

## Equality Analysis Report

<b>Title of activity: Active Travel and Regeneration interventions, aimed at improving the Economic Vitality of Kempston</b>	
<b>Committee meeting (decision maker) and date:</b> Bedford Borough Council Management Team 17 <sup>th</sup> June 2021	
<b>Service areas:</b> Planning, Infrastructure and Economic Growth Transport, Highways & Engineering	<b>Lead officer:</b> Sue Bearman
<b>Approved by:</b> Jon Shortland	<b>Date of approval:</b> 8 <sup>th</sup> June 2021
<p><b>Description of activity:</b> The aim of the scheme is to increase footfall and encourage economic activity in the town centre, thereby improving Kempston's vitality, viability and vivacity. To achieve this, a bid will be submitted for Levelling Up Funding (LUF), to fund a package of works, under the themes of transport and regeneration that will encourage people to visit the town centre for retail, employment and social reasons, and to access public services.</p> <p>Transport (Active Travel) interventions:</p> <ul style="list-style-type: none"> <li>○ Investments in new or existing walking and cycling infrastructure.</li> <li>○ Enhanced access (safer and easier) to public transport facilities, such as bus stops, particularly for disabled people.</li> <li>○ Structural maintenance works to local roads and bridges.</li> </ul> <p>Regeneration interventions:</p> <ul style="list-style-type: none"> <li>○ Improving the public realm in and around the Saxon Centre, designing out opportunities for crime and anti-social behaviour.</li> <li>○ Creating better connectivity between and within key retail, employment and leisure sites.</li> <li>○ Regenerating key retail sites and improving their security, in order to encourage new businesses and public services to locate there.</li> <li>○ Acquisition and remediation of brownfield sites: <ul style="list-style-type: none"> <li>▪ Refurbishment of the derelict Saxon Centre office block</li> <li>▪ Acquisition and demolition of the Halsey Road Police Station site, to enable the future construction of a Multi-speciality Community Care Centre, which will provide improved health care services for all Kempston residents.</li> </ul> </li> </ul> <p>(These interventions will only be implemented if submission of the LUF bid is approved and it is successful.)</p>	

## Relevance Test

1. The outcomes of the activity directly and significantly impact on people, e.g. service users, employees, voluntary and community sector groups.	Yes	<input checked="" type="checkbox"/>	No	
2. The activity could / does affect one or more protected equality groups.	Yes	<input checked="" type="checkbox"/>	No	
3. The activity could / does affect protected equality groups differently.	Yes	<input checked="" type="checkbox"/>	No	
4. One or more protected equality groups could be disadvantaged, adversely affected or are at risk of discrimination as a result of the activity.	Yes	<input type="checkbox"/>	No	✓
5. The activity relates to an area where there are known inequalities.	Yes	<input checked="" type="checkbox"/>	No	
6. The activity sets out proposals for significant changes to services, policies etc. and / or significantly affects how services are delivered.	Yes	<input type="checkbox"/>	No	✓
7. The activity relates to one or more of the three aims of the Council's equality duty.	Yes	<input checked="" type="checkbox"/>	No	
8. The activity relates to the Council's Corporate Plan objectives, is a significant activity and / or presents a high risk to the Council's public reputation.	Yes	<input checked="" type="checkbox"/>	No	
9. An equality analysis of this activity is required.	Yes	<input checked="" type="checkbox"/>	No	
This activity has relevance to Bedford Borough Council's duty to eliminate unlawful discrimination, harassment and victimisation; to advance equality of opportunity; and to foster good relations. An equality analysis is needed.				✓
<b>Explanation why equality analysis is not needed:</b> N/A				

## Scope of equality analysis

<b>Who is / will be impacted by the activity's aims and outcomes?</b>	This scheme will impact on all people who live or work in Kempston, or who visit Kempston. Accordingly, it may potentially affect all members of the community who are covered by the protected characteristics as defined by the Equality Act 2010. These include age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex (gender), gender reassignment, sexual orientation, marriage and civil partnership groups as well as those with multiple protected characteristics.
<b>Which particular protected equality groups are likely / will be affected?</b>	The particular protected characteristics as defined by the Equality Act 2010 likely to be affected are age, disability, pregnancy & maternity, race, religion or belief, and sex equality groups. The likely socio-economic impact has also been included below.

## Evidence, data, information and consultation

<b>What evidence have you used to analyse the effects on equality?</b>	<ul style="list-style-type: none"><li>• JSNA Annual Summary 2019</li><li>• Bedford Borough Index of Multiple Deprivation 2019</li><li>• English Index of Multiple Deprivation 2019 - summary report for Bedford Borough</li><li>• Local Insight</li><li>• Population Census 2001 and 2011, ONS</li><li>• Domains of Deprivation 2019</li><li>• The Bedford Borough Housing Strategy 2021-2026</li><li>• Local Plan 2030</li><li>• Housing Strategy 2021-2026</li><li>• Joint Commissioning Strategy for People with Physical Disabilities 2010-2013, BBC / NHS</li><li>• Bedford Borough Economic Development Strategy 2011-14</li></ul>
<b>What consultation did you carry out with protected equality groups to identify your activity's effect on equality?</b>	None; there has not been sufficient time to undertake consultation. If the bid is successful, Bedford Borough Council (BBC) will undertake consultation with the protected groups through the design and implementation process.
<b>What does this evidence tell you about the different protected groups?</b>	<p>In the absence of evidence from 'live consultation', evidence from key strategic documents has been examined. This has demonstrated the following,</p> <p>:</p> <ul style="list-style-type: none"><li>• The economic and demographic data for Kempston reveals a town that is performing at a worse than average level compared to the country as a whole, and the East of England region in particular. Kempston North has a LSOA ranked 3,953th in the country and is amongst the 10-20% most deprived in England; Kempston Central &amp; East has two LSOAs in the 20-30% most deprived wards – ranking 10,785<sup>th</sup> and 12,713<sup>th</sup>.</li><li>• At the most basic level, there remains a large gap in life expectancy between the most and least deprived areas of the Borough, which for men varies by as much as 11.4 years depending on where in the Borough a person lives.</li><li>• Areas of high deprivation in Bedford Borough tend to have a greater proportion of people from black and minority ethnic (BME) groups with 50% of the population of the 25 most deprived</li></ul>

	<p>LSOAs being from BME groups compared to 37% across the urban area as a whole (and 13% in the rural area). Bedford Borough's BME population has increased substantially in recent years; from 19% in the 2001 Census to 29% in 2011.</p> <ul style="list-style-type: none"> <li>• Improvements to the wider determinants of health which include the physical environment, the social and economic environment, and the health care system have the potential to increase health and economic outcomes across all the protected groups</li> </ul> <p>If the bid is successful, public engagement exercises will be carried out which will include specific engagement with the protected groups.</p>
<p><b>What further research or data do you need to fill any gaps in your understanding of the potential or known effects of the activity?</b></p>	<p>Monitoring and evaluation exercises, including public surveys, to be undertaken in advance and following implementation of transport and regeneration improvement measures.</p>

**General Equality Duty**

<b>Which parts of the general equality duty is the activity relevant to?</b>			
	Eliminate discrimination, harassment and victimisation	Advance equality of opportunity	Foster good relations
Age	Yes	Yes	
Disability	Yes	Yes	
Gender reassignment	Yes	Yes	
Pregnancy and maternity	Yes	Yes	
Race	Yes	Yes	
Religion or belief	Yes	Yes	
Sex	Yes	Yes	
Sexual orientation	Yes	Yes	
Marriage & civil partnership		Yes	
Socio-economic		Yes	

**Impact on equality groups**

<b>Based on the evidence presented what positive and negative impact will your activity have on equality?</b>				
	Positive impact	Negative impact	No impact	Explanation
Age	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Increased accessibility to services, shops, employment, public transport, etc., will result from provision of improved active travel infrastructure, for children and vulnerable elderly adults. Safer travel (including to schools) and social inclusion.
Disability	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Increased accessibility to services, shops, employment, public transport, etc., will result from provision of improved footways (more even surfaces and dropped kerbs), lighting and crossing points, particularly for those with impaired vision and those using mobility aids, including wheelchairs or mobility scooters. The design of individual works elements will take account of the needs of the disabled and appropriate provision will be made, e.g. DDA compliant tactile surfaces etc. The proposed improvements will enable disabled people to travel more safely and easily.  Improvement in air quality, resulting from less reliance on fossil-fuelled vehicles, will benefit those who suffer with breathing difficulties or asthma.  Safer travel and social inclusion.
Gender reassignment	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Improved public realm with features which design out opportunities for crime have the potential to increase social inclusion and promote cohesive communities.
Pregnancy and maternity	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Increased accessibility to services, shops, employment, public transport, etc., will result from provision of improved footways (more even surfaces and dropped kerbs), lighting and crossing points, particularly for those who are pregnant or using pushchairs or prams. Safer travel and social inclusion.
Race	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Improved public realm with features which design out opportunities for crime have the potential to increase social inclusion and promote cohesive communities.
Religion or belief	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Improved public realm with features which design out opportunities for crime have the potential to increase social inclusion and promote cohesive communities...

Sex	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Men are more likely than women to own a vehicle. Improved lighting and CCTV in public realm areas, including the riverside path, will provide a safer environment for all pedestrians and cyclists, but particularly women. Safer travel and social inclusion.
Sexual orientation	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Improved public realm with features which design out opportunities for crime increase social inclusion.
Marriage & civil partnership	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Not relevant. There is no evidence that demonstrates that proposed scheme interventions (improvements) relating to this scheme will directly impact on this protected equality group.
Other relevant groups Socio-economic	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Improvements to active travel infrastructure will enable people to travel more easily and safely, to access public transport and employment opportunities.  All interventions are aimed at improving Kempston's economic vitality and this will lead to more local jobs and higher employment levels.
<p>General Notes:</p> <ul style="list-style-type: none"> <li>• During implementation of public realm and highways improvements, the various affected groups will be diverted around the works and will have further distances to travel, but this can be mitigated by the construction management plan.</li> <li>• Acquisition and demolition of the Halsey Road Police Station site, will enable the future construction of a Multi-speciality Community Care Centre, which will provide improved health care services for all Kempston residents.</li> </ul>				

### Commissioned services

<b>What equality measures will be included in Contracts to help meet the three aims of the general equality duty?</b>	Contractors will be expected to demonstrate and adhere to equality duties in accordance with BBC's policies.
<b>What steps will be taken throughout the commissioning cycle to meet the different needs of protected equality groups?</b>	Full compliance with the Equality Act 2010, when designing the refurbished Saxon Centre Office Block (which will become in part a community resources centre) and when planning and installing pedestrian and other crossing points, e.g. tactile paving etc.  (Traffic management and health & safety measures to ensure no risk of injury to members of the public, during all works.)

### Actions

	What will be done?	By whom?	By when?	What will be the outcome?
<b>Actions to lessen negative impact on equality</b>	N/A			
<b>Actions to increase positive impact on equality</b>	N/A			
<b>Actions to develop equality evidence, information and data relating to equality</b>	Monitoring and evaluation of the scheme, in advance of and following implementation.	Project Manager/s	During detailed design stage  April 2024	Will inform future scheme development.
<b>Actions to improve equality in procurement / commissioning</b>	N/A			
<b>Other relevant actions relating to equality</b>	N/A			

### Recommendation

<b>No major change required</b>	<input type="checkbox"/>	
<b>Adjustments required</b>	<input type="checkbox"/>	
<b>Justification to continue the activity</b>	<input checked="" type="checkbox"/>	Only positive impacts have been identified in relation to proposed scheme interventions, as these will result in improvements to the public realm, economic vitality, improved public health and future health care provision.
<b>Stop the activity</b>	<input type="checkbox"/>	

### Summary of analysis

In preparing this report, due consideration has been given to the Borough Council's statutory Equality Duty to eliminate unlawful discrimination, advance equality of opportunity and foster good relations, as set out in Section 149(1) of the Equality Act 2010.

If the LUF bid is successful and the proposed improvements to walking and cycling infrastructure and regeneration proceed, they will have a positive effect on equalities issues in Bedford Borough.

**Monitoring and review**

<b>Monitoring and review</b> Mid scheme implementation Post scheme implementation	<b>Review date</b> December 2022 April 2024
---	---