit, vulnerable people will benefit from increased security and other protected groups will have indirect

benefits from an improved in the physical environment.

2.5 Relate to an area known for inequalities? (i.e. transport issues for disabled people or homophobic bullying?) No

2.6 Link to the council's equality objectives? (Do not tick every box). Knowing our community

2.7 Is the policy, procedure or practice relevant to equality in the East Riding? Yes

3. SCOPING

Scoping helps to analyse aspects of the policy, practice or procedure has particular importance to equality. It includes researching and looking at what evidence is available for analysis and what information gaps there are.

AIMS

3.1 What is the purpose or aim of the policy, practice, procedure? For example, the Translation and Interpretation Policy's (T.I.P) purpose is to provide guidance on the use of the services available. The AAP sets out the Strategy for the regeneration of the Town Centre. The Strategy is the product of:
1. the community's vision for Bridlington that was set out first by the Bridlington Town Charter and Regeneration Strategy, and that has been developed since in consultation with Bridlington's communities through the AAP's preparation process and in the 2010 update of East Riding's Sustainable Community Strategy;
2. the evidence on Bridlington's economic capacity, special assets and distinguishing characteristics; and
3. the vision and priorities for the East Riding set out in the district's Sustainable Community Strategy - Our East Riding 2006-2016.

3.2 Who is intended to benefit from the policy, practice or procedure? For example, T.I.P, will benefit the workforce, residents and the protected groups of people with disabilities and of different race. Residents and businesses in Bridlington, the surrounding area and the wider East Riding will benefit from the successful delivery of the AAP. Visitors to Bridlington will also benefit

3.4 What are the intended outcomes of the policy practice or procedure? How will the protected groups identified be affected. For example, the T.I.P will improve the access of services for all residents by guidance to the different means of communication available. The AAP is needed to ensure that regeneration in the Town Centre occurs in a comprehensive and sustainable manner delivering maximum benefits

3.3 What aspects/areas of the policy, practice or procedure are relevant to equality? For example the T.I.P details the range of methods and gives guidelines to ensure residents are able to understand and access council services. The Bridlington Town Centre AAP is one of five Development Plan Documents (DPDs) that together will make up the Local Development Framework (LDF) for the East Riding. The AAP sets out the Regeneration Strategy for the delivery of the vision for the Bridlington Town Centre over the period to 2021 and puts in place the policies needed to guide the delivery of the developments and other changes that make up the Regeneration Strategy.

The Vision 'Bridlington: a great place to live by the seaside. Visitors welcome!' is a response to Bridlington's challenges and the evidence on how best to rise to them. The AAP's six strategic objectives for the realisation of this Vision are:

i) Regenerate the Town Centre to meet the year round needs of Bridlington and its catchment for retail, leisure and other town centre uses, including office space to support the growth of its small business community.

- ii) Create a Marina which includes and regenerates the Harbour and integrates with the Town Centre Primary Shopping Area and Spa.
- iii) Create a good quality, well-designed and varied Town Centre residential offer
- iv) Make the Town Centre easily accessible and comfortably usable all year round.
- v) Create a strategic framework of new and enhanced public spaces and pedestrian environments in the Town Centre.
- vi) Raise design standards in the built environment and conserve, recover and enhance the Town Centre's distinctive historic character.

To achieve the Vision, the Town Centre AAP proposes the following four major projects:

- i) The Access, Movement and Parking Strategy
- ii) Burlington Parade
- iii) Bridlington Marina
- iv) The Town Centre Strategic Public Realm

INFORMATION

3.5 What information is available in making your decision about the policy, practice or procedure:-

Comparisons with other local authorities?	No
Complaints, compliments and comments (Tell Us How It Is)?	Yes
1. What has the information shown, 2. How has this been reflected in the policy, practice or procedure?	The AAP has been the subject of four consultation exercises between 2006 and 2010 and received over 200 representations. These were considered and incorporated into the AAP where appropriate.
Recommendations from inspections or audits?	Yes
1. What has the information shown, 2. How has this been reflected in the policy, practice or procedure?	In addition Bridlington Renaissance Partnership supports 4 forums that focus on separate areas of concern. Comments from these forums have also been considered. Pre-submission advice was received from the Planning Inspectorate. An advice note was issued on a range of matters We took notice of this advice and made changes accordingly.
Local Data?	Yes
1. What has the information shown, 2. How has this been reflected in the policy, practice or procedure?	The AAP is founded on an extensive evidence base. This is summarised in Appendix 1 of the AAP publication documentation. Information used includes: Assessments of the town's economic capacity, Population and demographics Bridlington Retail Study The Sustainability Appraisal, East Riding Local Transport Plan 2 East Riding of Yorkshire Housing Needs and Market Assessment. East Riding of Yorkshire Strategic Housing Land Availability Assessment, 2010 Level 1 Strategic Flood Risk Assessment (SFRA) for the East Riding; Level 1 Screening under the Habitats Transport assessment of the AAP
Knowledge management toolkit?	No
Engagement activity?	Yes
1. What has the information shown, 2. How has this been reflected in the policy, practice or procedure?	All this information was used to identify areas of need and the Area Action Plan was formulated to address these issues. Information gathered from engagement activities highlighted issues that were important to local people and stakeholders. Their views were considered in setting the parameters for the AAP and continue to influence delivery plans.
Case Law?	No

Workforce Information? No

Equality Monitoring? Yes

1. What has the information shown, 2. How has this been reflected in the policy, practice or procedure? Information from equality monitoring during the preferred options consultation showed the make up of the people commenting. Targeted consultation, (eg work with young people at Bridlington School) have ensured a broad representation

Other? Yes

Please indicate what this is. Up loaded documents are listed below

Please upload all information details supporting your decision when completing the EA. Please remember this is a legal requirement and the information will need to be published. To help there is a form available on the Intranet (EA Supporting Information)

If there are any information gaps, please indicate what these are and how and when these will be collected.

[bridlington town centre publication aap.pdf](#)
[report on consultation of the second preferred options aap.pdf](#)
[summary of changes from second preferred options to publication aap.pdf](#)
[cd19 - statement of consultation \(apr 2011\).pdf](#)

ENGAGEMENT

3.6 Does further engagement need to be undertaken? No

3.7 There is a legal requirement that all EA evidences what engagement work has taken place in light of the policy, procedure and practice.

3.7i What engagement work has already been undertaken? Work undertaken includes: Public exhibitions, Consultation documents available in public places (eg Town Council CSCs, libraries.) Letters sent to interested parties Website Media (local press, tv and radio) Public newsletters exhibitions Formal written consultation and community surveys, Workshops with target groups and renaissance Forums. Electronic and paper copies in different languages and formats are available on request.

3.7ii What has this shown? Has it highlighted any negative impact by the initial policy. A diverse range of opinions were obtained. The majority of people were supportive of the regeneration of Bridlington. Some parties had specific concerns over discrete elements.

3.7iii How has this been reflected in the policy, procedure and practice? Where concerns were considered to be justified, practical and based on evidence of need, amendments were made to the plan

4 ANALYSIS OF THE EQUALITY INFORMATION

Remember that Equality Analysis is not simply about identifying and removing negative effects of discrimination but also an opportunity to identify ways to advance equality of opportunity and foster good relations.

Can the policy, practice or procedure:-

4.1 Deliver practical benefits for protected groups (positive affect) for example because they have particular needs, experiences, concerns or priorities in relation to the policy issues. Yes

If yes, please explain Better access for all is a fundamental benefit of the AAP. It promotes inclusive social, economic and environmental improvements and will allow greater fairness of opportunities for protected groups and the general public at large.

If no, please justify why not

4.2 Can the policy, practice or procedure further the three aims of the general equality duty by :-

Aim1 Eliminating discrimination, harrassment and victimisation? No

Aim 2 Advance equality of opportunity between protected Yes

groups?	
If yes, how or why?	The AAP promotes inclusive design enabling disadvantaged groups to have equitable access to facilities and services in Bridlington Town Centre.
Aim 2i Remove or minimise disadvantages suffered by people due to their protected characteristics?	Yes
If yes, how or why?	Regeneration of the town centre will remove many of the existing obstacles that create disadvantages for protected groups.
Aim 2ii Take steps to meet the needs of people from protected groups where these are different from the needs of other people?	Yes
If yes, how or why?	The design of specific areas will address the particular needs of protected groups. For example disabled parking bays near the station. Published documents are available in different formats to suit different needs.
Aim 2iii Encourage people from protected groups to participate in public life or in other activities where their participation is proportionally low?	Yes
If yes, how or why?	The redevelopment of the town centre will create a safer and more welcoming environment encouraging groups of people that may have a fear of harassment to participate in economic, community and social activities.
Aim 3 Fostering good relations	Yes
If yes, how or why?	The AAP has incorporated a number of public spaces designed to foster social engagement. As these areas will have inclusive designs they will enable different people to mix leading to better relations between groups.
Aim 3i Tackling prejudice	No
Aim 3ii Promoting understanding of different groups of people?	No
If yes, how and why?	
4.3 Can the consequences policy, practice or procedure disadvantage people from a particular group?	No
4.4 Have potential negative impacts been identified?	No
4.5 Are there plans in place for reducing impact?	No
If no, please justify	No significant negative impacts identified. Equality monitoring will continue through out the delivery of the plan.
4.6 Having considered the potential or actual impacts of the policy, practice or procedure the finding is:-	No major change required and policy, practice and procedure is robust and the furthers the equality aims
Please give a justification for your selection	No significant negative impacts identified.
4.7 How will the effect of the policy be monitored e.g. equalities monitoring/report updates/policy review etc.	Monitored via public comments and review of adopted policies on successful adoption of the AAP.
4.8 When will the policy, practice or procedure EA be reviewed	4.8 When will the policy, practice or procedure EA be reviewed 31 Mar 2013

Head of Service

Forename
Surname
Approval Date

Peter
Ashcroft
Approval Date 12 Apr 2011