

Equality Impact Assessment (EIA)

Proposed Cathedral Green Project

Equality impact, needs and requirements assessment form

Please use this form to record your findings, proposed actions, equality objectives and targets. Use the guidance notes to help you do the assessment or contact the Equality Standard Project Manager if you need some advice

About the policy, practice, service or function you are assessing

Name of policy, practice, service or function: Proposed Cathedral Green Project

Assessment team leader name: Andy Morgan – Landscape Development Officer - Parks

Department responsible: Environmental Services Service Area: Landscape Design

Other members of assessment team:

Name	Position	Area of expertise	Comments
Alf Bousie	Principal Landscape Assistant	Parks	
Mohammed Haque	Project Engineer	Engineering Design - bridges	
Nicola Handa	Urban Design Policy Officer	Environmental Sustainability	
Pat Fetcher	Derby Access Group/ DCIL	Access	
Janet Warner	Derby Shopmobility	Access	

Andy Finlay	Derby Access Group/ Golden Age	Access/older people's issues	
Edith Storer	EMASH	Access	
Nancy Pountain	Derby Access Group/ Derby Disability Network/DCIL	Access/older people's issues	
Councillor Frank Leeming	Councillor		
Councillor Robin Turner	Councillor Disabled People's Champion/ Chair Disabled People's Diversity Forum		
Ann Webster	Equality Standard Project Manager	Equality	

Question	Response/ findings
<p>What are the main aims and objectives or purpose of the policy, practice, service or function that you are assessing?</p>	<p>Design and construction of improvements to Cathedral Green, an area of public open space located within Derby city centre</p>
<p>Who implements, carries out or delivers the policy, practice, service or function? Please state where this is more than one person, team, department, or body – and include any outside organisations who deliver under procurement arrangements</p>	<p>This is a City Council led project in partnership with Derby Cityscape.</p> <p>The project is being overseen by a Project Board comprising City Council and Cityscape officers.</p> <p>A project steering group is overseeing the design and delivery of the project.</p> <p>Engineering Design (Bridges) within the Regeneration and Community Department is responsible for overseeing the contract documentation and design and build contract for the bridge.</p> <p>The Landscape Section in Parks, Environmental Services Department is responsible for the landscape design elements of the project.</p>
Question	Response/ findings

<p>Who is affected by the policy, practice, service or function, or by how it is delivered? Such as, who are the external and internal customers, groups, or communities?</p>	<p>All Derby people as well as visitors and people who work in the city. It is important that we get the design right so that no-one is excluded from using Cathedral Green,</p>
<p>What outcomes do we want to achieve, why and for whom? For example, what do you want to be providing, how well, what changes or improvements, and what should the benefits be for customers, groups or communities?</p>	<p>We want to make sure we use inclusive design in the project so that no-one is disadvantaged in enjoying the facilities on Cathedral Green</p> <p>This project will provide an enhanced piece of public open space offering a range of facilities and recreational opportunities in an attractive and safe setting</p>

<p>What existing or previous inspections of the policy, practice, service or function are there? For example, Best Value Inspections, policy reviews, research into the effects of a policy or practice.</p> <p>What did they tell you?</p>	<p>This project is one of the key projects identified as part of the public realm strategy prepared by Cityscape. The Council's Access Officer has commented on the draft strategy and those comments have been incorporated into the design of this project.</p> <p>There has been further consultation with the Council's Access Officer and his comments have been included in the draft design presented for this equality impact assessment.</p> <p>Comments identified that the project needs to include inclusive design. That there are opportunities for minor design changes that will improve access for disabled people still further.</p>
<p>Identifying potential equality issues and factors</p>	
<p>Question</p>	<p>Response/ findings</p>

What do you already know about the equality impact or need? For example, from research, feedback, consultation or any performance monitoring

We have studied the Disability Rights Commission's guidelines on highways and streets concerning the new Disability Equality Duty.

Reference has been made to technical and design guidelines relating to physical access in preparing the scheme design. The design has drawn on good practice and on comments already made about other public realm and open space scheme designs.

The design incorporates acceptable path gradients, handrails will be provided on steps, there are options for people to use either steps or ramps where these are required, seating will include armrests and backrests.

Disabled people have already informed us about the inaccessibility of stainless steel street furniture, how important it is to have the correct type of seating and also paving and pathways need to be done in appropriate materials.

We also know that water features need to be carefully thought about so as not to cause a barrier and we will be doing further work with disabled

people when the draft design of the water feature is more detailed.

Signage is also needed to help in particular people with learning difficulties and we are using guidelines from the DRC to help with this.

Bridge accessibility is also important and we will consult with visually impaired people about the materials to be used.

We also know that it is important to make sure the project uses designing out crime principles, so no particular group is put at risk and that they do feel safe to use Cathedral Green

Is there any evidence of higher or lower take up under the policy or practice, or of the service or function for any particular groups? For example, who uses the service, who doesn't and why not?

At the moment some people do not use the area around Cathedral Green because of limited access for disabled people and some do not use the area for personal safety reasons. Anti social behaviour and skateboarding have been given as reasons that discourage people from using the site at present.

Our aim is that the new design will encourage more people to enjoy the facilities planned. Women, trans people, minority ethnic people, disabled people, older people, lesbians, gay men and bi-sexual people can feel vulnerable in particular areas of the city and we want to make Cathedral Green a safe area for everyone to enjoy.

<p>Have there been any important demographic changes or trends locally? For example is the population changing, and if so, how and what might that mean for the service or function?</p>	<p>The area around Cathedral Green is subject to new and future residential development that will increase the local population and number of people having access to the open space. The demographic makeup of the new residents is not known but the recent development is for apartments suited to single people or couples with no children.</p> <p>However the city centre location of the site will mean that it is accessible to and will be used by all Derby people as well as visitors and people who work in the city.</p> <p>The Council has a legal duties to promote race and disability and from April 2007, gender equality too in everything we do, which has strengthened the need for consultation on the design of Cathedral Green.</p> <p>This impact assessment means we can explore potential barriers before they are designed into the scheme.</p>
<p>Question</p>	<p>Response/ findings</p>

<p>Is there an indication that any of the policies or practices involved with the service or function creates particular problems or difficulties for any groups of customers or communities?</p>	<p>Poor design of the scheme can create barriers for people in equality groups, as mentioned earlier</p>
<p>What information or data exists? For example, statistics, customer feedback, complaints, research, monitoring – who keeps it and can you get hold of it?</p>	<p>We regularly get feedback from disabled people on access issues and in particular on Cityscape work. These comments are taken forward to help us improve design.</p>

<p>Does any equality or diversity objectives already exist? If so, what are they and what is current performance like against them?</p>	<p>Objectives have been set for the project, which include:</p> <p>The location and design of the space will give existing and future city centre users, including residents and tourists, access to a green space within the heart of the city centre that will offer a setting in which to relax, enjoy the surroundings and take part in a wide variety of activities and recreational opportunities.</p> <p>The scheme design seeks to ensure the whole site is freely accessible to all groups of people including those with disabilities, within constraints imposed by physical site characteristics.</p> <p>This equality impact assessment has helped assess whether the design is meeting these objectives and has identified further objectives.</p>
<p>Is the service having a positive or negative effect on particular people in the community, or particular groups or communities?</p>	<p>N/A new project</p>

Collecting the information and data about how the policy, practice, service or function, impacts on communities

Please record your information and data in this table and think about:

what information or data you will need
using both quantitative and qualitative data
making sure that where possible there is information that allows all perspectives to be considered
identifying any gaps in the information/ data and what it can tell you

Data or information	When and how was it collected?	Where is it from?	What does it tell you? You need to consider all six equality strands where you can	Gaps in information
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<p>Technical design data and information</p>	<p>Guidelines, recognised standards, regulations</p>	<p>British and European Standards</p> <p>Building Regulations</p> <p>Specifications</p> <p>Professional advice such as council's Access Officer</p>	<p>Standards for design of paths (gradients, surfacing), railings, signage, steps, tactile paving, handrails, lighting</p>	
<p>Customer feedback and complaints</p>	<p>Anecdotal from public consultation, public comments, letters and phone calls</p>	<p>General public</p> <p>Park Staff</p> <p>Silk Mill Museum staff</p>	<p>There are problems with skateboarders and other anti social behaviour that discourages people from using the site.</p> <p>The raised beds and changes in level create hidden areas</p>	

<p>Consultation and community involvement</p>	<p>Public consultation and response to public realm strategy carried out by Cityscape.</p> <p>At previous meetings and this equality impact assessment on 15 March 2007.</p>	<p>Council's Access Officer</p> <p>From Derby Access Group and members of the Council's Disabled People's Diversity Forum</p>	<ul style="list-style-type: none"> • need to be a safe area, without obstructions that people can hide behind and this affects all people in equality groups who may be vulnerable • paths need to have a suitable gradient and an accessible surface • bridge needs to be made of a material that does not cause a barrier for visually impaired people • seats need to be inclusive design and accessible with arms and backs on them and of a decent height • water feature needs to be designed in such a way as not to create additional 	
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			<p>barriers for disabled people</p> <ul style="list-style-type: none">• the balustrades on the bridge need to be low enough for wheelchair users to see over, but safe enough for children. Also could have filled-in lower viewing area for wheelchair users and children• signage needed for people with learning difficulties• not use stainless steel street furniture as these are inaccessible for visually impaired people• make sure area is not used for skate boarders• need to investigate issues of vehicles/	
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			pedestrians on Full Street with Highways	
Performance information including Best Value	None			
Take up and usage data	No available information on numbers using or visiting the site.			
Comparative information or data where no local information	N/A			
Census, national or regional statistics	N/A			
Access audits or assessments such as DDA assessments	See consultation section			
Workforce profile	N/A			

Where service delivered under procurement arrangements – workforce profile for deliverers	N/A			
Monitoring and scrutiny outcomes	None available yet			

Analysing the information and data and setting equality objectives and targets

Please give your detailed findings in this table

Service or function	Policy or practice	Findings	Which groups are affected and how	Whose needs are not being met and how?
Cathedral Green	Design brief and sketch design	See previous section bullet points	Disabled people and elderly people, but the design can also affect all the equality groups, particularly from a personal safety view.	We are trying to meet all the needs of people in the equality groups

Objectives - process, impact or outcome based

Please give your proposed objectives/ targets in this table

Objective/Target:	
Specific	Amend design to reflect comments from the Council's Access Officer and impact assessment and attach assessment to the planning application
Measurable	Yes, when design brief is amended and detail design completed
Achievable	Yes, scheme already incorporates inclusive design and there are opportunities to improve on this.
Relevant	Yes to make sure everyone can enjoy Cathedral Green
Timed	Detail Design completion June 2007, completion of construction March 2008

Objective/Target:	
Specific	Consult Derbyshire Association for Blind People on material for bridge
Measurable	Yes, when advice obtained
Achievable	Yes
Relevant	Yes, as the planned material may be inaccessible for visually impaired people
Timed	Detail Design completion June 2007, completion of construction March 2008

Objective/Target:	
Specific	Do a further equality impact assessment on the water feature
Measurable	Yes, when detail design completed
Achievable	Yes
Relevant	Yes, ensure water feature does not create a barrier for people
Timed	Yes, when the design of the water feature is done in more detail June 2007

Objective/Target:	
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Specific	Ensure there is an improved pedestrian crossing point across Full Street between Amen Ally and the improved public open space.
Measurable	Yes, when detail design completed
Achievable	Yes, subject to further discussions with Highways
Relevant	Yes, ensure Full Street does not remain a significant barrier for people
Timed	Yes, as part of detail design for completion in June 2007

Monitoring and reviewing - incorporating into performance management

Please summarise your objectives and targets in this table with your proposed monitoring and reporting arrangements

Objective	Planned action	Target performance			Responsible lead officer	Reporting cycle, for example, quarterly
		2007	2008			

Amend design to reflect comments from the Council's Access Officer and impact assessment and attach assessment to the planning application complete	Check scheme on completion detail design prior to construction Check completed scheme	June			A Morgan, Landscape and Development Officer	Single report June 2007 Single report March 2008
Consult Derbyshire Association for Blind People on material for bridge	Consult to identify any constraints/requirements affecting selection of materials for bridge.	June			Mohammed Haque	Single report June 2007
Do a further equality impact assessment on the water feature	On completion of detail design	June			A Morgan, Landscape and Development Officer	Single report June 2007