EQUALITY IMPACT ASSESSMENT

TITLE:
TOWN CENTRE VITALITY PLANS

VERSION CONTROL

<table>
<thead>
<tr>
<th>Date</th>
<th>Version</th>
<th>Author</th>
<th>Description of Changes</th>
</tr>
</thead>
<tbody>
<tr>
<td>7 August 2019</td>
<td>1</td>
<td>JW</td>
<td></td>
</tr>
</tbody>
</table>
**Stage 1 Description:** Fact finding (about your policy / service /

<table>
<thead>
<tr>
<th>Department</th>
<th>GROWTH AND REGENERATION</th>
<th>Lead officer responsible for assessment</th>
<th>Strategic Regeneration Manager (North)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Service</td>
<td>REGENERATION</td>
<td>Other members of team undertaking assessment</td>
<td>Senior Regeneration Officer (North)</td>
</tr>
<tr>
<td>Date</td>
<td>7 August 2019</td>
<td></td>
<td>Version 1</td>
</tr>
<tr>
<td>Type of document (mark as appropriate)</td>
<td></td>
<td>Strategy Plan Function Policy Procedure Service</td>
<td></td>
</tr>
<tr>
<td>Is this a new/ existing/ revision of an existing document (please mark as appropriate)</td>
<td>New Existing Revision</td>
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<tr>
<td>Title and subject of the impact assessment (include a brief description of the aims, outcomes, operational issues as appropriate and how it fits in with the wider aims of the organisation)</td>
<td>Town Centre Vitality Plans</td>
<td>This EIA relates to the proposed development of Town Centre Vitality Plans (TCVP) for the borough's Key Service Centres i.e. Alsager, Congleton, Handforth, Knutsford, Middlewich, Nantwich, Poynton, Sandbach and Wilmslow. The plans are intended to be cross functional, with scope to recommend any realistic actions for supporting the vitality of each town centre. The TCVP would be developed as multi-stakeholder action plans - identifying recommended actions/interventions/projects to support town centre vitality with recommended ‘champions’ for each. The intention is to facilitate Town Councils, community groups, occupiers, property owners etc., to all work towards a common vision, the burden of delivery shared with all parties understanding how their efforts and resources contribute to a common end game. The plans should also assist in supporting any bids for central funding to support struggling high streets and town centres.</td>
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<tr>
<td>Who are the main stakeholders and have they been engaged with? (e.g. general public, employees, Councillors, partners, specific)</td>
<td>General public – residents, visitors, employers and employees, potential investors, town centre landowners, retailers and town centre businesses, town centre cultural service providers, community and other organisations, Town and Parish Councils in the area, Councillors.</td>
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**OFFICIAL**
## EQUALITY IMPACT ASSESSMENT

<table>
<thead>
<tr>
<th>What consultation method(s) did you use?</th>
<th>N/A</th>
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</table>

| Who is affected and what evidence have you considered to arrive at this analysis? (This may or may not include the stakeholders listed above) | Communities and visitors within Cheshire East including and particularly affecting those living and working around the identified town centres but extending to wider groups given the potential wider economic, social and environmental benefits of a revitalised town centre. |
| Who is intended to benefit and how? | Communities and visitors within Cheshire East including and particularly affecting those living and working around the identified town centres but extending to wider groups given the potential wider economic, social and environmental benefits of a revitalised town centre. |
| Could there be a different impact or outcome for some groups? | Potentially yes, some groups could be impacted to a greater or lesser degree dependant on the recommended actions emerging from the TCVP once completed. Where individual projects to change the town centre are taken forward stemming from the TCVP, individual EIAs can be undertaken to ensure appropriate checks are made. |
| Does it include making decisions based on individual characteristics, needs or circumstances? | No |
| Are relations between different groups or communities likely to be affected? (eg will it favour one particular group or deny opportunities for others?) | No |
| Is there any specific targeted action to promote equality? Is there a history of unequal outcomes (do you have enough evidence to prove otherwise)? | There is no specific targeted action to promote equality other than seeking to ensure the public consultations undertaken in the development of the TCVP identify potential groups who may be more reliant on accessing the town centre and/or groups more likely to be particularly affected by changes to the town centre. It is intended to ensure the public consultation is robust and can demonstrate open engagement with all of the 9 protected characteristics. |
## EQUALITY IMPACT ASSESSMENT

### Is there an actual or potential negative impact on these specific characteristics? (Please tick)

<table>
<thead>
<tr>
<th>Characteristic</th>
<th>Age</th>
<th>N</th>
<th>Marriage &amp; civil partnership</th>
<th>Religion &amp; belief</th>
<th>N</th>
<th>Disability</th>
<th>Pregnancy &amp; maternity</th>
<th>N</th>
<th>Race</th>
<th>N</th>
<th>Gender reassignment</th>
<th>N</th>
<th>Sexual orientation</th>
<th>N</th>
</tr>
</thead>
</table>

### What evidence do you have to support your findings? (quantitative and qualitative) Please provide additional information that you wish to include as appendices to this document, i.e., graphs, tables, charts

- **Consultation/involvement carried out**

No

### Age

No particular negative impacts have been identified at this stage. However public consultations are intended to be undertaken which could potentially raise issues officers are not currently aware of. Age UK Cheshire East, can be notified of the relevant consultations as can local schools, youth organisations etc. Town Councils will be engaged to help inform appropriate local stakeholders.

### Disability

No particular negative impacts have been identified at this stage. However a public consultation is to be undertaken which could potentially raise issues officers are not currently aware of. Friends for Leisure, a group helping disabled children and young people in Cheshire East, Cheshire East Eye Society, and the Cheshire Learning Disabilities Partnership Board can be included in the notified parties when consultations take place. Contact details will be given for anyone experiencing difficulties in contributing to the consultation process if for example they need large print, or wish to request the text in braille.

### Gender reassignment

No particular negative impacts have been identified at this stage. However a public consultation is to be undertaken which could potentially raise issues officers are not currently aware of. No NHS gender identity clinics have been identified in the Borough which could be specifically notified of the consultation. East Cheshire NHS can be included in the list of stakeholders to be notified when consultations take place. Bodypositive can also be contacted as they are stakeholders for this protected characteristics as are the organisers of Macc Pride, Congleton Pride and Nantwich Pride. There is also a staff LGBT+ network group.

### Marriage & civil partnership

No particular negative impacts have been identified at this stage. However a public consultation is to be undertaken which could potentially raise issues officers are not
**EQUALITY IMPACT ASSESSMENT**

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<thead>
<tr>
<th><strong>Pregnancy &amp; maternity</strong></th>
<th>No particular negative impacts have been identified at this stage. However a public consultation is to be undertaken which could potentially raise issues officers are not currently aware of. NUPAS can be included on the list of bodies to be notified of the consultation on draft TCVP.</th>
</tr>
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<tbody>
<tr>
<td><strong>Race</strong></td>
<td>No particular negative impacts have been identified at this stage. However a public consultation is to be undertaken which could potentially raise issues officers are not currently aware of. Contact details will be given for anyone experiencing difficulties in contributing to the consultation and wish to request the text in a language other than English. There are also BAME community groups who could be consulted.</td>
</tr>
<tr>
<td><strong>Religion &amp; belief</strong></td>
<td>No particular negative impacts have been identified at this stage. However a public consultation is to be undertaken which could potentially raise issues officers are not currently aware of. Local religious groups of all types can be included in those consulted on any draft TCVP.</td>
</tr>
<tr>
<td><strong>Sex</strong></td>
<td>No particular negative impacts have been identified at this stage. However a public consultation is to be undertaken which could potentially raise issues officers are not currently aware of.</td>
</tr>
<tr>
<td><strong>Sexual orientation</strong></td>
<td>No particular negative impacts have been identified at this stage. However a public consultation is to be undertaken which could potentially raise issues officers are not currently aware of. Stonewall – the Lesbian, Gay, Bisexual and Transgender Charity can be included in the list of stakeholders to be notified of the consultation as will the LGBT support service. The Youth Service Utopia group / BodyPositive / local Pride organising committees / CEC staff LGBT+ forum could also be consulted.</td>
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</table>

| **Proceed to full impact assessment? (Please tick)** | No | 7 August 2019 |

<table>
<thead>
<tr>
<th><strong>Lead officer sign off</strong></th>
<th>Jo Wise</th>
<th>Date</th>
</tr>
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<tbody>
<tr>
<td><strong>Head of service sign off</strong></td>
<td>Andy Kehoe</td>
<td>Date</td>
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EQUALITY IMPACT ASSESSMENT

If yes, please proceed to Stage 3. If no, please publish the initial screening as part of the suite of documents relating to this issue
### Protected characteristics

<table>
<thead>
<tr>
<th>Protected characteristic</th>
<th>Is the policy (function etc....) likely to have an adverse impact on any of the groups?</th>
<th>Are there any positive impacts of the policy (function etc....) on any of the groups?</th>
<th>Please rate the impact taking into account any measures already in place to reduce the impacts identified</th>
<th>Further action (only an outline needs to be included here. A full action plan can be included at Section 4)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Age</td>
<td>No</td>
<td>No</td>
<td>N/A</td>
<td>Once you have assessed the impact of a policy/service, it is important to identify options and alternatives to reduce or eliminate any negative impact. Options considered could be adapting the policy or service, changing the way in which it is implemented or introducing balancing measures to reduce any negative impact. When considering each option you should think about how it will reduce any negative impact, how it might impact on other groups and how it might impact on relationships between groups and overall issues around community cohesion. You should clearly demonstrate how you have considered various options and the impact of these. You must have a detailed rationale behind decisions and a justification for those alternatives that have not been accepted.</td>
</tr>
<tr>
<td>Disability</td>
<td>No</td>
<td>No</td>
<td>N/A</td>
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<tr>
<td>Gender reassignment</td>
<td>No</td>
<td>No</td>
<td>N/A</td>
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<td>Marriage &amp; civil partnership</td>
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<td>No</td>
<td>N/A</td>
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<td>No</td>
<td>N/A</td>
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<tbody>
<tr>
<td><strong>maternity</strong></td>
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</tr>
<tr>
<td>Race</td>
<td>No</td>
<td>No</td>
<td>N/A</td>
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<tr>
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<tr>
<td>Sexual orientation</td>
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<td>N/A</td>
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Is this change due to be carried out wholly or partly by other providers? If yes, please indicate how you have ensured that the partner organisation complies with equality legislation (e.g. tendering, awards process, contract, monitoring and performance measures)
### Summary

A brief overview including impact, changes, improvement, any gaps in evidence and additional data that is needed is N/A.

### Specific actions to be taken to reduce, justify or remove any adverse impacts

<table>
<thead>
<tr>
<th>Specific actions</th>
<th>How will this be monitored?</th>
<th>Officer responsible</th>
<th>Target date</th>
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### Please provide details and link to full action plan for actions

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### When will this assessment be reviewed?

<table>
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### Are there any additional assessments that need to be undertaken in relation to this assessment?

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<table>
<thead>
<tr>
<th>Name</th>
<th>Signature</th>
<th>Date</th>
</tr>
</thead>
<tbody>
<tr>
<td>Lead officer sign off</td>
<td></td>
<td>12th August 2019</td>
</tr>
<tr>
<td>Head of service sign off</td>
<td></td>
<td>12th August 2019</td>
</tr>
</tbody>
</table>

Please publish this completed EIA form on the relevant section of the Cheshire East website.