

Equality Impact Assessment (EIA)

The separate EIA guidance notes outline what should be included for each section. Please read them before you begin. If you have any queries, contact your Corporate Equality Group rep, or the Engagement Team on 643 2828.

1. Author, service area, date

John Sparkes, Regeneration & Economic Development, 3 March 2020

2. Who else has been involved in writing this EIA?

Graham Sword, Senior Manager – Regeneration, Regeneration & Economic Development, 3 March 2020

3. What proposal is this EIA assessing?

North Shields Heritage Action Zone

4. What is the purpose of your proposal and what is it expected to achieve?

The High Street Heritage Action Zone (HSHAZ) will deliver a four-year programme of physical improvements, community engagement and cultural activities. It is a place-based scheme designed to secure lasting improvements to our historic high streets and the communities who use them. We will use this funding to work with partners to champion and revive the Howard Street Conservation Area, changing perceptions of heritage and high streets. The scheme will support sustainable economic and cultural growth on and around high streets and restore and enhance local historic character, making the high street an attractive, engaging and vibrant place for people to live, work and play.

As part of the project, a Cultural Consortia will be set up to plan cultural events in the area. Many of these events will aim to bring people from a variety of backgrounds and age groups together.

5. Is there any relevance to the aims of the public sector equality duty? *Write your answers in the table*

Aim	Yes, No, or N/A	Details if 'yes'
Eliminate unlawful discrimination, victimisation and harassment	No	
Advance equality of opportunity between people who share a protected characteristic and those who do not	Yes	We will consult with various community groups with shared protected characteristics to ensure our public realm proposals, particularly road severances and crossing provision, are accessible and meet the 2010 Equality Act.
Foster good relations between people who share a protected characteristic and those who do not	Yes	Good relations between people who share a protected characteristic and those who do not will be fostered through our engagement and cultural activities. We have strong connections with community groups including those with protected characteristics, local businesses and residents who will all be invited to attend our engagement events.

6. Analysis by characteristic *Write your answers in the table*

Protected characteristic	Potential positive or negative impact?	Explanation and evidence
Age	Positive	We will work closely with a variety of age groups through our engagement events. As part of the project, a steering group will be set up and representatives from the Youth Council will be invited. The steering group will be community lead, allowing members to make decisions on the design and delivery of the project. We will also consult nearby schools to hear their views on the project.
Disability	Positive	As part of the public realm aspect of this project, improvements to the pedestrian environment are likely, such as reducing severance and improving crossing provision to improve accessibility for all, including people with protected characteristics as identified by the 2010 Equality Act. We will ensure our engagement and cultural activities are accessible to disabled people, in terms of physical access and communication.
Gender	Not applicable	
Gender reassignment	Not applicable	
Marriage and civil partnership status	Not applicable	
Pregnancy and maternity	Not applicable	
Race	Not applicable	
Religion or belief	Not applicable	
Sexual orientation	Not applicable	

7. Have you carried out any engagement in relation to this proposal? If so, what?

As the scheme commences and progresses a Partnership Board will be required to be set up and independently chaired.

Extensive engagement has taken place and will continue with businesses, partners and the community regarding the proposed scheme. Engagement has taken place with a variety of people of different ages, genders and races.

8. Is there any information you don't have that you need to find?

We are developing our engagement strategy which will confirm how we will consult with people with various characteristics, i.e. consultation events at different accessible locations, ensuring our communication is accessible, approaching community groups and presenting at their meetings etc.

9. What actions are already in place, or will be taken, to remove or reduce potential negative impacts? (add more lines to the table if you need to) *Write your answers in the table*

Action	Responsibility	Timescale
Develop an engagement strategy which includes a matrix, showing all planned events and what groups we will target – i.e. visit local schools to ensure the views of a younger demographic are heard.	Graham Sword	2 months

10. Are there any potential negative impacts that cannot be removed or reduced? If so, why is this?

Not applicable

11. Based on your conclusions from this assessment, what are your next steps?

We are working with Historic England and NTC's Engagement team to finalise the project's engagement strategy.

12. How will the impact of this proposal be monitored after it is introduced?

The impact of the Heritage Action Zone project on people with protected characteristics will be monitored by Graham Sword, the Project Manager, on a regular basis by re-engaging with groups that we consulted with at the beginning of the project. The findings of these monitoring activities will be reported to John Sparkes, Head of Regeneration & Economic Development. We will also conduct annual surveys by email and in person to seek the public's opinion on how the project is progressing, equality questions will be included as part of the survey. This will allow us to analyse responses to determine if there are reoccurring comments from a particular group of people.

13. When will this EIA be reviewed?

Should Historic England offer us Heritage Action Zone funding and Cabinet grant the authority to accept this, we will review the EIA on an annual basis.