



SOUTH KESTEVEN DISTRICT COUNCIL

Equality Impact (Initial Analysis)

Future High Street Scheme for Grantham

Service Area: Economic growth	Lead officer: Liz Bates, InvestSK	Date of Meeting 26/05/20
	Assessors: Steve Bowyer, InvestSK	
	Neutral Assessor: Carol Drury	

		positively impact on people from all communities regardless of protected characteristic
Gender Reassignment	Neutral	This characteristic is not a determinant in the delivery of this project, however, the improvements made to the public realm are intended to positively impact on people from all communities regardless of protected characteristic
Religion or Belief	Neutral	This characteristic is not a determinant in the delivery of this project, however, the improvements made to the public realm are intended to positively impact on people from all communities regardless of protected characteristic
Sex	Neutral	This characteristic is not a determinant in the delivery of this project, however, the improvements made to the public realm are intended to positively impact on people from all communities regardless of protected characteristic
Sexual Orientation	Neutral	This characteristic is not a determinant in the delivery of this project, however, the improvements made to the public realm are intended to positively impact on people from all communities regardless of protected characteristic
Pregnancy and Maternity	Neutral	This characteristic is not a determinant in the delivery of this project, however, the improvements made to the public realm are intended to positively impact on people from all communities regardless of protected characteristic. See also 'other groups' for related information

Marriage and Civil Partnership	Neutral	This characteristic is not a determinant in the delivery of this project, however, the improvements made to the public realm are intended to positively impact on people from all communities regardless of protected characteristic
Carers	Neutral	This characteristic is not a determinant in the delivery of this project, however, the improvements made to the public realm are intended to positively impact on people from all communities regardless of protected characteristic. See age, disability and other groups for related information
Other Groups (e.g. those from deprived (IMD*) communities; those from rural communities, those with an offending past) *(IMD = Indices of multiple deprivation)	People using pushchairs/prams	This group can be impaired in the same way as wheelchair users by uneven surfaces, high kerbs, and street clutter. The improvements made to the public realm within this scheme will therefore also have a positive impact for this group.
General comments	Design and specification will take full account of accessibility issues for those with physical mobility issues and dementia. This will include: <ul style="list-style-type: none"> • Tactile paving. • Dropped kerbs. • The design and frequency of seating. • Shared spaces (lack of kerbs). • Appropriate surfacing materials (avoidance of uneven surfaces). • The removal of street clutter and badly placed objects. • Disabled parking provision. • Footway gradients and crossfalls. 	

3. What equality data/information did you use to inform the outcomes of the proposed policy/service/function/strategy? (Note any relevant consultation who took part and key findings)

Research was undertaken on the demographics and population of Grantham and its hinterland in order to inform the bid. Case studies on public realm enhancement schemes outside of South Kesteven have demonstrated the positive impact highlighted above and how it can be achieved. Consultation has been undertaken on improvements required to Grantham Town Centre and improved pedestrian access came out very strongly. Therefore, the schemes have been designed to enhance key locations in order to deliver this.

If there are any gaps in the consultation/monitoring data, how will this be addressed?

Designs and cost estimates are at a concept stage and have included for the design and quality considerations highlighted in general comments above. Further consultation will be undertaken when detailed designs have been completed.

4. Outcomes of analysis and recommendations (please note you will be required to provide evidence to support the recommendations made): Please check one of the options.

a)	No major change needed: equality analysis has not identified any potential for discrimination or for negative impact and all opportunities to promote equality have been taken	<input checked="" type="checkbox"/>
<i>If you have checked option a) you can now send this form to the Lead Officer and your Neutral Assessor for sign off</i>		
b)	Adjust the proposal to remove barriers identified by equality analysis or to better promote equality.	<input type="checkbox"/>
<i>If you have checked option b) you will need to answer questions b.1 and b.2</i>		
c)	Adverse impact but continue	<input type="checkbox"/>
<i>If you have checked option c) you will need to answer questions c.1</i>		
d)	Stop and remove the policy/function/service/strategy as equality analysis has shown actual or potential unlawful	<input type="checkbox"/>

- b.1** In brief, what changes are you planning to make to your proposed policy/service/function/strategy to minimise or eliminate the negative equality impacts?
- b.2** Please provide details of whom you will consult on the proposed changes and if you do not plan to consult, please provide the rationale behind that decision.

If you have checked option b) you will need to complete a Stage 2 equality analysis

- c.1** Please provide an explanation in the box below that clearly sets out your justification for continuing with the proposed policy/function/service/strategy.

If you have checked option c) you will need to complete a Stage 2 equality analysis. You should consider in stage 2 whether there are sufficient plans to reduce the negative impact and/or plans to monitor the actual impact.

Signed (Lead Officer):
(Name and title)

Liz Bates
Head of Regeneration & Visitor Economy

Date completed:

26/05/26

Signed (Neutral Assessor):
(Name and title)

Carol Drury
Community Engagement and Policy Development Officer

Date signed off:

28/05/20