

EQUALITY ANALYSIS

This Equality Analysis considers the effect of Bury Council/ Bury CCG activity on different groups protected from discrimination under the Equality Act 2010. This is to consider if there are any unintended consequences for some groups from key changes made by a public body and their contractor partners organisations and to consider if the activity will be fully effective for all protected groups. It involves using equality information and the results of engagement with protected groups and others, to manage risk and to understand the actual or potential effect of activity, including any adverse impacts on those affected by the change under consideration.

For support with completing this Equality Analysis please contact corporate.core@bury.gov.uk / 0161 253 6592

SECTION 1 – RESPONSIBILITY AND ACCOUNTABILITY	
Refer to Equality Analysis guidance page 4	
1.1 Name of policy/ project/ decision	Radcliffe Enterprise Centre – UKSPF Project Delivery (E22)
1.2 Lead for policy/ project/ decision	Sarah Porru, Assistant Director -Regeneration (Business & Economy)
1.3 Committee/Board signing off policy/ project/ decision	Cabinet
1.4 Author of Equality Analysis	<i>Name: Sarah Porru Role: Assistant Director -Regeneration (Business & Economy) Contact details: s.porru@bury.gov.uk</i>
1.5 Date EA completed	22/08/23
1.6 Quality Assurance	<i>Name: Role: Contact details: Comments:</i>
1.7 Date QA completed	
1.8 Departmental recording	<i>Reference: Date:</i>
1.9 Next review date	

SECTION 2 – AIMS AND OUTCOMES OF POLICY / PROJECT	
Refer to Equality Analysis guidance page 5	
2.1 Detail of policy/ decision being sought	Confirmation of £367,000 match funding from Council budgets plus an agreement to meet the £78,577 shortfall bringing the total Council contribution to £445,577 in order to secure £1,270,423 of UKSPF funding towards the development of Radcliffe Enterprise Centre. Note the timescale constraints and the options being considered for the temporary relocation of the library and Radcliffe Integrated Neighbourhood Team.

	Note the legal position regarding the positive covenants affecting the use of the current library building and the mitigation measures proposed
2.2 What are the intended outcomes of this?	Investment secured for the development of an Enterprise Hub in Radcliffe Library which will shortly become vacant following the relocation of the library service to Radcliffe Hub. The hub will provide managed workspace for rent as well as business support provision and bookable meeting space available to both business and the wider community.

SECTION 3 – ESTABLISHING RELEVANCE TO EQUALITY & HUMAN RIGHTS		
Refer to Equality Analysis guidance pages 5-8 and 11		
Please outline the relevance of the activity/ policy to the Public Sector Equality Duty		
General Public Sector Equality Duties	Relevance (Yes/No)	Rationale behind relevance decision
3.1 To eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by Equality Act 2010	No	The decision is to agree match funding for re-use of a community asset. The demographic of any user group is not yet known.
3.2 To advance equality of opportunity between people who share a protected characteristic and those who do not.	No	
3.3 To foster good relations between people who share a protected characteristic and those who do not	No	
3.4 Please outline the considerations taken, including any mitigations, to ensure activity is not detrimental to the Human Rights of any individual affected by the decision being sought.		
The proposal does not have a negative implication in relation to Human Rights		

SECTION 4 – EQUALITIES DATA			
Refer to Equality Analysis guidance page 8			
Protected characteristic	Outcome sought	Base data	Data gaps (to include in Section 8 log)
4.1 Age	Equality of access	A study has been undertaken to identify a potential operator and those approached are confident the of demand however, no data is currently available on the demographics of users. The project will	We will work with the successful operator to gather information on demographics which will enable us to maximise equity of access. This data is also a requirement for monitoring of UKSPF funds.
4.2 Disability	Ensure access and equipment is accessible		
4.3 Gender	Equality of access		
4.4 Pregnancy or Maternity	Equality of access		
4.5 Race	Equality of access		
4.6 Religion and belief	Equality of access		
4.7 Sexual Orientation	Equality of access		

4.8 Marriage or Civil Partnership	Equality of access	be available to all and the requirement for community access will ensure this facility remains accessible to all.	
4.9 Gender Reassignment	Equality of access		
4.10 Carers	Equality of access		
4.11 Looked After Children and Care Leavers	Equality of access		
4.12 Armed Forces personnel including veterans	Equality of access		
4.13 Socio-economically vulnerable	Equality of access As far as possible ensure prices are fair and low whilst ensuring viability.		

SECTION 5 – STAKEHOLDERS AND ENGAGEMENT

Refer to Equality Analysis guidance page 8 and 9

	Internal Stakeholders	External Stakeholders
5.1 Identify stakeholders	Members, other departments	Businesses/Potential operators
5.2 Engagement undertaken	Consultant interviews. Member meetings	Consultant interviews
5.3 Outcomes of engagement	Consultation will help to ensure that we have considered appropriate community access provision.	Consultation will help to ensure the project is viable and the building is not left vacant
5.4 Outstanding actions following engagement (include in Section 8 log)	Feedback from consultation will be included in the consultant report & recommendations	Feedback from consultation will be included in the consultant report & recommendations

SECTION 6 – CONCLUSION OF IMPACT

Refer to Equality Analysis guidance page 9

Please outline whether the activity/ policy has a positive or negative effect on any groups of people with protected inclusion characteristics

Protected Characteristic	Positive/ Neutral Negative/	Impact (include reference to data/ engagement)
6.1 Age	Neutral	
6.2 Disability	Neutral	Disability will be taken into consideration in the planning and design stage
6.3 Gender	Neutral	
6.4 Pregnancy or Maternity	Neutral	
6.5 Race	Neutral	Language diversity will be taken into consideration in all engagement and communication to increase accessibility to all.
6.6 Religion and belief	Neutral	
6.7 Sexual Orientation	Neutral	

6.8 Marriage or Civil Partnership	Neutral	
6.9 Gender Reassignment	Neutral	
6.10 Carers	Neutral	
6.11 Looked After Children and Care Leavers	Neutral	
6.12 Armed Forces personnel including veterans	Neutral	
6.13 Socio-economically vulnerable	Neutral	Business support and access to the venue will be available to all sectors of the community.
6.14 Overall impact - What will the likely overall effect of your activity be on equality, including consideration on intersectionality?	Overall, there is no significant impact on equality diversity and inclusion. There is a potential impact on those with disabilities, which can be mitigated in the design of the fit out. However, it should be noted that this is a listed building which may constrain major adaptations.	

SECTION 7 – ACTION LOG

Refer to Equality Analysis guidance page 10

Action Identified	Lead	Due Date	Comments and Sign off (when complete)
7.1 Actions to address gaps identified in section 4			
Monitoring & evaluation of project users	Sarah Porru	March 2025	
7.2 Actions to address gaps identified in section 5			
Feedback from consultation will be included in the consultant report & recommendations	Sarah Porru	September 2023	
7.3 Mitigations to address negative impacts identified in section 6			
Accessibility to be considered in fit out design	Sarah Porru	March 2024	
7.4 Opportunities to further inclusion (equality, diversity and human rights) including to advance opportunities and engagements across protected characteristics			
Bookable meeting rooms will available to wider community	Sarah Porru	March 2025	

SECTION 8 - REVIEW

Refer to Equality Analysis guidance page 10

Review Milestone	Lead	Due Date	Comments (and sign off when complete)
Regular monitoring of milestones and outputs will be outlined in the grant	Sarah Porru	tbc	

funding agreement for UKSPF funds			

Please make sure that every section of the Equality Analysis has been fully completed. The author of the EA should then seek Quality Assurance sign off and departmental recording.

SECTION 9 – QUALITY ASSURANCE		
Refer to Equality Analysis guidance page x		
Consideration	Yes/No	Rationale and details of further actions required
Have all section been completed fully?		
Has the duty to eliminate unlawful discrimination, harassment, victimization and other conducted prohibited by the PSED and Equalities Act been considered and acted upon?		
Has the duty to advance equality of opportunity between people who share a protected characteristic and those who do not been considered and acted upon		
Has the duty to foster good relations between people who share a protected characteristic and those who do not, been consider and acted upon		
Has the action log fully detailed any required activity to address gaps in data, insight and/or engagement in relation to inclusion impact?		
Have clear and robust reviewing arrangements been set out?		
Are there any further comments to be made in relation to this EA		