

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	Live Well - Whitefield
Lead Officer (SRO or Assistant Director/Director)	Will Blandamer
Department/Team	Health and Adult Care
Proposed Implementation Date	January 2026
Author of the EqIA	Will Blandamer
Date of the EqIA	22/8/25

1.1 What is the main purpose of the proposed policy/project/decision and intended outcomes?
<p>The proposal is to implement a live well exemplar hub in Whitefield as part of the first phase of the GM live well programme implementation in Bury. The live well hub is intended to be a focal point for community support and engagement as well as a place for delivery of range of public and voluntary services that support the local community in Whitefield. The proposed delivery site is in Besses in Whitefield, an area of challenging social and economic circumstances for residents and with a limited range public services available locally. It is proposed to utilise a currently unused premises and become a vibrant hub for all of the community. . It is a site precisely chosen for its proximity to an area of socio-economic deprivation and a relative paucity of public service delivery in the place,It is proposed to utilise a currently unused premises and become a vibrant hub for all of the community.</p> <p>While we are clear on the broad shape of the opportunity of the Ark, and while we have some pre-consltation engagement work with the local community on the services they want to see – the spirit of the development of the proposal is to be community led. We will develop and refine the offer over time and revisit this EIA during the development of the programme</p>

Whitefield, and particularly Besses, has been chosen as a first phase implementation of the Bury live well programme because of a range of indicators associated with inequality.

- - Whitefield is relatively under resourced in terms of VCFSE capacity – Bury VCFA have focused for 18 months or so in this space and there is movement and a comprehensive understanding of capacity.
- Parts of Whitefield (Besses) have limited public service presence
- Evidence of challenges in relation to pockets of neglect
- Community Safety challenges – see this link for evidence of partnership already in action [Whitefield: Police crackdown following 'number of violent incidents' | Bury Times](#) including partnership working as part of Operation VARDAR.
- In its social economic make up – areas of poverty close to areas of affluence – it is a microcosm of the borough as a whole.

Work is being undertaken to assess accessibility of the Ark for local residents but feedback from families attending the nearby childrens development centre is that the service is accessible and close to the client cohorts it seeks to serve. As we finalise the offer from the Ark we will undertake further assessment on access/travel in relation to the characteristics of clients served.

Following engagement with the local community we will particularly focus on adults and families affected by poverty, and also the circumstances of children and young people in the vicinity.

For the element of work related to addressing poverty we would look to bring a range of drop in service provision to the vicinity, including employment support, income maximisation, Citizens Advise, housing support. This will include a focus on those with disability. On the later point we will seek to provide more locally available joined up and integrated services for childrens, young people and families. For the purposes of EIA it should be recognised that the Ark is specifically selected for its proximity to an area of significant socio-economic deprivation

As we develop the work we will update and refine the EIA particularly in relation to the groups we connect and those focused on addressing inequality and inequity. We also note that the whole GM live well programme is developing an EIA and we will reflect on the outcomes of that work in our local implementation

By its definition we seek to address and reduce inequality experienced by some residents in Whitefield – supporting and building community and voluntary capacity, connected VCSE capacity in the place, recognises the strengths of very local groups supporting characteristics of inequality, and bringing public services more locally and more accessible to local residents

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

<p>2.1 Who could the proposed policy/project/decision likely have an impact on?</p> <p>Employees: Yes Community/Residents: Yes Third parties such as suppliers, providers and voluntary organisations: Yes</p> <p>If the answer to all three questions is 'no' there is no need to continue with this analysis.</p>
<p>2.2 Evidence to support the analysis. Include documentary evidence, data and stakeholder information/consultation</p> <p>Documentary Evidence: The GM live well scheme ambition and programme is available here. - https://www.greatermanchester-ca.gov.uk/news/greater-manchester-driving-change-through-the-power-of-community/</p> <p>Data: The Bury Local Directory has a profile of Whitefield from which the demographic characteristics of the neighbourhood can be confirmed. https://www.theburydirectory.co.uk/jsna/neighbourhood-profiles.</p> <p>Note that Besses has a population of over 11000 and the proportion of residents who are between 35 and 39 is the highest percentage of the population In terms of inequality and health inequality Besses has the highest proportion of adults with limiting illness or disability of the Besses, Pilkington Park and Unsworth areas as a proportion of the 5000 Whitefield residents in that cohort Of the three areas above Besses has: The highest number of alcohol attributed hospital admissions The highest proportion of smoking prevalence The highest rate of physical inactivity The highest rate of crime The highest percentage of children in need by ward. The highest rate of emergency hospital admissions.</p>

Stakeholder information/consultation:

Significant engagement with the community and the local voluntary sector has been undertaken in Whitefield led primarily by the VCFA and by local political leadership. This is referenced in the paper. This work will continue following approval is provided to confirm the Ark as the live well centre in Whitefield. We intend to develop the programme with full engagement and direct involvement of the local community.

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?
- Could the proposal create barriers to accessing a service or obtaining employment because of a protected characteristic?
- Could the proposal affect the usage or experience of a service because of a protected characteristic?
- Could a protected characteristic be disproportionately advantaged or disadvantaged by the proposal?
- Could the proposal make it more or less likely that a protected characteristic will be at risk of harassment or victimisation?
- Could the proposal affect public attitudes towards a protected characteristic (e.g. by increasing or reducing their presence in the community)?
- Could the proposal prevent or limit a protected characteristic contributing to the democratic running of the council?

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
Age	Increased access to physical and in person localised VCFSE and/or public services and support	The centre will house a range of localised 'drop in' services.	Consultation and analysis will take place in future with the local community to identify which services and support are most relevant to the residents of Whitefield	Positive
Age	ARK centre may not be accessible to older residents who experience limited mobility or means of attending the centre	Pilkington Park and Unsworth have an older population than Besses ward	Besses is the most populous ward of the three Whitefield wards The ARK centre is serviced by bus routes 95 and 97	Neutral

Equality Impact Assessment Template V1.2

			https://tfgm.com/travel-updates/live-departures/bus/1800NC06251 Residents have access to TfGM Ring and Ride door to door service The ARK centre is approximately 0.8 miles from Whitefield Metrolink Station, a 15-20 minute walk Further analysis and review of accessibility will be undertaken as the activity progresses	
Disability	Increased access to physical and in person localised VCFSE and/or public services and support	The centre will house a range of localised 'drop in' services.	As above. Note also the Ark is ground level provision with sloped access to front door. Consultation and analysis will take place in future with the local community to identify which services and support are most relevant to the residents of Whitefield	Positive
Disability	ARK centre may not be accessible to some disabled residents who experience limited mobility or means of attending the centre	Besses has a higher population of residents who have are disabled than Pilkington Park or Unsworth	Besses is the most populous ward of the three Whitefield wards and has the highest proportion of disabled residents The ARK centre is serviced by bus routes 95 and 97 https://tfgm.com/travel-updates/live-departures/bus/1800NC06251	

			Residents have access to TfGM Ring and Ride door to door service Further analysis and review of accessibility will be undertaken as the activity progresses	
Gender Reassignment	No Impact			Neutral
Marriage and Civil Partnership	No Impact			Neutral
Pregnancy and Maternity	The ARK centre is expected to be closely linked to the existing children's development centre on Ribble Drive to become a family hub		Initial feedback from the operation of the Ribble Drive children's development centre which is in close proximity to the Ark indicates no challenges in accessing the service by families services	Positive
Race	Potential increased access to physical and in person localised VCFSE and/or public services and support relating to heritage and cultural needs	15% of residents in Whitefield are from an ethnic minority	Consultation and analysis will take place in future with the local community to identify which services and support are most relevant to the residents of Whitefield	Positive
Religion and Belief	No Impact			
Sex	Increased access to physical and in person localised	Women are more likely to head single parent families	Consultation and analysis will take place in future with the local community to identify which services	Positive

	VCFSE and/or public services and support for women and children	13.5% of families in Whitefield are lone parent families	and support are most relevant to the residents of Whitefield	
Sexual Orientation	No Impact			
Carers	Increased access to physical and in person localised VCFSE and/or public services and support	Potential for the centre to house 'drop in' support and services for unpaid carers	Consultation and analysis will take place in future with the local community to identify which services and support are most relevant to the residents of Whitefield	Positive
Carers	ARK centre may not be accessible to carers or their cared for people with limited means and time to attend the centre	Residents with caring duties are evenly split across the three wards in Whitefield	<p>Besses is the most populous ward of the three Whitefield wards and has the highest proportion of disabled residents</p> <p>The ARK centre is serviced by bus routes 95 and 97 https://tfgm.com/travel-updates/live-departures/bus/1800NC06251</p> <p>Residents have access to TfGM Ring and Ride door to door service</p> <p>Further analysis and review of accessibility will be undertaken as the activity progresses</p>	Neutral
Care experienced Children and Care Leavers	Proposed family hub to provide localised support and services for families and carers	12% of the boroughs care experienced children and 12% of children classed as children in need are resident in Whitefield,	The scope for support to care experienced children is not currently defined but will be reviewed as the family hub is developed	Positive

	of care experienced children	13.4% of early help interventions are with families resident in Whitefield Further analysis shows that approximately 66% of these children are resident in Besses		
Socio-economically vulnerable	Increased access to physical and in person localised VCFSE and/or public services and support for socio-economically vulnerable	Unsworth ward includes areas within the top 10% deprived LSOAs relating to unemployment, low incomes and poor health Besses ward average household income is less than the Bury and Whitefield average 11% of Households in Whitefield experience fuel poverty	Potential for support services for adults of working age in poverty, including income maximisation, housing, employment support. Possibility to house services to support survivors of domestic abuse Consultation and analysis will take place in future with the local community to identify which services and support are most relevant to the residents of Whitefield	Positive
Socio-economically vulnerable	ARK centre may not be accessible to residents who are socio-economically vulnerable with limited means of attending the centre	Unsworth ward includes areas within the top 10% deprived LSOAs relating to unemployment, low incomes and poor health Besses ward average household income is less	Besses is the most populous ward of the three Whitefield wards The ARK centre is serviced by bus routes 95 and 97 https://tfgm.com/travel-updates/live-departures/bus/1800NC06251	Neutral

		<p>than the Bury and Whitefield average</p> <p>11% of Households in Whitefield experience fuel poverty</p>	<p>Residents have access to TfGM Ring and Ride door to door service</p> <p>The ARK centre is approximately 0.8 miles from Whitefield Metrolink Station, a 15-20 minute walk</p> <p>Further analysis and review of accessibility will be undertaken as the activity progresses</p>	
Veterans	Increased access to physical and in person localised VCFSE and/or public services and support		Possibility to house localised VALOUR service for veterans and reservists	Positive

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

2.5 Characteristics	Action	Action Owner	Completion Date
Veterans	Review potential unclon of valour centre	W Blandamer	Jan 2026
Care experienced Children	Review inclusion as part of family hub provision	R Arrowsmith	Jan 2026
Carers	Review with the community and other key stakeholders e.g Bury Carers forum the support available to carers	H Tomlinson	Jan 2026
Race	To test the portfolio of services as they develop to ensure a positive contribution to race diversity	W Blandamer	March 2026
All	Continue consultation with local residents to understand the needs and wants of the local community	H Tomlinson	Jan 2026

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
-------------------	--------------------	-------------------------	----------------------------	---------------------------

3.2 Level of risk identified	1
3.3 Reasons for risk level calculation	We believe that as the purpose of the initiative is to bring all members of the community together and support those community groups working with residents with the prescribed characteristics, there is very little risk. However, we need to be vigilant in ensuring that all members of the community benefit from the provision as it develops.

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	x	There is no estimated negative impact from this activity
There are low impacts or risks identified which can be mitigated or managed to reduce the risks and activity will proceed		
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			
Responsible Asst. Director/Director			
EDI	Lee Cawley	01/09/25	QA Complete: This activity is currently a concept which is envisaged to provide increased localised support and services for residents. There are no anticipated negative impacts at this stage with only neutral and positive impacts identified. The activity will be continually reviewed with this EqIA updated as the activity progresses

EqIA Revision Log

5.2 Revision Date	Revision By	Revision Details
