

Equality Impact Analysis

Assessment Proforma

EIA Title: **Kendal Vision**

1.0 The public sector equality duty (2011) covers the following eight **protected characteristics**:

Age, disability, ethnicity, religion or belief, sex, sexual orientation, gender reassignment, pregnancy and maternity.
The duty also covers marriage and civil partnership, but only relating to the elimination of unlawful discrimination (see below, 2.0).

1.1 SLDC includes “**rurality**” and “**socio-economic disadvantage**” as additional categories in its equality impact assessments. Although socio-economic status and rurality are not recognised protected characteristics under the Equality Act, people on low incomes or in rural isolation are highly likely to be affected by services that are intended to support vulnerable people.

2.0 **The General Equality Duty.**
SLDC, in the exercise of its functions, should:

- a. **Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act.**
- b. **Advance equality of opportunity between people who share a protected characteristic and those who do not.**
- c. **Foster good relations between people who share a protected characteristic and those who do not.**



Step 1

Summarise the subject and expected outcomes of this EIA.

This EIA relates to Kendal Vision and the Council's decision to support its delivery. Kendal Vision was developed following a comprehensive community engagement process and it looks to provide inspiration and ideas for positive change in Kendal. It is expected that its delivery would help improve Kendal for all residents, visitors and businesses in an inclusive and sustainable way.

Who are your main stakeholders and list any engagement undertaken (include surveys, feedback forms, complaints, statistics etc.).

The local community, in particular residents of Kendal and the surrounding area, are the main stakeholders. There has been a significant level of involvement and input from the local community, with a week of community planning events seeing hundreds of local people attend and input into sessions to inform the final document. Feedback has been in the form of participation through group sessions, presentations and the completion of surveys. There was also the opportunity to input through online surveys and social media.

Local stakeholder engagement will remain central to the Kendal Vision process as it moves into delivery, with various delivery groups established and Kendal's residents, businesses, landowners and local authorities represented.

Step 2

Equality Action Plan

<p>In providing this service, what are the impacts for the following people?</p> <ol style="list-style-type: none"> 1. Age (young and old) 2. Black and Minority Ethnic 3. Disabled 4. Faith/Belief 5. Sexual Orientation 6. Gender 7. Gender reassignment 8. Pregnancy and maternity 9. Marriage and Civil Partnership 10. Socio-economic disadvantage (including rural deprivation, 'rurality') <p>(See glossary below for definitions)</p>	<p>Positive impacts</p>	<p>Negative impacts</p>	<p>Mitigating actions (to avoid negative impact):</p>	<p>Lead Officer & When</p>	<p>Complete Y/N</p>
<p>1. Age (young and old)</p>	<p>Will provide more opportunities for younger people in the town centre, both educationally, socially and through improved housing and job opportunities.</p> <p>Will put accessibility at the heart of future town centre design and reconfiguration. More town centre accommodation providing good access to services.</p>	<p>Potential for greater pedestrianisation and an increase in edge of town centre parking</p>	<p>Ensure adequate parking remains centrally in Kendal town centre for easy access to services and amenities for the elderly.</p>	<p>SLDC Economy & Culture Specialist and Parking Specialist working in partnership with Kendal Futures - ongoing</p>	<p>Ongoing</p>
<p>3. Disabled</p>	<p>Accessibility will be central to any future designs and reconfiguration of the town centre.</p>	<p>Potential for disabled parking bays to change location.</p>	<p>Ensure any decision to alter disabled parking bays is fully consulted on, and that if any loss of bays is proposed</p>	<p>Matt Williams, working jointly with Cumbria</p>	<p>Ongoing</p>

<p>In providing this service, what are the impacts for the following people?</p> <ol style="list-style-type: none"> 1. Age (young and old) 2. Black and Minority Ethnic 3. Disabled 4. Faith/Belief 5. Sexual Orientation 6. Gender 7. Gender reassignment 8. Pregnancy and maternity 9. Marriage and Civil Partnership 10. Socio-economic disadvantage (including rural deprivation, 'rurality') <p>(See glossary below for definitions)</p>	<p>Positive impacts</p>	<p>Negative impacts</p>	<p>Mitigating actions (to avoid negative impact):</p>	<p>Lead Officer & When</p>	<p>Complete Y/N</p>
			<p>these is adequate provision in a suitable location.</p>	<p>County Council and Kendal Futures - Ongoing</p>	
<p>8. Pregnancy and maternity</p>	<p>Public realm and streetscape should be improved to make the town centre more accessible to pregnant women and pram users.</p>	<p>Potential for greater pedestrianisation and an increase in edge of town centre parking.</p>	<p>Ensure sufficient town centre parking remains so the town is accessible for all.</p>	<p>SLDC Economy & Culture Specialist and SLDC's Parking Specialist working in partnership with Kendal Futures – Ongoing</p>	<p>Ongoing</p>
<p>10. Socio-economic disadvantage</p>	<p>Kendal Vision aims to deliver more affordable town centre housing and also create the conditions for more</p>				

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	<p>employment opportunities within Kendal.</p> <p>Aspiring to improve transport and digital connectivity in the town, overcoming some of the challenges of rural living.</p>				
<p><i>(Impact on all other groups assessed and felt to be neutral.)</i></p>					

Step 3

Examples of good equality practice you have put in place (For example, all venues used are accessible for people with mobility, hearing and sight impairments)

During the Kendal Vision planning process, led by Kendal Futures, consultation venues were chosen which were accessible to all. Online opportunities to input were also provided for those who were unable to physically attend.

Key guiding principles are set out in the Vision to ensure inclusivity and accessibility. It is clear that any changes/improvements should not be at the detriment of any particular person's enjoyment of, and access to, the town. Consultation with representative groups will continue throughout the delivery phase.

The council has a list of equality contacts who can be contacted for consultation or to ask advice. The list is on the intranet under Equality and Diversity. If you need any support when completing this Equality Impact Analysis, please contact the Partnerships and Funding Officer.

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Glossary

Age: This refers to a person having a particular age (for example, 32 year-olds) or being within an age group (for example, 18-30 year-olds).

Civil partnership: Legal recognition of a same-sex couple's relationship. Civil partners must be treated the same as married couples on a range of legal matters.

Disability: A person has a disability if they have a physical or mental impairment which has a substantial and long-term adverse effect on their ability to carry out normal day-to-day activities. Includes: Physical/sensory disability, mental health or learning disability.

Gender reassignment: A person has the protected characteristic of gender reassignment if the person is proposing to undergo, is undergoing or has undergone a process (or part of a process) for the purpose of reassigning the person's sex by changing physiological or other attributes of sex.

Maternity: The period after giving birth. It is linked to maternity leave in the employment context. In the non-work context, protection against maternity discrimination is for 26 weeks after giving birth, including as a result of breastfeeding.

Race: It refers to a group of people defined by their colour, nationality (including citizenship), ethnic or national origins. Includes, Asian, Black and White minority ethnic groups inc. Eastern Europeans, Irish people and Gypsy Travellers.

Religion or belief: "Religion" means any religion, including a reference to a lack of religion. "Belief" includes religious and philosophical beliefs including lack of belief (for example, Atheism). The category includes Christianity, Islam, Judaism, Hinduism, Buddhism, and non religious beliefs such as Humanism.

Sexual orientation: This is whether a person's sexual attraction is towards their own sex, the opposite sex or to both sexes.

Socio-economic disadvantage: This includes people on low incomes, as well as issues around rural and urban deprivation, such as access to services and transport. Rurality should be specifically considered as South Lakeland is defined as 'Rural-80' – this means we have at least 80 percent of our population in rural settlements and larger market towns.