

Equality Impact Analysis

This equality impact analysis establishes the likely effects both positive and negative and potential unintended consequences that decisions, policies, projects and practices can have on people at risk of discrimination, harassment and victimisation. The analysis considers documentary evidence, data and information from stakeholder engagement/consultation to manage risk and to understand the actual or potential effect of activity, including both positive and adverse impacts, on those affected by the activity being considered.

To support completion of this analysis tool, please refer to the equality impact analysis guidance.

Section 1 – Analysis Details (Page 5 of the guidance document)

Name of Policy/Project/Decision	Radcliffe Enterprise Centre – UKSPF Project Delivery (E22)
Lead Officer (SRO or Assistant Director/Director)	Sarah Porru, Assistant Director -Regeneration (Business & Economy)
Department/Team	BGI
Proposed Implementation Date	1st June 2024
Author of the EqIA	Sinead Gracey
Date of the EqIA	10.5.24

1.1 What is the main purpose of the proposed policy/project/decision and intended outcomes?

The project aims to convert Radcliffe Library, located within Radcliffe Town Centre and adjacent to the Levelling Up regeneration activity (part of the Radcliffe Regeneration Framework) to a flexible, multi-functional Enterprise Centre. The space will provide a range of private offices and bookable hot desks to facilitate up to 100 occupiers and will be managed by a third-party operator.

Cabinet Paper for June 2024 seeks permission to tender for a contractor to undertake the construction works required for the conversion of Radcliffe Library into an Enterprise Centre.

Funding but was part of the GM's UKSPF (UK Shared Prosperity Fund) SME (Small and Medium Size Enterprises) Workspace Fund (E22). The contractor will be appointed via the North West Construction Hub (NWCH) framework. For which the Council was awarded £1.2m and match funded £445k.

Library and tenants on the first floor, the Integrated Neighbourhood Team are due to move the new Hub which is currently under construction. The Hub was due for completion in Summer 2024 when conversations to relocate began. However the construction programme for the Hub has slipped to completion in Spring 2026.

In the meantime, funding opportunity has arisen with UKSPF and the council secured £1.7m for the transformation of the current library building into an Enterprise Centre, with a completion date for this is March 2025. All spending must be defrayed by 31st March 2025. To hit this deadline, therefore we need to decant the Library and its tenants in August 2024 in preparation for construction to start in September 2024. Locations for the temporary Library are still on going

Section 2 – Impact Assessment (Pages 6 to 10 of the guidance document)

2.1 Who could the proposed policy/project/decision likely have an impact on?

Employees: **Yes (state reasons for answering ‘no’)**

Community/Residents: **Yes (state reasons for answering ‘no’)**

Third parties such as suppliers, providers and voluntary organisations: **Yes (state reasons for answering ‘no’)**

If the answer to all three questions is ‘no’ there is no need to continue with this analysis.

2.2 Evidence to support the analysis. Include documentary evidence, data and stakeholder information/consultation

Documentary Evidence:

There is already a EqIA in place for the Hub which covers the new Library



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It is also important to note that this is a list of people who signed up to join Bury Libraries at Radcliffe Library, it is not the sum total of Radcliffe Library users. Members of the public join the whole library service at their first point of registration and are then free to use any service point they wish.

Data:



Bury-West-Neighbourhood-Profile.pdf

Stakeholder information/consultation:

No consultations data available at this time however information sessions are planned once a temporary location is agreed – June 2024

2.3 Consider the following questions in terms of who the policy/project/decision could potentially have an impact on. Detail these in the impact assessment table (2.4) and the potential impact this could have.

- Could the proposal prevent the promotion of equality of opportunity or good relations between different equality groups? no
- Could the proposal create barriers to accessing a service or obtaining employment because of a protected characteristic? no
- Could the proposal affect the usage or experience of a service because of a protected characteristic? no
- Could a protected characteristic be disproportionately advantaged or disadvantaged by the proposal? no
- Could the proposal make it more or less likely that a protected characteristic will be at risk of harassment or victimisation? no
- Could the proposal affect public attitudes towards a protected characteristic (e.g. by increasing or reducing their presence in the community)? no
- Could the proposal prevent or limit a protected characteristic contributing to the democratic running of the council? no

2.4 Characteristic	Potential Impacts	Evidence (from 2.2) to demonstrate this impact	Mitigations to reduce negative impact	Impact level with mitigations Positive, Neutral, Negative
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Age	Potential additional travel to the new location which could affect primarily younger and older users (under 18 and senior citizen). Potential social isolation for senior citizen library users who rely on the library as social contact/community	That we have younger (under 18) and older (senior citizen) library users	<p>The proposed location is on the same 98 bus route with stops close to the current library and proposed temporary site younger people and senior citizens have access to free or reduced cost bus travel</p> <p>Parking available at the new location</p> <p>New location is approximately 1.5 miles from current location which is an estimated 36 minute walk</p>	Neutral
Disability	Potential additional travel to the new location which could affect primarily people with reduced mobility	No user data to this effect however Senior Citizens are more likely to acquire disabilities and reduced mobility through age	The proposed location is on the same 98 bus route with stops close to the current library and proposed temporary site, disabled people and senior citizens have access to free or	

			reduced cost bus travel Parking available at the new location (does this include disabled parking spaces?)	
Gender Reassignment	n/a			
Marriage and Civil Partnership	n/a			
Pregnancy and Maternity	n/a			
Race	n/a			
Religion and Belief	n/a			
Sex	n/a			
Sexual Orientation	n/a			
Carers	n/a			
Looked After Children and Care Leavers	Potential additional travel to the new location which could incur additional costs for care leavers Potential social isolation for senior citizen library users who rely on the library as social contact/community	No evidence to point to		The proposed location is on the same 98 bus route with stops close to the current library and proposed temporary site, care leavers have access to free or reduced cost bus travel New location is approximately 1.5 miles from current location which

				is an estimated 36 minute walk
Socio-economically vulnerable	Potential additional travel incurring additional costs	No evidence to point to	Bee network has travel cost caps per journey or per day New location is approximately 1.5 miles from current location which is an estimated 36 minute walk	Negative
Veterans	n/a			

Actions required to mitigate/reduce/eliminate negative impacts or to complete the analysis

2.5 Characteristics	Action	Action Owner	Completion Date
Age	Research bus route and advertise.	Project Team	31 st August 2024
Disability	Research bus route and advertise. Seek additional parking	Project Team	31 st August 2024
Socio-economically vulnerable	Research bus route and advertise. Research options for free travel from Stand Lane building to new site	Project Team	31 st August 2024
All	Home Bury Libraries Catalogue (spydus.co.uk) Members can go onto the catalogue and place reservations (and some will phone up) and then you are notified when the books are ready to collect.	Library Team	Completed

Section 3 - Impact Risk

Establish the level of risk to people and organisations arising from identified impacts, with additional actions completed to mitigate/reduce/eliminate negative impacts.

3.1 Identifying risk level (Pages 10 - 12 of the guidance document)

Impact x Likelihood = Score			Likelihood			
			1	2	3	4
			Unlikely	Possible	Likely	Very likely
Impact	4	Very High	4	8	12	16
	3	High	3	6	9	12
	2	Medium	2	4	6	8
	1	Low	1	2	3	4
	0	Positive / No impact	0	0	0	0

Risk Level	No Risk = 0	Low Risk = 1 - 4	Medium Risk = 5 – 7	High Risk = 8 - 16
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3.2 Level of risk identified	Low = 2
3.3 Reasons for risk level calculation	Unlikely to occur given mitigations and actions in place – issues that do arise can be addressed with the possibility of some financial investment

Section 4 - Analysis Decision (Page 11 of the guidance document)

4.1 Analysis Decision	X	Reasons for This Decision
There is no negative impact therefore the activity will proceed		
There are low impacts or risks identified which can be mitigated or managed to reduce the risks and activity will proceed	x	Impacts and risks will be monitored and address to reduce and eliminate the risk. Work still to be carried out.
There are medium to high risks identified which cannot be mitigated following careful and thorough consideration. The activity will proceed with caution and this risk recorded on the risk register, ensuring continual review		

Section 5 – Sign Off and Revisions (Page 11 of the guidance document)

5.1 Sign Off	Name	Date	Comments
Lead Officer/SRO/Project Manager	Sinead Gracey	20.5.24	
Responsible Asst. Director/Director	Sarah Porru	21.5.24	
EDI	Lee Cawley	21.5.24	

EqIA Revision Log

5.2 Revision Date	Revision By	Revision Details