

## Equality Impact Assessment Form (Page 1 of 2)

**Title of EIA/ DDM:** Approval to proceed with the development of the Stepney Court Independent Living Scheme and the Strelley Road Library.

**Name of Author:** Sue Foster

**Department:** Major Projects

**Service Area:** Culture and Libraries

**Author (assigned to Covalent):** Sue Foster

**Director:** Hugh White

**Strategic Budget EIA N**

**Brief description of proposal / policy / service being assessed:**

Approval to proceed with the development of the Stepney Court Independent Living Scheme and the Strelley Road Library.

An initial consultation took place with residents, citizens and staff in January 2014, further Public engagement sessions will be held during the development of the scheme.

**Information used to analyse the effects on equality:**

This project will affect both the Aspley and Bilborough wards which are ranked 1<sup>st</sup> and 4<sup>th</sup> most deprived in the City.

	<b>Could particularly benefit X</b>	<b>May adversely impact X</b>	<b>How different groups could be affected (Summary of impacts)</b>	<b>Details of actions to reduce negative or increase positive impact (or why action isn't possible)</b>
People from different ethnic groups.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<p>This project will affect both the Aspley and Bilborough wards which are ranked 1<sup>st</sup> and 4<sup>th</sup> most deprived wards in the City.</p> <p>Aspley's ethnic makeup has become increasingly diverse over the last 10 years. In the 2001 census only 15% of the population were non-White British; by 2011 this had risen to 30%. There is now 10% of the population who are Black, 10% mixed and 4-5% who are Asian and Other White.</p> <p>Bilborough has a mixed population with over a quarter aged under 18 and almost 1 in 10 of its population aged over 75. The library's flexible space will positively impact on the integration of the different age groups.</p> <p>Statistics relating to these wards have been used to inform the needs analysis</p>	<p>A staff, citizen and residents consultation took place in January 2014. The outcome of which will work towards increasing the positive impact of the proposals.</p> <p>Staff and citizens will be encouraged to raise any concerns. Time will be set aside in team meetings and briefings to allow equality issues to be raised by staff and citizens to ensure that nobody is disadvantaged or discriminated against.</p> <p>Citizen involvement will be maximised through inclusion during the delivery and the operations phase. Citizen involvement will be embedded through the lifecycle of the scheme through citizen and employee feedback.</p> <p>In order to maintain community relationships, residents will be kept informed to ensure that all those expressing a desire to return to the new independent living block</p>
Men	<input type="checkbox"/>	<input type="checkbox"/>		
Women	<input type="checkbox"/>	<input type="checkbox"/>		
Trans	<input type="checkbox"/>	<input type="checkbox"/>		
Disabled people or carers.	<input checked="" type="checkbox"/>	<input type="checkbox"/>		
Pregnancy/ Maternity	<input type="checkbox"/>	<input type="checkbox"/>		
People of different faiths/ beliefs and those with none.	<input type="checkbox"/>	<input type="checkbox"/>		
Lesbian, gay or bisexual people.	<input type="checkbox"/>	<input type="checkbox"/>		
Older	<input checked="" type="checkbox"/>	<input type="checkbox"/>		
Younger	<input checked="" type="checkbox"/>	<input type="checkbox"/>		
Other (e.g. marriage/ civil partnership, looked after children, cohesion/ good relations, vulnerable children/ adults).	<input type="checkbox"/>	<input type="checkbox"/>		

***Please underline the group(s) /issue more adversely affected or which benefits.***

which has helped shape the model and create a design which will be responsive to citizen need and support the “Citizen First Agenda”.

The outcome of the analysis has identified that the proposals could particularly benefit the following groups:

- Disabled people or carers – the proposal for the scheme will include improvements to access of the building and its services through level access, induction loops etc.
- Older or younger people – the library will be located in an area of high footfall and will be easily accessed on foot or by a regular bus service. It is likely that the other partners will utilise the facility for meetings and events. The close location to the existing Broxtowe Children’s Centre will also add to the benefits of younger people
- The social Inclusion agenda that includes disabled citizens, carers and groups excluded due to education, skills, training, employment etc.
- The proposal meets the Public Sector Equality Duty to advance equality of opportunity and to foster good relations between protected groups.
- The proposal helps to eliminate discrimination and disadvantage in service provision

are kept fully involved in all stages of the process. This will guarantee high levels of customer satisfaction, enhance the positive impact of the new build for tenants, and ensure that resident’s views are taken into account before all key decisions are made.

Footfall will be monitored and necessary steps will be taken to ensure that the BME community is comfortable accessing the library without feeling threatened or intimidated.

The facility will have a confidential interview room for exclusive use by Nottingham City Homes’ residents in the area that need support with housing issues.

A Freephone will be provided in the entrance for Citizens needing to access other Council services

The library entrance area will provide a meet and greet area in which citizens from a mixed population would feel confident and comfortable to socialise and integrate. Free wi fi and access to library IT facilities will be provided with support from staff

**Outcome(s) of equality impact assessment:**

- No major change needed  •Adjust the policy/proposal  •Adverse impact but continue   
•Stop and remove the policy/proposal

## Arrangements for future monitoring of equality impact of this proposal / policy / service:

It is proposed that a friends group be set up to allow citizens and staff to have an input on the proposals and have a positive impact on the project.

### Approved by (manager signature):

Hugh White - Director of Sports and Culture

[hugh.white@nottinghamcity.gov.uk](mailto:hugh.white@nottinghamcity.gov.uk)

0115 8764980

### Date sent to equality team for publishing:

28 December 2016

## Before you send your EIA to the Equality and Community Relations Team for scrutiny, have you:

1. Read the guidance and good practice EIA's  
<http://www.nottinghamcity.gov.uk/article/25573/Equality-Impact-Assessment>
2. Clearly summarised your proposal/ policy/ service to be assessed.
3. Hyperlinked to the appropriate documents.
4. Written in clear user friendly language, free from all jargon (spelling out acronyms).
5. Included appropriate data.
6. Consulted the relevant groups or citizens or stated clearly when this is going to happen.
7. Clearly cross referenced your impacts with SMART actions.