

INITIAL EQUALITY IMPACT ASSESSMENT

Name of Policy, Decision, Strategy, Service or Function, Other: (please indicate)	Bacup Townscape Heritage Initiative Scheme			
Lead Officer Name(s):	Rachel Fletcher			
Job Title & Location:	Bacup THI Project Manager, Futures Park			
Department/Service Area:	Regeneration			
Telephone & E-mail Contact:	01706 252 532			
Date Assessment: 02/04/2013	Commenced:	Completed:		

We carry out Equality Impact Assessments (EIAs) to analyse the effects of our decisions, policies or practices. The EIA should be undertaken/started at the beginning of the policy development process – before any decisions are made.

1. Overview

The main a	aims/objectives	of this policy ¹ are:	
Bacup towi have been	n centre. İt will rur identified for inclu	the boost regeneration and th n for 5 years from 2014 – 2018 usion in the scheme (to be fina on 24 th April 2013) and will be	3. A number of properties alised at Bacup THI
The key ele	ements of the TH	scheme are:	
		o property owners to refurbish al properties in Bacup Town (
and		aims to work with the local cor learning and understanding r gs.	5
		ovide training in traditional buil d look after the historic buildin	•
	is also hoped tha ough the scheme.	t improvements to the public r	ealm will be achieved
(Refer to El	A Guidance for det	ails)	
Is the polic	y or decision und	er review (please tick)	
New/propos	sed X	Modified/adapted	Existing 🗌

INTERNAL ONLY MANAGEMENT ACTION REQUIRED (to be completed by the Head of P&P following review by Management Team / Programme Board)

¹ Policy refers to any policy, strategy, project, procedure, function, decision or delivery of service.

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- Outcome of EIA agreed/approved by Management Team / Programme Board: Yes No
- Is a full EIA required Yes
 No
- Referred back to Assessor for amendment : (date)
- Published/made publicly available on: (date)

Date of Review²:

[To be Completed by Lead Officer]

² This date will be set on an annual basis as default for review unless otherwise specified by you.

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2. Equality Impact

Using the table below please indicate whether the policy/strategy/decision has a positive, negative or no impact from an equalities perspective on any of the protected equality groups listed below. Please also give consideration to wider equality of opportunity and community cohesion impacts within and between the groups identified. If you have identified any negative impact and mitigating actions are not sufficient, you *will* need to complete a Full Equality Impact Assessment.

Equality		Positive Impact (It	Negative Impact (It	Reason and any mitigating actions already in place (to reduce any adverse /negative	No Impact
		could	could	impacts or reasons why it will be of positive	
		benefit)	disadvantage)	benefit or contribution)	
Age	Older people			Communication, engagement and consultation with Seniors Together in Rossendale (STIR) has taken place to encourage involvement and to consider views on participation of older people, and to incorporate their ideas. The THI scheme itself holds no adverse impact for different age groups. Effort will be made to reach all age groups particularly those who could most benefit from the scheme e.g. students, NEETs, older people through targeting the specific groups with publicity and offering information in different mediums. All information will meet the objectives of the Communicating Clearly Guide in terms of plain English and no jargon. Alternative formats will be provided as requested.	X
	Younger people and children			Communication, engagement and consultation with schools, youth groups and higher education has taken place through the development of the bid to ascertain views and ideas to encourage involvement and to devise a scheme that encourages their involvement. The THI scheme itself holds no adverse impact for different age groups. Effort will be made to reach all age groups particularly those who could most benefit from the scheme e.g. students, NEETs, older people through targeting the	X

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Equality		Positive Impact (It could benefit)	Negative Impact (It could disadvantage)	Reason and any mitigating actions already in place (to reduce any adverse /negative impacts <u>or</u> reasons why it will be of positive benefit or contribution)	No Impact
				specific groups with publicity and offering information in different mediums. All information will meet the objectives of the Communicating Clearly Guide in terms of plain English and no jargon. Alternative formats will be provided as requested.	
Disability	Physical/learning/mental health			The THI scheme itself holds no adverse impact for people with a disability. However, effort will be made to reach people with different disabilities as their input into the scheme is vital to ensure we take into consideration all needs. Additionally, their needs will be considered as part of public realm works in line with the Council's equality duty	X
Gender Reassignment	Transsexual people			The THI scheme holds no adverse impact for people who have had, or undergoing gender reassignment.	X
Pregnancy and Maternity				The THI scheme holds no adverse impact for pregnant women or those on maternity.	X
Race (Ethnicity or Nationality)	Asian or Asian British people Black or black British people Irish people White British Chinese people Gypsies & Travellers Other minority communities not listed above (please state)			The THI scheme holds no adverse impact for people of different nationality or ethnic backgrounds.	X X X X X X X X
Belief or Religion				The THI scheme holds no adverse impact for people of different religions or beliefs.	Х
Gender	Women			The formal learning aspect of the THI scheme holds potential adverse impact for females. All students on existing	Х

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Equality		Positive Impact (It could benefit)	Negative Impact (It could disadvantage)	Reason and any mitigating actions already in place (to reduce any adverse /negative impacts <u>or</u> reasons why it will be of positive benefit or contribution)	No Impact
				construction courses or in related building employment will have equal access to the formal learning; however, the evidence indicates that girls and women are significantly under- represented in the construction sector. The THI scheme is not able to redress the numbers of females in the construction sector, however, the scheme will aim to rebalance this by targeting specific groups not currently accessing courses or employment through targeted promotion and publicity.	
	Men			The THI scheme holds no adverse impact for men.	Х
Sexual Orientation	Gay men, gay women / lesbians and bisexual people			The THI scheme holds no adverse impact for people of different sexual orientations.	Х
	Partnership (employment only) iality of opportunity	X		N/A The THI scheme will promote equal opportunities by undertaking widespread promotion of the scheme through different mediums e.g. newsletters, posters, adverts and articles in newspapers and Borough news, website, twitter, facebook etc. Element of the scheme provide an opportunity to get involved which is open to all. Promotion and publicity of the scheme and particularly the education package, will target specific groups currently under represented e.g. females to increase participation on construction courses, BME community and young people to get	
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Equality	Positive Impact (It could benefit)	Negative Impact (It could disadvantage)	Reason and any mitigating actions already in place (to reduce any adverse /negative impacts <u>or</u> reasons why it will be of positive benefit or contribution) involved in informal community learning and activities, young unemployed people	No Impact
			to be encouraged to attend a course or undertake training (NEETS). For instance, groups/organisations such as STIR, Age Concern, Young Peoples Service will be contacted directly to help disseminate information. The scheme will particularly encourage people who may not readily access training and education to undertake courses, attend taster sessions, upgrade or learn new skills etc. Additionally, the learning package will be offered either free or at a much reduced cost which will enable people who may not have previously been able to for a number of reasons, to attend courses, obtain qualifications, learn new skills or just gain a better understanding of the town's heritage and conservation awareness.	
			All information will be made available if requested in different mediums to reach different groups i.e. text phones, braille, large print, plain English, translations.	
Contribution to fostering good relations between different groups (people getting on well together – valuing one another, respect and understanding)	X		Bacup's communities have an informative, two-way dialogue with the Borough Council about the initiative through the attendance of meetings, community events with the outreach programme etc and by ensuring that all views have fed into the scheme as it emerges.	

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Equality	Positive	Negative	Reason and any mitigating actions already	No Impact
	Impact (It	Impact (It	in place (to reduce any adverse /negative	
	could	could	impacts or reasons why it will be of positive	
	benefit)	disadvantage)	benefit or contribution)	
			Through previous consultation, the regeneration of Bacup town centre is a high priority for residents and businesses and as such is the top priority for the Council, therefore, the scheme itself will promote good relations as it shows the Council has listened and is taking positive action.	
			This scheme will also seek to bring different groups of the community together.	
Human Rights http://intranet/site/scripts/documents_info.php?categoryID=86& documentID=251			Any Council decisions will be taken in line with the Human Rights Act 1998.	Х

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