

## Equality Impact Assessment (EIA) Form

Please read EIA guidelines when completing this form

### 1. Name of Service Area/Directorate

<b>Name of Head of Service for area being assessed</b>	Roger Allonby
<b>Directorate</b>	E&P

<b>Individual(s) completing this assessment</b>	<b>Name</b>	<b>Job Title</b>
	Jon Chedgzoy	Museums, Libraries & Archives Manager
<b>Date assessment completed</b>	30/5/2022	

### 2. What is being assessed

Activity being assessed (eg. policy, procedure, document, service redesign, strategy etc.)	Proposed redevelopment of Maylord Orchard Shopping Centre through a Towns Fund application, creating a new venue for Hereford Library and a Learning Resource Centre		
What is the aim, purpose and/or intended outcomes of this activity?	<p>Aim: To refurbish and modernise an existing 1980s shopping centre to create space to include a public library and create a Learning Resource Centre.</p> <p>Outcome: modernised shopping centre including a public library and Learning Resource Centre.</p>		
Name of lead for activity	Roger Allonby		
Who will be affected by the development and implementation of this activity?	<input checked="" type="checkbox"/> Service Users <input type="checkbox"/> Patients <input type="checkbox"/> Carers <input checked="" type="checkbox"/> Visitors	<input checked="" type="checkbox"/> Staff <input checked="" type="checkbox"/> Communities <input type="checkbox"/> Other _____	
Is this:	<input type="checkbox"/> Review of an existing activity <input checked="" type="checkbox"/> New activity <input type="checkbox"/> Planning to withdraw or reduce a service, activity or presence?		
What information and evidence have you reviewed to help inform this assessment? (name sources, eg demographic information for services/staff groups affected, complaints etc.)	<p>Nationally the market demand for physical retail space in town and city centres has been in decline for some time, particularly large box retail space in covered (such as atrium space which is expensive to heat and maintain). Covid 19 has accelerated this decline.</p> <p>Prior to the council securing control of Maylord Orchards in June 2020 the shopping centre had suffered from a period of under investment, with increasing numbers of vacant retail units. Facilities such as the public</p>		

	<p>toilets were closed to reduce costs, having an impact on the wider city centre with a lack of amenities available.</p> <p>The proposed project will refurbish the current shopping centre, creating a modern highly accessible space to attract visitors and residents. The project will also create a new home for Hereford library and create a new Learning Resource Centre – providing a wide range of community focussed accessible facilities such as a café, library, and learning facilities.</p>
<p>Summary of engagement or consultation undertaken (eg. who and how have you engaged with, or why do you believe this is not required)</p>	<p>The project is being brought forward as part of the development of the Hereford Town Investment Plan (TIP) development. The development of the plan has included significant engagement with stakeholders and the general public through a website and survey.</p> <p>The Maylord Orchard development is currently being planned and designed. A consultation strategy document has been developed in conjunction with Architype who are the architects working on the project. Consultation has already taken place and is ongoing with library and adult learning services staff as well as with elected members and key stakeholders. Further consultation will be undertaken during the further development of the project.</p>
<p>Summary of relevant findings</p>	<p>There is broad support for the redevelopment of the now dated Maylord Orchard shopping centre, particularly for a Learning Resource Centre delivering social value outcomes.</p>

### 3. The impact of this activity

Please consider the potential impact of this activity (during development and implementation) on each of the equality groups outlined below. **Please tick one or more impact box below for each Equality Group and explain your rationale.** Please note it is possible for the potential impact to be both positive and negative within the same equality group and this should be recorded. Remember to consider the impact on staff, public, patients, carers etc. in these equality groups.

Equality Group	Potential <u>positive</u> impact	Potential <u>neutral</u> impact	Potential <u>negative</u> impact	Please explain your reasons for any potential positive, neutral or negative impact identified
Age	X			<p>Modernisation of the shopping centre will improve accessibility for all ages and mobility needs. For example, public toilet facilities meeting the highest standards of access for people with a disability. Also the library and learning centre will be fully accessible, addressing some of the access issues at the current library caused by problems with lift access.</p> <p>The learning centre and library space will be open to all, aiding the development of skills to enable people to access higher value employment opportunities and improve their health and wellbeing. Adult Learning Services will deliver courses to improve people's skills and there will be space in the resource centre and library to work with partners to deliver events and activities to promote positive health and wellbeing agendas.</p> <p>The café connecting to the library will provide a safe space for social engagement and delivery of public services.</p>
Disability	X			
Gender Reassignment		X		
Marriage & Civil Partnerships		X		
Pregnancy & Maternity		X		
Race (including Travelling Communities and people of other nationalities)		X		
Religion & Belief		X		
Sex		X		
Sexual Orientation		X		
Other Vulnerable and Disadvantaged Groups (eg. carers, care leavers, homeless, social/ economic deprivation, etc)	X			
Health Inequalities (any preventable, unfair & unjust differences in health status between groups, populations or individuals that arise from the unequal distribution of social, environmental & economic conditions within societies)		X		

What actions will you take to mitigate any potential negative impacts?	Risk identified	Actions required to reduce/ eliminate negative impact	Who will lead on the action?	Timeframe
	Design of the building restricts access	Professional technical teams will lead the design and implementation of the changes	RA	Currently ongoing as part of the design process


### 4. Monitoring and review

How will you monitor these actions?	A Towns Fund Project Board will oversee the development of the projects. Any future redevelopment would be subject to a cabinet decision, including a review of equality impacts.
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<b>When will you review this EIA?</b> (eg in a service redesign, this EIA should be revisited regularly throughout the design & implementation)	This EIA has been reviewed ahead of submission of the full business case for consideration. It will be reviewed on a monthly basis after the business case has been submitted. It will also be reviewed in between monthly revisions should circumstances arise that require it.
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## 5. Equality Statement

- All public bodies have a statutory duty under the Equality Act 2010 to set out arrangements to assess and consult on how their policies and functions impact on the 9 protected characteristics.
- Herefordshire Council will challenge discrimination, promote equality, respect human rights, and design and implement services, policies and measures that meet the diverse needs of our service, and population, ensuring that none are placed at a disadvantage over others.
- All staff are expected to deliver services and provide services and care in a manner which respects the individuality of service users, patients, carers etc, and as such treat them and members of the workforce respectfully, paying due regard to the 9 protected characteristics.

<b>Signature of person completing EIA</b>	
<b>Date signed</b>	30.5.22