

Equality Impact Assessment Form

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1. Document Control

1. Control Details

Title:	City Centre Strategy
Author (assigned to Pentana):	Robert Dixon
Director:	Chris Henning/Nicki Jenkins
Department:	Economic Development
Service Area:	Business Growth
Contact details:	Robert.dixon@nottinghamcity.gov.uk
Strategic Budget EIA: Y/N	N
Exempt from publication Y/N	N

2. Document Amendment Record

Version	Author	Date	Approved
1	Robert Dixon	25/02/2019	

3. Contributors/Reviewers

Name	Position	Date

4. Glossary of Terms

Term	Description

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2. Assessment

1. Brief description of proposal / policy / service being assessed

A new City Centre Strategy to take into account changing retail environment – more people shopping for traditional goods online. Recognition that the city centre needs to change, increase residential and work spaces, and make the city centre more attractive with events and creative/cultural programme.

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2. Information used to analyse the effects on equality:

The project has analysed a number of demographic data sources to understand the wards in the city centre (Bridge, Radford & Park, St Ann's and Arboretum). Also, the project has worked with various departments across the city, to understand functional needs such as transport, energy housing etc. Equality and Employability have been included on the internal stakeholder group, and One Nottingham have been represented at the external stakeholder group. A conscious effort has been made to ensure a wide range of views have

been included covering different sections of Nottingham, engaging with students, the Youth Parliament and different retail and leisure operators from the BME community.

3. Impacts and Actions:

<u>screentip-sectionD</u>	Could particularly benefit X	May adversely impact X
People from different ethnic groups.	x <input type="checkbox"/>	<input type="checkbox"/>
Men	<input type="checkbox"/>	<input type="checkbox"/>
Women	x <input type="checkbox"/>	<input type="checkbox"/>
Trans	<input type="checkbox"/>	<input type="checkbox"/>
Disabled people or carers.	<input type="checkbox"/>	<input type="checkbox"/>
Pregnancy/ Maternity	<input type="checkbox"/>	<input type="checkbox"/>
People of different faiths/ beliefs and those with none.	x <input type="checkbox"/>	<input type="checkbox"/>
Lesbian, gay or bisexual people.	<input type="checkbox"/>	<input type="checkbox"/>
Older	x <input type="checkbox"/>	<input type="checkbox"/>
Younger	x <input 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"/>
<i>Please underline the group(s) /issue more adversely affected or which benefits.</i>		

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How different groups could be affected
(Summary of impacts)

The City Centre Strategy is a wide-ranging strategy designed to help address the decline of traditional retail in the city centre.
In order to encourage more people into the city, the strategy envisages more people living in the city (from a wide demographic – so not just more student accommodation), and more people working in the city (so more employment opportunities in the city centre). Further, the city will use its heritage and creative/cultural offer to have more leisure and creative cultural activity in the city centre that attracts people into the city for leisure and to shop and spend time and money.
We have already consulted with One Nottingham, Nottingham City Council Equality and Employability Team, and wide ranging stakeholders that are representative of the ethnic and demographic makeup of the city, particularly the city centre. We plan much more engagement particularly with cultural groups and residents affected by any changes in the city.
The city centre and neighbouring wards have high levels of people under 30, high levels of BME (ca 50%) and some of the highest levels of index of multiple deprivation. Any city centre strategy needs to help raise the standard of living of residents in those close by wards, and engage with them as part of the solution. So a specific element of the city centre

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Details of actions to reduce negative or increase positive impact
(or why action isn't possible)

The city centre strategy is a document that will help capture the future direction of the city. We have engaged with One Nottingham and ensured a balanced stakeholder group in the wider engagement.
This next stage of work will do the same and more – engagement with diverse communities, further input from One Nottingham. Consultation with citizens and community groups will then follow as the work progresses.
The agency working on this will be specifically tasked with ensuring a wide diverse input.
As the city centre strategy is put into action, this will then need to be taken to a further level. So for instance, any work on cultural activation will engage with cultural partners to deliver. Also, ensuring a wide range cultural events representing the whole city, not just city centre.

strategy will be use of cultural activities and community based activity as part of the attractiveness of the city.	
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4. Outcome(s) of equality impact assessment:

<input type="checkbox"/>	No major change needed	<input checked="" type="checkbox"/>	Adjust the policy/proposal
<input type="checkbox"/>	Adverse impact but continue	<input type="checkbox"/>	Stop and remove the policy/proposal

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

A key element will be to ensure that wide scale representative engagement with all target groups is included in the city centre strategy development. At the moment the wider stakeholder groups includes One Nottingham, The Youth Parliament, and representatives from different BME groups within the city. Nottingham City Council Equality and Employability Team are on the internal city council steering group.

The project will include a specific element to ensure diverse inputs and review. For instance the panel for selection of agencies is a balanced panel, with BME and female representation.

6. Approved by (manager signature) and Date sent to equality team for publishing:

<p>Approving Manager: Robert Dixon Robert.dixon@nottinghamcity.gov.uk 0115 8764907 07714480920</p>	<p>Date sent for scrutiny:19/3/2019 Send document or Link to: equalityanddiversityteam@nottinghamcity.gov.uk</p>
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SRO Approval:

Date of final approval: 19/03/19 Adisa Djan

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://intranet.nottinghamcity.gov.uk/media/1924/simple-guide-to-eia.doc>
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.