

# Equality Impact Assessment Form

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## Grange-over-Sands Promenade and Lido

Brief details of the subject: The Grange-over-Sands Promenade and Lido project seeks to repair and refurbish key structural elements of these Council-owned assets, which have fallen in to varying degrees of disrepair and may be subject to structural failures in the future. The project seeks to upgrade the promenade playground and wider prom surface, while also allowing public access to elements of the lido for the first time in nearly 30 years.

List of main stakeholders: South Lakeland District Council, Grange Town Council, Morecambe Bay Partnership, Save Grange Lido, Natural England, Network Rail, Environment Agency, Cumbria County Council.

Consultation/engagement undertaken: Public consultations have been held separately on the lido and promenade to garner public opinion and feedback on high-level designs and proposals for the full scheme. The public recognise the need for intervention and are largely in support of Council action to ensure these structures are preserved for future generations.

Evidence, research and other sources of information used: n/a

## Impacts on people

*What impacts/issues have been identified about how the proposal impacts on people?*

*Each category is rated either: **Positive, Neutral or Negative***

Age: **Positive**

This funding contribution is intended to improve the built environment through the heritage asset regeneration of the lido site as well as increase accessibility for all people in the district along the promenade.

Disability: **Positive**

This funding contribution is intended to improve the built environment through the heritage asset regeneration of the lido site as well as increase accessibility for all people in the district along the promenade.

Gender reassignment: **Neutral**

The Council's investment is not expected to have a direct impact on this category.

Marriage and civil partnership: **Neutral**

The Council's investment is not expected to have a direct impact on this category.

Pregnancy and maternity: **Positive**

This funding contribution is intended to improve the built environment through the heritage asset regeneration of the lido site as well as increase accessibility for all people in the district along the promenade.

Race/ethnicity: **Neutral**

The Council's investment is not expected to have a direct impact on this category.

Religion or belief: **Neutral**

The Council's investment is not expected to have a direct impact on this category.

Sex/gender: **Neutral**

The Council's investment is not expected to have a direct impact on this category.

Sexual orientation: **Neutral**

The Council's investment is not expected to have a direct impact on this category.

Armed forces families: **Neutral**

The Council's investment is not expected to have a direct impact on this category.

Rurality: **Positive**

This funding contribution is intended to improve the built environment through the heritage asset regeneration of the lido site as well as increase accessibility for all people in the district along the promenade.

Socio-economic disadvantage: **Positive**

This funding contribution is intended to improve the built environment through the heritage asset regeneration of the lido site as well as increase accessibility for all people in the district along the promenade.

## Equality action plan

What actions will be taken to eliminate or minimise the negative impacts identified above?

Actions	Who's responsible	Completed (Date)
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Actions	Who's responsible	Completed (Date)
It is not anticipated that there will be any direct negative impacts of this funding contribution on the groups identified above. Within all Council activity, we are required to consider our public sector equality duty.	Operational Lead – Place and Environment	01/10/2022

What actions will be taken to advance equality?

Actions	Who's responsible	Completed (Date)
A thorough and open consultation process involving community representatives and the wider public has taken place over the course of the project development, ensuring that a wide range of voices are heard.	Operational Lead – Place and Environment	01/12/2021
The purpose of the equality duty is to integrate consideration of equality and good relations into the day-to-day business of the council – equality and discrimination are included as standard with grant agreements executed by the Council, to ensure that grant recipients are acting lawfully in line with the Public Sector Equality Duty.	Monitoring Officer	01/12/2022

What actions will be taken to foster positive relations between people who share a protected characteristic and those who do not?

Actions	Who's responsible	Completed (Date)
Projects and investments funded by the Council should have a positive impact on the lives of all people in the district. This funding contribution is intended to improve the built environment as well as increase accessibility for all people in the district and visiting the area also.	Operational Lead – Place and Environment	01/12/2022

## Report details

Date of report: 27/09/2022

EIA Author(s): Ruth Leahy

Director: Simon Rowley, Director of Customer and Commercial Services

Document version number: v1

Date for review: 01/02/2023

EIA forwarded to Strategy Specialist: No

## 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).

**Armed Forces Families:** Those who have served or who are serving in the Armed Forces and their families.

**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 including. 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.

**Rurality:** 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. Issues affecting the health and wellbeing of rural communities include: low-paid work, unemployment of young people, high costs of housing and fuel poverty, poor access to health services, lack of public transport and poorer broadband and mobile phone network availability. Social isolation is also an issue especially among older people – in South Lakeland 27.7% of the population are aged over 65. The ageing rural population brings a number of challenges. These include the fact

that older people often have poorer health and greater care needs, issues compounded by the greater distances to healthcare services and poor public transport. South Lakeland (2015) features most poorly in deprivation indices in “Barriers to Housing and Services Domain” (which relate to the physical proximity of local services, and issues relating to access to housing, such as affordability) and the “Living Environment Deprivation Domain” (The 'indoors' living environment measures the quality of housing; while the 'outdoors' living environment contains measures of air quality and road traffic accidents).

**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. SLDC must adopt effective measures to address the inequalities that result from differences in occupation, education, place of residence or social class. Socio-economic disadvantage includes: Income, employment, health, education, housing, discrimination and local concentrations of deprivation.