

Equality Analysis – Our Future City Plan

Title of Proposed EIA	EA for Our Future City Plan Vision Document
Reference No.	EQUA603
EA is in support of	New Policy
Review Frequency	Annually
Date of first review	07/01/2022
Directorate	Inclusive Growth
Division	Planning and Development
Service Area	City Centre Planning Area Team
Responsible Officer(s)	Lawrence Munyuki
Quality Control Officer(s)	Richard Woodland
Accountable Officer(s)	Simon Delahunty-Forrest
Purpose of proposal	To obtain authority to publish the vision document and launch it for public consultation.
Data sources	relevant reports/strategies; Statistical Database; relevant research

Assess the impact against the protected characteristics

Protected Characteristic – Age	<ul style="list-style-type: none"> - Service Users and Stakeholders - Employees - Wider Community
Age Details	<p>It is the vision of the plan to create an innovative, global city where prosperity is shared by everyone in the city regardless of their age. It is framed to ensure we are achieving all three of the objectives of sustainable development, that is, a city that delivers social, economic and environmental gains to its people.</p> <p>Based on the 2011 Census figures, the provisional boundary of the OFCP had an estimated resident population of 155,838. 25% are persons aged 0 to 15 years, 67.9% occupy the 16 to 64years age group and 7.2% aged 65years or older. There are some differences locally in terms of age with some wards like Small Heath and Bordesley Green having a large percentage of residents under the age of 18 years and wards like Ladywood with a large percentage population of those between 18 and 64 years. The OFCP will ensure that all age groups are represented equally and the engagement strategy will come up with different approaches to reach everyone, regardless of their age. The plan will be designed to be inclusive and attract visitors and</p>

Protected Characteristic – Age	<ul style="list-style-type: none"> - Service Users and Stakeholders - Employees - Wider Community
	<p>investment opportunities to the City as well as cater for all people of all age groups including the elderly.</p> <p>Whilst the City has seen the huge benefits that come from growth and development over the past years, for too long this has been concentrated in specific parts of our city. The plan intends to promote inclusive growth and spread development and opportunities to all areas of Central Birmingham. Four principles (A Green City, an Equitable City, A Liveable City and A Distinctive City) will be used to achieve this and the broad vision of the OFCP. This will help to come up with the ideas, plans and proposals that will form the detail in the OFCP. These policy themes will be designed to improve the lives in general for everyone in the Central Birmingham area. As such, in terms of the equalities, the strategy will propose City Moves benefitting everyone, regardless of age, gender, ethnicity or any of the protected characteristics.</p>
Protected Characteristic - Disability	<ul style="list-style-type: none"> - Service Users and Stakeholders - Employees - Wider Community
Disability Details	<p>“City Of Connections” is one of the themes in the vision document and it is the intentions of the plan to improve the connection of places. In many parts of Central Birmingham, cars and their supporting infrastructure dominate the landscape resulting in disconnected places, poor public realm and unhealthy places with traffic congestion and air pollution increasing.</p> <p>The 2011 Census figures shows that there are residents within the OFCP boundary who are constrained by their disability or long term illness (average 15.9%) with the highest percentages in Bordesley Green (20.1%) and the lowest in Ladywood (9.9%).The future developments in Central Birmingham will meet the needs of disabled population and those who have declining mobility in later life.</p> <p>The plan will set out a people-centred approach to connectivity within neighbourhoods, providing walking, cycling and public transport on major gateways and limiting the accessibility of cars in places. We understand that there will always be a need for a limited number of cars, but we want to reduce the need for cars</p>

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	<p>by making the alternatives much easier, affordable and safer. The OFCP will also create and improve local centres with the needs of the disabled in mind.</p> <p>Future technical design proposals of the development will be addressed in relevant Council planning guidance (e.g. Access for People with Disabilities SPD).</p>
Protected Characteristic – Sex	<ul style="list-style-type: none"> - Service Users and Stakeholders - Employees - Wider Community
Gender Detail	<p>It is the vision of the OFCP to create an innovative, global city where prosperity is shared by everyone in the city regardless of their gender. It is framed to ensure we are achieving all three of the objectives of sustainable development, that is, a city that delivers social, economic and environmental gains to its people.</p> <p>During the development design, planning and management process there will be regular review to ensure that the interests of the local community are reflected including interests of those with protected characteristics. All groups with protected characteristics should indirectly benefit from future development in the Central Birmingham area.</p> <p>Research has shown that there are difficult to reach groups, for whom it is essential that they are consulted. An engagement strategy was developed to set out how the public consultation will be carried out for the OFCP. The consultations will follow the principles set out in the Birmingham Statement of Community Involvement Temporary Amendments due to Covid-19 Restrictions (September 2020)</p>
Protected Characteristic – Gender Reassignment	<ul style="list-style-type: none"> - Not applicable
Gender Reassignment Details	<p>While an important consideration, the OFCP will not draw any specific recommendations relating to gender re-assignment.</p>
Protected Characteristic - Marriage and Civil Partnership	<ul style="list-style-type: none"> - Not applicable

Protected Characteristic – Age	<ul style="list-style-type: none"> - Service Users and Stakeholders - Employees - Wider Community
Marriage and Civil Partnership Details	While an important consideration, the OFCP will not draw any specific recommendations relating to marriage and civil partnership.
Protected Characteristic – Pregnancy and Maternity	<ul style="list-style-type: none"> - Not applicable
Pregnancy and Maternity Details	While an important consideration, the OFCP will not draw any specific recommendations relating to pregnancy and maternity.
Protected Characteristic – Race	<ul style="list-style-type: none"> - Service Users and Stakeholders - Employees - Wider Community
Race Details	<p>Birmingham is a very diverse City in terms of ethnicity and religion and this is evident in the wards covered by the OFCP provisional boundary. They show a very high BAME population. The 2011 Census estimated 64.4% of the city centre population belonged to an ethnic group other than White British and that is reflected by the wards in the OFCP boundary. Wards like Small Heath (74.8%) and Lozells (71.6%) have high number of its residents belonging to the Asian ethnicity followed by Sparkbrook & Balsall (66.7%) but having the highest figure 16,823 residents compared to the rest of the wards. The OFCP considers people from all ethnicities equal.</p> <p>Not strictly based on ethnicity but an important consideration is English being a second language, or in many situations, English is not spoken or understood. Regarding household language, the 2011 population census shows there are 19.1% households without English as main language. The policies and strategies which will come out of the OFCP will be aimed to address the needs of all people regardless of which language they speak.</p>
Protected Characteristic – Religion or Beliefs	<ul style="list-style-type: none"> - Service Users and Stakeholders - Employees - Wider Community
Religion or Beliefs Details	Birmingham is a very diverse City in terms of ethnicity and religion and this is evident in the wards covered by the OFCP provisional boundary. They show a very high BAME population. The policies and strategies which will come out of the OFCP will

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	<p>be aimed to address the needs of people from all religious backgrounds.</p>
Protected Characteristics – Sexual Orientation	<ul style="list-style-type: none"> - -Wider Community
Sexual Orientation Details	<p>Within the Southside District of Central Birmingham, the Gay Village provides several venues and community facilities used by LGBTQ+ residents of the city and wider region.</p> <p>The policies and strategies which will come out of the OFCP will be aimed to address the needs of all people and to ensure that a range of community, leisure, health and entertainment facilities are available to meet all needs.</p>
Socio-economic impacts	
Please indicate any actions arising from completing this screening exercise.	<p>The Equality analysis considers how the OFCP vision document would contribute to the realisation of equality effects associated with the plan. These will inform the overall OFCP policies and strategies. In the meantime, the process will help inform the oncoming engagement process to be carried out following the launch of the OFCP visioning document. The consultation/community engagement exercise is a large part of this strategy. This Equality Impact Assessment has highlighted some actions to take into consideration when carrying-out these activities.</p> <p>The overarching theme is that consultation events and materials should be accessible to all people in Central Birmingham regardless of their background. The consultations will follow the principles set out in the Birmingham Statement of Community Involvement Temporary Amendments due to Covid-19 Restrictions (September 2020). Engagement sessions will be carried out with local user groups, residents associations, elected members and businesses as well as local communities using timely, proportionate, and appropriate consultation techniques which conform to any ongoing Government protocols and rules on social distancing in place at that time.</p> <p>The OFCP vision document and related consultation materials could be translated into the most spoken languages in Central</p>

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	<p>Birmingham, where possible. There is a need for on-line consultation materials and approaches, to reach people who may be house-bound or cannot. It will be the intention of the OFCP engagement sessions to reach as many people as possible regardless of any of their protected characteristics.</p>
Please indicate whether a full impact assessment is recommended	<p>NO</p>
What data has been collected to facilitate the assessment of this policy/proposal?	<p>The draft OFCP will be backed by an extensive evidence base to justify each proposed policy within the strategy. It will also be developed in accordance with national and local planning policies, guidance and evidence produced by the Government, the Council and its partners.</p> <p>This equality analysis has benefited from a lot of research into the demographic data of the population within the provisional OFCP boundary. Census and economic data has been utilising in understanding the protected characteristics in the area. The information has also helped in identifying hard to reach groups in the area. This is important as the vision document will undergo extensive public consultation for a period of at least 8 weeks following its launch.</p>
Consultation analysis	<p>The vision document is for cabinet member approval for launch and consultation. This Equality Analysis will be updated following the completion and subsequent analysis of consultation comments.</p>
Adverse impact on any people with protected characteristics.	<p>At this stage it is deemed that the OFCP will have an overall positive impact across the whole community and across all protected characteristics. The OFCP and points raised in this impact assessment will be tested throughout the process until its adoption to ensure that it does not adversely impact any of the protected groups.</p>
Could the policy/proposal be modified to reduce or eliminate any adverse impact?	<p>Not applicable at this stage</p>
How will the effect(s) of this policy/proposal on equality be monitored?	<p>Not applicable at this stage</p>

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What data is required in the future?	Not applicable at this stage
Are there any adverse impacts on any particular group(s) If yes, please explain your reasons for going ahead.	<p>No</p> <p>There will be no significant adverse impacts from this proposal. The OFCP vision document will not disproportionately affect one protected group over another and it will contribute to equality of opportunity by providing a framework for growth and investment.</p>
Initial equality impact assessment of your proposal	Not Required
Consulted People or Groups	Not Required
Informed People of Groups	Not Required
Summary and evidence of findings from your EIA	<p>It is deemed that a full Equality Impact Assessment is not needed at this stage for the OFCP - Central Birmingham vision document. The document will undergo extensive public consultation and engagement and the results will be used to update the Equalities Impact Assessment, which will in turn be used to inform the draft version of the OFCP.</p> <p>Based on the information available, it is considered that there is no evidence at this early stage to suggest that any of the protected groups will be disproportionately affected. As part of the planning process, there will be continuous review and assessment of any impact as more detail about the OFCP becomes known, and this will be reported at the appropriate times. On this basis, no detailed assessment is required to accompany the Our Future City Plan vision document.</p>

Quality control section

Submit to quality control officer for reviewing?	No
Quality Control officer comments	
Decision by Quality Control officer	Proceed for final approval.
Submit draft to Accountable Officer	No
Decision by Accountable Officer	Approve

Submit to quality control officer for reviewing?	No
Date approved / rejected by Accountable Officer	13/01/2021
Reasons for approval or rejection	
Please print and save a PDF copy for your records	Yes