

Equality Analysis Form

1. Introduction

1.1 Purpose of Equality Analysis

The council has an important role in creating a fair society through the services we provide, the people we employ and the money we spend. Equality is integral to everything the council does. We are committed to making Croydon a stronger, fairer borough where no community or individual is held back.

Undertaking an Equality Analysis helps to determine whether a proposed change will have a positive, negative, or no impact on groups that share a protected characteristic. Conclusions drawn from Equality Analyses helps us to better understand the needs of all our communities, enable us to target services and budgets more effectively and also helps us to comply with the Equality Act 2010.

An equality analysis must be completed as early as possible during the planning stages of any proposed change to ensure information gained from the process is incorporated in any decisions made.

In practice, the term '**proposed change**' broadly covers the following:-

- Policies, strategies and plans;
- Projects and programmes;
- Commissioning (including re-commissioning and de-commissioning);
- Service review;
- Budget allocation/analysis;
- Staff restructures (including outsourcing);
- Business transformation programmes;
- Organisational change programmes;
- Processes (for example thresholds, eligibility, entitlements, and access criteria).

2. Proposed change

Directorate	Growth, Employment and Regeneration
Title of proposed change	Continuation of Purley BID – Nov/Dec 2020
Name of Officer carrying out Equality Analysis	Diana Phiri-Witty

2.1 Purpose of proposed change (see 1.1 above for examples of proposed changes)

The Purley BID is led by the Purley Business Association who has set-up a BID board with Council and Local Councillors representatives. By working together they aim to drive economic growth in this key, ambitious and growing district centre. The Purley BID is elected every 5 years and they are up for renewal. A ballot will take place in November 2020.

The BID supports the Corporate Plan 2018-2022 in its delivery of the outcomes:

- Business moves here and invests, our existing businesses grow
- Everyone feels safer in their street, neighbourhood and home
- A cleaner and more sustainable environment

It also supports Croydon's Community Strategy 2016-21 by contributing to:

- Outcome One: A great place to learn, work and live
- Priority Three: Support the local economy to grow
- Priority four: Deliver a vibrant cultural offer
- Priority Five: Secure a safer, cleaner and greener borough
- Outcome Three: A place with a vibrant and connected community and voluntary sector
- Priority One: Connecting our residents, groups and community organisations

A successful 'yes' vote at BID ballot has the potential to unlock levy income predicted at approximately £123, 735 per annum over a five year term, to support interventions supported by levy payers and public.

The BID business plan ('the BID proposal') includes a range of new or expanded services and works over and above those provided by the local authority. The core focus is a programme of additionality, complementing those services provided within the area by the local authority and other statutory services. Typical projects includes anti-crime and community security measures; higher levels of street cleaning; marketing initiatives; business development events; environmental improvements; training & networking services; and business support services. Typical key themes within a BID proposal are a strong business voice; safe and secure; clean and attractive; perception and image and accessibility. A BID has the potential to bring significant extra regeneration impact to a town or district centre.

The benefits to the Council of supporting the BID proposal are:

- Contribute towards our key priority for the Council to ensure that Croydon all residents benefit from economic growth in the borough and have the opportunities to develop new or to expand existing local businesses, as well as, skills and qualifications to access decently paid jobs
- Long term savings of a dedicated resource to act as a link to the district centre
- A focus on economic regeneration within the district
- Deliver additionality against the Council's priorities of crime and disorder & environmental improvements and sustainability
- Better community cohesion from the events schedule planned by the BID to encourage footfall

As the BID is a non for-profit company, limited by levy payments, they do not intend to grow, however, any employment opportunities that do arise within their organization are shared openly and are assessed equally without discrimination. Purley BID have a track record of employing more women than men. But this is through the quality of candidate rather than any positive discrimination. Their Board has broad ethnic diversity and so would ensure employment

and support also follows that makeup. Purley BID supports initiatives that promote education, training and apprenticeships, promoting on our social media when they arise.

3. Impact of the proposed change

Important Note: It is necessary to determine how each of the protected groups could be impacted by the proposed change. Who benefits and how (and who, therefore doesn't and why?) Summarise any positive impacts or benefits, any negative impacts and any neutral impacts and the evidence you have taken into account to reach this conclusion. Be aware that there may be positive, negative and neutral impacts within each characteristic.

Where an impact is unknown, state so. If there is insufficient information or evidence to reach a decision you will need to gather appropriate quantitative and qualitative information from a range of sources e.g. Croydon Observatory a useful source of information such as Borough Strategies and Plans, Borough and Ward Profiles, Joint Strategic Health Needs Assessments <http://www.croydonobservatory.org/> Other sources include performance monitoring reports, complaints, survey data, audit reports, inspection reports, national research and feedback gained through engagement with service users, voluntary and community organisations and contractors.

3.1 Deciding whether the potential impact is positive or negative

Table 1 – Positive/Negative impact

For each protected characteristic group show whether the impact of the proposed change on service users and/or staff is positive or negative by briefly outlining the nature of the impact in the appropriate column. . If it is decided that analysis is not relevant to some groups, this should be recorded and explained. In all circumstances you should list the source of the evidence used to make this judgement where possible.

Protected characteristic group(s)	Positive impact	Negative impact	Source of evidence
Age	<ul style="list-style-type: none"> The BID runs events including the Purley Food Festival, Purley Livewell (health and wellbeing event) and they collaborate with the local churches to pay for the installation of the Christmas Lights and organise family focused events. These activities ensure they are delivering activities for all ages and encouraging footfall to the high street which in turn promotes economic activity. Croydon residents will benefit from economic growth in the BID area 	There are no negative equalities impacts expected from this decision.	Based on last 5 years of the BID and the activities and events they have delivered and aim to deliver.

	<ul style="list-style-type: none"> • A focus on economic regeneration within the district will increase footfall/trade for all traders and the These economic benefits may lead to employment opportunities and financial stability for business owners • The BID prioritises the mitigation of crime and disorder and environmental improvements and sustainability thus working towards making Purley a safer place for all in this protected characteristic • Better community cohesion from the events schedule planned by the BID to encourage footfall. 		
Disability	<ul style="list-style-type: none"> • The BID has a focus on improving the high street to make is accessible for all. The BID regularly works with local charities and has a focus on making Purley Dementia friendly. The BID has previously provided training to residents and businesses to support vulnerable residents and in the future they are working with Croydon Council, developers and the local community and businesses to encourage the pedestrianisation of the High Street in order to encourage people to feel safe away from the traffic and to offer more opportunities for people to sit and have opportunities to rest. • Croydon residents will benefit from economic growth in the BID area • A focus on economic regeneration within the district will increase footfall/trade for all traders and the These economic benefits may lead to employment opportunities and financial stability for business owners • The BID prioritises the mitigation of crime and disorder and environmental improvements and sustainability thus 	<p>There are no negative equalities impacts expected from this decision. It is important to note however that pedestrianisation does not necessarily mean the implementation of shared surfacing. Shared surfacing can have a negative impact on those who are partially sighted or blind and if this project is to progress parties involved must be aware of this potential impact.</p>	<p>Based on last 5 years of the BID and the activities and events they have delivered and aim to deliver.</p>

	<p>working towards making Purley a safer place for all in this protected characteristic</p> <ul style="list-style-type: none"> • Better community cohesion from the events schedule planned by the BID to encourage footfall. 		
Gender	<ul style="list-style-type: none"> • Croydon residents will benefit from economic growth in the BID area • A focus on economic regeneration within the district will increase footfall/trade for all traders and the These economic benefits may lead to employment opportunities and financial stability for business owners • The BID prioritises the mitigation of crime and disorder and environmental improvements and sustainability thus working towards making Purley a safer place for all in this protected characteristic • Better community cohesion from the events schedule planned by the BID to encourage footfall. 		Based on last 5 years of the BID and the activities and events they have delivered and aim to deliver
Gender Reassignment	<ul style="list-style-type: none"> • Croydon residents will benefit from economic growth in the BID area • A focus on economic regeneration within the district will increase footfall/trade for all traders and the These economic benefits may lead to employment opportunities and financial stability for business owners • The BID prioritises the mitigation of crime and disorder and environmental improvements and sustainability thus working towards making Purley a safer place for all in this protected characteristic • Better community cohesion from the events schedule planned by the BID to encourage footfall. 		Based on last 5 years of the BID and the activities and events they have delivered and aim to deliver
Marriage or Civil Partnership	<ul style="list-style-type: none"> • Croydon residents will benefit from economic growth in the BID area 		Based on last 5 years of the BID and the activities and

	<ul style="list-style-type: none"> • A focus on economic regeneration within the district will increase footfall/trade for all traders and the These economic benefits may lead to employment opportunities and financial stability for business owners • The BID prioritises the mitigation of crime and disorder and environmental improvements and sustainability thus working towards making Purley a safer place for all in this protected characteristic • Better community cohesion from the events schedule planned by the BID to encourage footfall. 		events they have delivered and aim to deliver
Religion or belief	<ul style="list-style-type: none"> • Croydon residents will benefit from economic growth in the BID area • A focus on economic regeneration within the district will increase footfall/trade for all traders and the These economic benefits may lead to employment opportunities and financial stability for business owners • The BID prioritises the mitigation of crime and disorder and environmental improvements and sustainability thus working towards making Purley a safer place for all in this protected characteristic • Better community cohesion from the events schedule planned by the BID to encourage footfall. 		Based on last 5 years of the BID and the activities and events they have delivered and aim to deliver
Race	<ul style="list-style-type: none"> • Croydon residents will benefit from economic growth in the BID area • A focus on economic regeneration within the district will increase footfall/trade for all traders and the These economic benefits may lead to employment opportunities and financial stability for business owners • The BID prioritises the mitigation of crime and disorder and environmental 		Based on last 5 years of the BID and the activities and events they have delivered and aim to deliver

	<p>improvements and sustainability thus working towards making Purley a safer place for all in this protected characteristic</p> <ul style="list-style-type: none"> • Better community cohesion from the events schedule planned by the BID to encourage footfall. 		
Sexual Orientation	<ul style="list-style-type: none"> • Croydon residents will benefit from economic growth in the BID area • A focus on economic regeneration within the district will increase footfall/trade for all traders and the These economic benefits may lead to employment opportunities and financial stability for business owners • The BID prioritises the mitigation of crime and disorder and environmental improvements and sustainability thus working towards making Purley a safer place for all in this protected characteristic • Better community cohesion from the events schedule planned by the BID to encourage footfall. 		Based on last 5 years of the BID and the activities and events they have delivered and aim to deliver
Pregnancy or Maternity	<ul style="list-style-type: none"> • Croydon residents will benefit from economic growth in the BID area • A focus on economic regeneration within the district will increase footfall/trade for all traders and the These economic benefits may lead to employment opportunities and financial stability for business owners • The BID prioritises the mitigation of crime and disorder and environmental improvements and sustainability thus working towards making Purley a safer place for all in this protected characteristic • Better community cohesion from the events schedule planned by the BID to encourage footfall. 		Based on last 5 years of the BID and the activities and events they have delivered and aim to deliver

Important note: You must act to eliminate any potential negative impact which, if it occurred would breach the Equality Act 2010. In some situations this could mean abandoning your proposed change as you may not be able to take action to mitigate all negative impacts.

When you act to reduce any negative impact or maximise any positive impact, you must ensure that this does not create a negative impact on service users and/or staff belonging to groups that share protected characteristics. **Please use table 4 to record actions that will be taken to remove or minimise any potential negative impact**

3.2 Additional information needed to determine impact of proposed change

Table 2 – Additional information needed to determine impact of proposed change

If you need to undertake further research and data gathering to help determine the likely impact of the proposed change, outline the information needed in this table. Please use the table below to describe any consultation with stakeholders and summarise how it has influenced the proposed change. Please attach evidence or provide link to appropriate data or reports:

Additional information needed and or Consultation Findings	Information source	Date for completion
<p>The Purley BID did a community survey to establish what residents and businesses would like to see in their next term. They Around 250 responses of which 50 were from the business community. The main areas identified were the need for :</p> <ul style="list-style-type: none"> • Increased security • Making the environment cleaner • Continued Business support 	<p>They distributed physically by dropping them off to the local businesses, and they had follow up visits to collect the forms</p>	<p>This was undertaken last week of August and first 2 weeks of September. Completed by 13th Sept 2020.</p>

For guidance and support with consultation and engagement visit <https://intranet.croydon.gov.uk/working-croydon/communications/consultation-and-engagement/starting-engagement-or-consultation>

3.3 Impact scores

Example

If we are going to reduce parking provision in a particular location, officers will need to assess the equality impact as follows;

1. Determine the Likelihood of impact. You can do this by using the key in table 5 as a guide, for the purpose of this example, the likelihood of impact score is 2 (likely to impact)
2. Determine the Severity of impact. You can do this by using the key in table 5 as a guide, for the purpose of this example, the Severity of impact score is also 2 (likely to impact)
3. Calculate the equality impact score using table 4 below and the formula **Likelihood x Severity** and record it in table 5, for the purpose of this example - **Likelihood (2) x Severity (2) = 4**

Table 4 – Equality Impact Score

Severity of Impact	3	3	6	9
	2	2	4	6
	1	1	2	3
		1	2	3
	Likelihood of Impact			

Key

Risk Index	Risk Magnitude
6 – 9	High
3 – 5	Medium
1 – 3	Low

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Table 3 – Impact scores

Column 1 PROTECTED GROUP	Column 2 LIKELIHOOD OF IMPACT SCORE Use the key below to score the likelihood of the proposed change impacting each of the protected groups, by inserting either 1, 2, or 3 against each protected group. 1 = Unlikely to impact 2 = Likely to impact 3 = Certain to impact	Column 3 SEVERITY OF IMPACT SCORE Use the key below to score the severity of impact of the proposed change on each of the protected groups, by inserting either 1, 2, or 3 against each protected group. 1 = Unlikely to impact 2 = Likely to impact 3 = Certain to impact	Column 4 EQUALITY IMPACT SCORE Calculate the equality impact score for each protected group by multiplying scores in column 2 by scores in column 3. Enter the results below against each protected group. Equality impact score = likelihood of impact score x severity of impact score.
Age	1	1	1
Disability	2	2	4
Gender	1	1	1
Gender reassignment	1	1	1
Marriage / Civil Partnership	1	1	1
Race	1	1	1
Religion or belief	1	1	1
Sexual Orientation	1	1	1
Pregnancy or Maternity	1	1	1

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4. Statutory duties

4.1 Public Sector Duties

Tick the relevant box(es) to indicate whether the proposed change will adversely impact the Council's ability to meet any of the Public Sector Duties in the Equality Act 2010 set out below.

Advancing equality of opportunity between people who belong to protected groups

Eliminating unlawful discrimination, harassment and victimisation

Fostering good relations between people who belong to protected characteristic groups

Important note: If the proposed change adversely impacts the Council's ability to meet any of the Public Sector Duties set out above, mitigating actions must be outlined in the Action Plan in section 5 below.

5. Action Plan to mitigate negative impacts of proposed change

Important note: Describe what alternatives have been considered and/or what actions will be taken to remove or minimise any potential negative impact identified in Table 1. Attach evidence or provide link to appropriate data, reports, etc:

Table 4 – Action Plan to mitigate negative impacts

Complete this table to show any negative impacts identified for service users and/or staff from protected groups, and planned actions mitigate them.				
Protected characteristic	Negative impact	Mitigating action(s)	Action owner	Date for completion
Disability	As discussed above the goal of the BID to work towards pedestrianising High Street could impact the visually impaired however a project of such a scale would be undertaken in conjunction with the council and	Low risk at this stage and would be part of a larger project. It is important to highlight it as this point to ensure it is considered at a later date if required.	Purley BID and Croydon Council	N/A at this time

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	<p>other stakeholders to ensure the surfacing is compliant.</p>			
Race	<p>The previous equality analysis of the Purley BID from 2016 identified that economic inequality such as unemployment is an issue that affects some groups that share a “protected characteristic” on the basis of disability, race / ethnicity, age more significantly and needs to be considered and addressed in the delivery of the BID.</p>	<p>The recommendation was and still stands that the Purley BID Board continues to monitor and regularly review the impact of proposals to ensure the benefits (including opportunities for employment) are delivered to all residents and businesses. If appropriate, mitigating action will be planned to ensure that those equality groups that currently face economic inequality (in terms of access to employment opportunities) are provided targeted support.</p>	Purley BID	Ongoing
Sex (gender)	<p>The previous equality analysis of the Purley BID from 2016 identified that economic inequality such as unemployment is an issue that affects some groups that share a “protected characteristic” on the basis of disability, race / ethnicity, age more significantly and needs to be considered and addressed in the delivery of the BID.</p> <p>In addition to previous recommendations, Covid-19 has resulted in economic downturn</p>	<p>The recommendation was and still stands that the Purley BID Board continues to monitor and regularly review the impact of proposals to ensure the benefits (including opportunities for employment) are delivered to all residents and businesses. If appropriate, mitigating action will be planned to ensure that those equality groups that currently face economic inequality (in terms of access to employment opportunities) are provided targeted support.</p>		

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	<p>that may result in a significant amount of job losses. News publications are showing data that women have had to take on more housework, homeschooling and childcare responsibilities and have also been more likely to lose their jobs during the pandemic and understanding the impact on sex groups needs to be addressed in the delivery of the BID and in the board membership.</p>			
<p>Gender reassignment</p>	<p>The previous equality analysis of the Purley BID from 216 identified that economic inequality such as unemployment is an issue that affects some groups that share a “protected characteristic” on the basis of disability, race / ethnicity, age more significantly and needs to be considered and addressed in the delivery of the BID.</p> <p>In addition to previous recommendations Covid-19 has resulted in economic downturn that may result in a significant amount of job losses. News publications are showing data</p>	<p>The recommendation was and still stands that the Purley BID Board continues to monitor and regularly review the impact of proposals to ensure the benefits (including opportunities for employment) are delivered to all residents and businesses. If appropriate, mitigating action will be planned ensure that those equality groups that currently face economic inequality (in terms access to employment opportunities) are provided targeted support.</p>		

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	<p>that women have had to take on more housework, homeschooling and childcare responsibilities and have also been more likely to lose their jobs during the pandemic and understanding the impact on sex groups needs to be addressed in the delivery of the BID and in the board membership.</p>			
Sexual orientation				
Age	<p>The previous equality analysis of the Purley BID from 2016 identified that economic inequality such as unemployment is an issue that affects some groups that share a “protected characteristic” on the basis of disability, race / ethnicity, age more significantly and needs to be considered and addressed in the delivery of the BID.</p> <p>In addition to previous recommendations Covid-19 has resulted in economic downturn that may result in a significant amount of job losses. A large proportion of job losses are amongst young people or at entry level jobs. The impact on various age groups needs to be</p>	<p>The recommendation was and still stands that the Purley BID Board continues to monitor and regularly review the impact of proposals to ensure the benefits (including opportunities for employment) are delivered to all residents and businesses. If appropriate, mitigating action will be planned ensure that those equality groups that currently face economic inequality (in terms access to employment opportunities) are provided targeted support.</p>		

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	addressed in the delivery of the BID and in the board membership.			
Religion or belief				
Pregnancy or maternity				
Marriage/civil partnership				

6. Decision on the proposed change

Based on the information outlined in this Equality Analysis enter X in column 3 (Conclusion) alongside the relevant statement to show your conclusion.		
Decision	Definition	Conclusion - Mark 'X' below
No major change	Our analysis demonstrates that the policy is robust. The evidence shows no potential for discrimination and we have taken all opportunities to advance equality and foster good relations, subject to continuing monitoring and review. If you reach this conclusion, state your reasons and briefly outline the evidence used to support your decision.	
Adjust the proposed change	We will take steps to lessen the impact of the proposed change should it adversely impact the Council's ability to meet any of the Public Sector Duties set out under section 4 above, remove barriers or better promote equality. We are going to take action to ensure these opportunities are realised. If you reach this conclusion, you must outline the actions you will take in Action Plan in section 5 of the Equality Analysis form	X
Continue the proposed change	We will adopt or continue with the change, despite potential for adverse impact or opportunities to lessen the impact of discrimination, harassment or victimisation and better advance equality and foster good relations between groups through the change. However, we are not planning to implement them as we are satisfied that our project will not lead to unlawful discrimination and there are justifiable reasons to continue as planned. If you reach this conclusion, you should clearly set out the justifications for doing this and it must be in line with the duty to have due regard and how you reached this decision.	
Stop or amend the proposed change	Our change would have adverse effects on one or more protected groups that are not justified and cannot be mitigated. Our proposed change must be stopped or amended.	

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Will this decision be considered at a scheduled meeting? e.g. Contracts and Commissioning Board (CCB) / Cabinet	Meeting title: Date:
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7. Sign-Off

Officers that must approve this decision	
Equalities Lead	Name: _____ Date: _____ Position: _____
Director	Name: _____ Date: _____ Position: _____