

## **Equality Analysis Report - Bootle Strand Transformation Project**

An Equality Impact Assessment (EqIA) is an evidence-based tool that helps put Equality, Diversity and Inclusion at the heart of all projects, policies or services. Public sector organisations are required to comply with the Public Sector Equality Duty. This means that they need to carry out equality analysis of new projects, policies or services as well as to existing projects, policies or services if these are changing. The analysis should identify what positive or negative equality impacts the project, policy or service may have and if mitigating actions are needed, what these would be.

### **Is there evidence that the Public Sector Equality Duties will be met?**

The Equality Act 2010 requires that those subject to the Equality Duty must, in the exercise of their functions, have due regard to the need to:

1. Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act.
2. Advance equality of opportunity between people who share a protected characteristic and those who do not.
3. Foster good relations between people who share a protected characteristic and those who do not.

The Act explains that having due regard for advancing equality involves:

- Removing or minimising disadvantages suffered by people due to their protected characteristics.
- Taking steps to meet the needs of people from protected groups where these are different from the needs of other people.
- Encouraging people from protected groups to participate in public life or in other activities where their participation is disproportionately low.

### **Details of Project**

In April 2017 Sefton Council acquired The Strand Shopping Centre to secure its future and support its continued role as a key asset at the heart of Bootle, critical to the town's physical, economic and social regeneration.

The Council remains fully committed to supporting and securing investment in The Strand for the short, medium and long terms to enable this regeneration and reverse the decline The Strand was suffering in the hands of private ownership. The Council aims to respond proactively to the challenges of a changing retail market accelerated and increased by the impacts of COVID-19 and the current economic conditions. The proposed Transformation Programme will help to drive economic, social and physical regeneration in the town centre, bringing back in to use near derelict areas, creating beautiful public realm spaces, reanimating the town centre to attract more footfall, ultimately bringing in new employers and creating local jobs.

The Council is ready to proceed with Phase 1 of the proposed Transformation Programme, utilising £20m funding which has already been secured from DLUHC. The Council is also continuing to work on a long-term strategy for further improving the remainder of The Strand through later phases, over the next 6-7 years. This includes investment in the remainder of the centre to further improve its long-term performance and better meet the needs of the future high street, enhancing the Strand's value to Bootle Town Centre, further driving regeneration outcomes and attracting more inward investment.

The detailed plans for Phase 1 (including integration with the adjacent Canalside site) and the longer-term plans will continue to be developed in full consultation with local people and other local stakeholders, with whom engagement is ongoing. This particularly includes partnership working with community organisations including, but not limited to, The Big Onion, Bootle Tool Shed, Kingsley and Co. (Y-Kids), and In Another Place, to ensure continued collaboration to deliver positive social outcomes for communities in both the short- and long-term.

**Are there any protected characteristics that will be disproportionately affected in comparison to others?**

The protected characteristics under the Equality Act 2010 are:

- Age
- Disability
- Gender Reassignment
- Marriage and Civil Partnership
- Race
- Religion or Belief
- Sex
- Sexual Orientation
- Pregnancy and Maternity

In addition to the above, the Council has adopted the following as protected characteristics to be included in any equality analysis:

- Care Experienced
- Socio-economic status

<b>Protected Characteristic</b>	<b>Negative</b>	<b>Neutral</b>	<b>Positive</b>
Age (young people and older people)		Y	
Disability			Y
Gender Reassignment		Y	
Marriage and Civil Partnership		<b>Not applicable</b>	
Race		Y	
Religion or Belief		Y	
Sex		Y	
Sexual Orientation		Y	
Pregnancy and Maternity		Y	
Care Experienced		Y	
Socio-economic status			Y

## Equality Impact Analysis

### Age: Young People

#### Summary of evidence

- 24% of the population in Linacre are 0 – 17 (20% in Sefton)
- 21% of households are lone parent (13% in Sefton)
- The 9 LSOAs that make up Linacre are all in the top 5% of the most deprived areas nationally and 6 are in the top 1%
- In Linacre 50% of primary and 52% of secondary schoolchildren receive free school meals (21% and 19% respectively across Sefton)
- 30% of primary school children and 25% of secondary schoolchildren receive SEN support (15% for both across Sefton)
- 45% not achieving expected standards in reading, writing and maths at KS1 (37% across Sefton) and 78% do not achieve a grade 9 – 5 In Maths and English GCSEs (64% across Sefton)

#### Does your analysis indicate a potential positive impact on this group by promoting equality of opportunity? If yes, provide details:

The repurposed Strand will be a space which can be used by everyone, achieving high levels of inclusivity, accessibility and wellbeing.

- There will be public toilets, including accessible toilets and a new Changing Places toilet.
- There will be baby change facilities and breast-feeding spaces.
- Changes in levels across the site will use a range of designs to make them fully accessible including lifts and DDA compliant ramps.
- There will be spaces in the repurposed Strand where existing and new organisations can provide activities for children and families
- Potential new health provision is expected to offer services for children and young people.
- The new educational spaces will provide a range of formal and informal education provision.

#### Does your analysis indicate a potential positive impact on this group by fostering good relations? If yes, please provide details:

The repurposed Strand will be a space which can be used by everyone, achieving high levels of inclusivity, accessibility and wellbeing. It will be a space that brings people together, regardless of their age or their background. It aims for community cohesion, not segregation. A place where everyone feels welcome and enjoys spending time.

#### Does your analysis indicate a potential adverse impact

Yes  No

#### If yes, what is it and how could this be mitigated.

Not applicable.

**Age: Older people**

**Summary of evidence**

Sefton as a Borough has a higher percentage of older people than other areas. Many of the existing users of the Strand are older people who visit the Centre regularly for social as well as retail activity.

**Does your analysis indicate a potential positive impact on this group by promoting equality of opportunity? If yes, provide details:**

The repurposed Strand will be a space which can be used by everyone, achieving high levels of inclusivity, accessibility and wellbeing.

- In addition to accessible toilets a new Changing Places toilet will also be provided.
- Changes in levels across the site will use a range of designs to make them fully accessible including lifts and DDA compliant ramps.
- There will be plenty of seating provided across the site, both indoor and outdoor where people can rest.
- All new doors will have an opening force not exceeding 30N or will be power operated.
- As part of the repurposed centre there is the potential to look at developing safe/quiet spaces and look at the potential for quiet times for opening.
- There is potential to look at achieving Dementia Friendly status for the repurposed centre.

All project information will be available in accessible formats.

**Does your analysis indicate a potential positive impact on this group by fostering good relations? If yes, please provide details:**

The repurposed Strand will be a space which can be used by everyone, achieving high levels of inclusivity, accessibility and wellbeing. It will be a space that brings people together, regardless of their age or their background. It aims for community cohesion, not segregation. A place where everyone feels welcome and enjoys spending time.

**Does your analysis indicate a potential adverse impact**

Yes  No

**If yes, what is it and how could this be mitigated?**

Bootle Tool Shed is a project that aims to reduce social isolation in men who are aged 50 and over through offering social activities around woodworking, furniture recycling and other activities. (Although project members do include women and younger people.) Unfortunately, there is not a space that is suitable for this organisation to be relocated within the repurposed Strand. The Council has worked with them to try and find alternative premises for them within the Bootle area and is looking at other ways to support them going forward, including looking at the potential to get the project to be one of the contractors for some of the works (e.g. making planters) and also looking at options for future retail or training activities within the repurposed Centre.

## Sex

### Summary of evidence

Across Sefton deaths from drug misuse are higher for men compared to women – for 2018-20 period there were 40 drug misuse deaths amongst men and 9 amongst women; under 75 mortality rate from causes considered preventable is significantly higher for men (284.2 per 100,000) compared to women (146.7 per 100,000); under 75 mortality rate from cardiovascular disease is significantly higher for men (116.0 per 100,000) compared to women (47.1 per 100,000); the directly standardised rate of suicide is significantly higher for men (16.0 per 100,000) compared to women (4.6 per 100,000); the directly standardised rate of emergency hospital admissions due to self-harm is significantly higher for females (338.3 per 100,000) compared to males (140.7 per 100,000).

In Linacre average life expectancy is 72 years for men and 76 years for women. In Sefton it is 79 for men and 83 for women.

### Does your analysis indicate a potential positive impact on this group by promoting equality of opportunity? If yes, provide details:

Neutral.

### Does your analysis indicate a potential positive impact on this group by fostering good relations? If yes, please provide details:

The repurposed Strand will be a space which can be used by everyone, achieving high levels of inclusivity, accessibility and wellbeing. It will be a space that brings people together, regardless of their age, their gender or their background. It aims for community cohesion, not segregation. A place where everyone feels welcome and enjoys spending time.

### Does your analysis indicate a potential adverse impact

Yes  No

### If yes, what is it and how could this be mitigated?

Bootle Tool Shed is a project that aims to reduce social isolation in men who are aged 50 and over through offering social activities around woodworking, furniture recycling and other activities. (Although project members do include women and younger people.) Unfortunately, there is not a space that is suitable for this organisation to be relocated within the repurposed Strand. The Council has worked with them to try and find alternative premises for them within the Bootle area and is looking at other ways to support them going forward, including looking at the potential to get the project to be one of the contractors for some of the works (e.g., making planters) and also looking at options for future retail or training activities within the repurposed Centre.

<b>Sexual Orientation</b>	
<b>Summary of evidence</b>	
While there is no data at ward level for the period ending March 2023 24% of hate crime reported in Sefton was recorded as sexual orientation cases. In England and Wales (excluding Devon and Cornwall) 17% of hate crime reported in Sefton was recorded as sexual orientation cases.	
<b>Does your analysis indicate a potential positive impact on this group by <u>promoting equality of opportunity</u>? If yes, provide details:</b>	
Neutral.	
<b>Does your analysis indicate a potential positive impact on this group by <u>fostering good relations</u>? If yes, please provide details:</b>	
The repurposed Strand will be a space which can be used by everyone, achieving high levels of inclusivity, accessibility and wellbeing. It will be a space that brings people together, regardless of their age, their sexual orientation, their gender or their background. It aims for community cohesion, not segregation. A place where everyone feels welcome and enjoys spending time.	
<b>Does your analysis indicate a potential adverse impact</b>	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
<b>If yes, what is it and how could this be mitigated?</b>	
Not applicable.	
<b>Pregnancy / Maternity</b>	
<b>Summary of evidence</b>	
On average there are approximately 200 births per annum in the Linacre ward.	
<b>Does your analysis indicate a potential positive impact on this group by <u>promoting equality of opportunity</u>? If yes, provide details:</b>	
<p>The repurposed Strand will be a space which can be used by everyone, achieving high levels of inclusivity, accessibility, and wellbeing.</p> <ul style="list-style-type: none"> <li>• There will be public toilets, including accessible toilets and a new Changing Places toilet.</li> <li>• There will be baby change facilities and breast-feeding spaces.</li> <li>• Changes in levels across the site will use a range of designs to make them fully accessible including lifts and DDA compliant ramps.</li> <li>• There will be plenty of seating provided across the site, both indoor and outdoor where people can rest.</li> <li>• All new doors will have an opening force not exceeding 30N or will be power operated.</li> </ul>	

**Does your analysis indicate a potential positive impact on this group by fostering good relations? If yes, please provide details:**

The repurposed Strand will be a space which can be used by everyone, achieving high levels of inclusivity, accessibility and wellbeing. It will be a space that brings people together, regardless of their age, their gender or their background. It aims for community cohesion, not segregation. A place where everyone feels welcome and enjoys spending time.

**Does your analysis indicate a potential adverse impact**

Yes No

**If yes, what is it and how could this be mitigated?**

Not applicable

**Gender reassignment**

**Summary of evidence**

According to the 2021 census there were 0.4% of the Sefton population stated that they were living as a different sex from that identified at birth. There is no data available on this for the Linacre ward.

**Does your analysis indicate a potential positive impact on this group by promoting equality of opportunity? If yes, provide details:**

Neutral

**Does your analysis indicate a potential positive impact on this group by fostering good relations? If yes, please provide details:**

The repurposed Strand will be a space which can be used by everyone, achieving high levels of inclusivity, accessibility and wellbeing. It will be a space that brings people together, regardless of their age, their gender or their background. It aims for community cohesion, not segregation. A place where everyone feels welcome and enjoys spending time.

**Does your analysis indicate a potential adverse impact**

Yes No

**If yes, what is it and how could this be mitigated?**

Not applicable

<b>Race</b>	
<b>Summary of evidence</b>	
<p>According to data in the 2021 Census 85.1% of residents in Linacre identify as White English, Welsh, Scottish, Northern Irish or British compared to 91.8% across Sefton as a whole.</p> <p>There have been some reports of race hate crimes from shop staff on Stanley Road.</p>	
<b>Does your analysis indicate a potential positive impact on this group by <u>promoting equality of opportunity</u>? If yes, provide details:</b>	
Neutral	
<b>Does your analysis indicate a potential positive impact on this group by <u>fostering good relations</u>? If yes, please provide details:</b>	
<p>The Strand repurposing project will make the area more vibrant, attracting more people to come and use it, which increase in activity is likely to decrease race hate incidents in the shopping centre and surrounding town centre.</p>	
<b>Does your analysis indicate a potential adverse impact</b>	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
<b>If yes, what is it and how could this be mitigated?</b>	
Not applicable.	
<b>Religion or belief</b>	
<b>Summary of evidence:</b>	
<p>According to the results of the 2021 Census 59.5% of the population of Linacre identified as Christian and 3.3% identified as other religions.</p>	
<b>Does your analysis indicate a potential positive impact on this group by promoting equality of opportunity? If yes, provide details:</b>	
Neutral.	
<b>Does your analysis indicate a potential positive impact on this group by <u>fostering good relations</u>? If yes, please provide details:</b>	

The repurposed Strand will be a space which can be used by everyone, achieving high levels of inclusivity, accessibility and wellbeing. It will be a space that brings people together, regardless of their age, their gender or their background. It aims for community cohesion, not segregation. A place where everyone feels welcome and enjoys spending time.

**Does your analysis indicate a potential adverse impact**

Yes No

**If yes, what is it and how could this be mitigated?**

Not applicable

**Marriage or civil partnership (Note this only applies to employment)**

**Summary of evidence.**

Only applies to employment so not applicable.

**Does your analysis indicate a potential positive impact on this group by promoting equality of opportunity? If yes, provide details:**

Not applicable.

**Does your analysis indicate a potential positive impact on this group by fostering good relations? If yes, please provide details:**

Not applicable.

**Does your analysis indicate a potential adverse impact**

Yes No

**If yes, what is it and how could this be mitigated?**

Not applicable.

**Disability**

**Summary of evidence**

In Linacre 14% of residents are long-term sick or disabled (6% across Sefton).

**Does your analysis indicate a potential positive impact on this group by promoting equality of opportunity? If yes, provide details:**

The repurposed Strand will be a space which can be used by everyone, achieving high levels of inclusivity, accessibility, and wellbeing.

- In addition to accessible toilets a new Changing Places toilet will also be provided.
- Changes in levels across the site will use a range of designs to make them fully accessible including lifts and DDA compliant ramps.
- Blue badge parking will remain within the Strand multi-storey carpark and the taxi rank will remain on Washington Parade.
- The project team are working with People First Merseyside to look at appropriate options for signage across the site that can be understood by people with learning disabilities, visual impairments etc.
- There will be plenty of seating provided across the site, both indoor and outdoor where people with mobility issues can rest.
- All new doors will have an opening force not exceeding 30N or will be power operated
- There is the potential to look at developing safe/quiet spaces and also look at the potential for quiet times for opening
- There is potential to look at achieving Dementia Friendly status for the repurposed centre
- All project information will be available in accessible formats
- The design needs to look at lighting and colourways to help those with visual impairments or who are neurodiverse
- The design should incorporate spaces that can be used by assistance dogs
- The design could include space for recharging mobility scooters and electric wheelchairs

**Does your analysis indicate a potential positive impact on this group by fostering good relations? If yes, please provide details:**

Neutral.

**Does your analysis indicate a potential adverse impact**

Yes No

**If yes, what is it and how could this be mitigated?**

There will be a reduction in the number of accessible parking spaces outside Strand House for residents. The project team are looking at options within the current design to see if the number of spaces can be increased or if there are signage and enforcement options that can be put in place to ensure adequate provision.

**Socio-Economic Status**

**Summary of evidence**

The 9 LSOAs in Linacre are all in the top 5% most deprived areas nationally; 6 in the top 1%. 52% of households income is less than £15,000 (22.5% across Sefton); 350 people per 1,000 claim Universal Credit (170 per 1,000 across Sefton). 280 people per 1,000 access food banks (66 per 1,000 across Sefton). 463 vehicles per 1,000 people (632 per 1,000 across Sefton).

**Does your analysis indicate a potential positive impact on socio-economic disadvantage and reducing inequality of outcome? If yes, please provide details:**

As the project starts on site Sefton Council will be working with the contractors to look at how education, training and job creation can be built into contracts. Contractors will also be expected to work with Sefton@Work to develop and deliver these opportunities. The new spaces created as part of the repurposing project will provide space for local business pop-ups, start-ups and expansion. The project will work with local providers, e.g. The Big Onion, to support and develop local businesses.

Working with retailers and other organisations in the repurposed Strand to develop employment and training opportunities for local people.

**Does your analysis indicate a potential adverse impact** Yes No

**If yes, what is it and how could this be mitigated?**

Not applicable.

### Care Experienced

#### Summary of evidence

According to a recent survey carried out by Sefton Council Linacre is the ward with the highest number of care leavers living in it. Bootle is the area of the Borough that has the highest number of care leavers living in it.

**Does your analysis indicate a potential positive impact on this group by promoting equality of opportunity? If yes, provide details:**

Contractors and Partners involved in the Strand repurposing project will be expected to join the Sefton Council Caring Business Charter which aims to develop opportunities for people who are care experienced.

**Does your analysis indicate a potential positive impact on this group by fostering good relations? If yes, please provide details:**

Neutral.

**Does your analysis indicate a potential adverse impact** Yes No

**If yes, what is it and how could this be mitigated?**

Not applicable.