

Equality Analysis

Birmingham City Council Analysis Report

EA Name	Jewellery Quarter Cemeteries: Heritage Lottery Fund Grant
Directorate	Economy
Service Area	P&R Planning And Development
Type	New/Proposed Function
EA Summary	This EA sets out the equalities implications of accepting a grant from the Heritage Lottery Fund (HLF) for the renovation and improvement of Warstone Lane and Key Hill Cemeteries (the Jewellery Quarter Cemeteries).
Reference Number	EA001251
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Introduction

The report records the information that has been submitted for this equality analysis in the following format.

Overall Purpose

This section identifies the purpose of the Policy and which types of individual it affects. It also identifies which equality strands are affected by either a positive or negative differential impact.

Relevant Protected Characteristics

For each of the identified relevant protected characteristics there are three sections which will have been completed.

- Impact
- Consultation
- Additional Work

If the assessment has raised any issues to be addressed there will also be an action planning section.

The following pages record the answers to the assessment questions with optional comments included by the assessor to clarify or explain any of the answers given or relevant issues.

1 Activity Type

The activity has been identified as a New/Proposed Function.

2 Overall Purpose

2.1 What the Activity is for

<p>What is the purpose of this Function and expected outcomes?</p>	<p>BCC (Planning and Regeneration) submitted a Stage II application to the Heritage Lottery Fund (HLF) in September 2015 and was successful in getting an offer of grant funding of 1,387,300 towards total costs of just over 2m. An initial Equality Analysis was carried as part of the Cabinet approval to bid for the funding and this EA covers the implications of accepting the grant offer.</p> <p>The grant will facilitate the renovation, improvement and conservation of the historic Jewellery Quarter Cemeteries (Warstone Lane and Key Hill). In particular, the project will reinstate, restore and secure as much as possible of the two cemeteries' lost, damaged and vulnerable built fabric, including the former railings that enclosed Warstone Lane. Where lost structures, such as the cemetery chapels, cannot be reinstated, imaginative interpretative techniques will be used to evoke their former presence and give visitors a sense of their original grandeur.</p> <p>At both cemeteries, work will be undertaken to repair and improve drainage and pathways to improve access for all users, particularly for wheelchair and buggy users. All of this will enable BCC to better manage the two cemeteries and 10-year Management and Maintenance plans have been prepared for both sites.</p> <p>The two cemeteries, along with St Paul's, are the only green open spaces in the JQ and the natural habitats will be protected and enhanced to create more welcoming places, with improved physical access, safety and comfort. This will also strengthen the sense of place for residents and businesses in the area as well as providing opportunities to learn about the the heritage of the area. particularly given the increase in the population of the JQ. All of this aims to change the perception of the cemeteries, so that they will once be seen as urban public parks and become a destination in their own right as places to enjoy and learn about the city's heritage.</p> <p>The physical works will be complemented by an Activity Plan, setting out a programme of events and activities covering 5 key elements: volunteering, training, learning (school groups and family activities), interpretation and community engagement. This was developed in consultation with numerous different groups, including the JQ Development Trust, Historic England and the general public. An Activity Manager will be recruited to develop this further, helping to get more people more actively engaged in conservation and volunteering, especially from groups not normally likely to visit heritage attractions. A HLF monitor has been appointed to assist and advice on this aspect of the project.</p> <p>The project also complements other investment in heritage in the JQ, such as the JQ Townscape Heritage programme and Coffin Works (both supported by HLF) and the other museums such as the Museum of the JQ and JW Evans. By working collaboratively, they will provide more reasons for people to visit the JQ, stay longer and contribute to the local economy.</p>
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For each strategy, please decide whether it is going to be significantly aided by the Function.

Public Service Excellence	Yes
A Fair City	Yes
A Prosperous City	Yes
A Democratic City	Yes

2.2 Individuals affected by the policy

Will the policy have an impact on service users/stakeholders?	Yes
Will the policy have an impact on employees?	Yes
Will the policy have an impact on wider community?	Yes

2.3 Analysis on Initial Assessment

The JQ Cemeteries project and this project in particular has been developed over a number of years in partnership with a number of key stakeholders and different groups. The aim is to make the area safer and more attractive, improving one of Birmingham's important heritage assets and in doing so, attracting more and diverse people to the JQ. In terms of impact, the improved pathways and drainage in particular will make the sites accessible to people with mobility issues. The Activity Plan specifically focuses on increasing participation and engagement across as diverse a group as possible, so that people have plenty of opportunities to volunteer, develop new skills and learn about Birmingham's heritage. This is in addition to providing enhance greenspace in an area with a growing population and limited open space.

Improvements to the JQ Cemeteries will contribute to equality of opportunity for all by improving access and promoting an important cultural asset. However, as much of the work will focus on access improvements then the scheme will have a disproportionately positive impact on people with disabilities. As such a further analysis covering the needs of people will need to be undertaken.

A Steering Group will oversee development and implementation of the project and there will be ongoing engagement and publicity of the various activities as the project progresses.

3.1 Disability

3.1.1 Disability - Differential Impact

Disability	Relevant
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3.1.2 Disability - Impact

Describe how the Function meets the needs of Individuals with a disability?	Part of the project involves improving the pathways and drainage in the two cemeteries which assists in improving access to and within the sites. Currently the paths are worn and uneven and not easy to negotiate for anyone with mobility issues. The paths will be relaid with better drainage and cleared of obstructive vegetation to make it more attractive and accessible.
Do you have evidence to support the assessment?	No
Do you plan to collect any evidence?	Yes
What evidence will be collected and when?	The use and access to and from the cemeteries will be monitored as part of the overall HLF project.
Have you received any other feedback about the Function in meeting the needs of Individuals with a disability?	No
You may have evidence from more than one source. If so, does it present a consistent view?	Not applicable
Is there anything about the Function and the way it affects Individuals with a disability which needs highlighting?	No

3.1.3 Disability - Consultation

Have you obtained the views of Individuals with a disability on the impact of the Function?	No
If not, why not?	There are plans to consult relevant individuals
Have you obtained the views of relevant stakeholders on the impact of the Function on Individuals with a disability?	Yes
If so, how did you obtain these views?	As part of the development of the project and during the planning process. Further and more specific engagement will take place as the Activity Plan is developed further.
Is there anything about the Function and the way it affects Individuals with a disability which needs highlighting?	No

3.1.4 Disability - Additional Work

Do you need any more information to complete the assessment?	No
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Please explain how individuals may be impacted.	By enhancing the physical access to the JQ cemeteries by improving the entrances, paths and drainage but also through the Activity Plan, through which targeted activities will be developed to increase the reach of the project, through a range of opportunities, such as research and interpretative information and volunteering.
Please explain how.	Through specific engagement opportunities and involving different groups in developing more accessible information. There will also be wider opportunities for collaborative work across the JQ, involving for example, the Ruskin Mill Trust.
Is there any more work you feel is necessary to complete the assessment?	No
Do you think that the Function has a role in preventing Individuals with a disability being treated differently, in an unfair or inappropriate way, just because of their disability?	Yes
Do you think that the Function could help foster good relations between persons who share the relevant protected characteristic and persons who do not share it?	Yes
Do you think that the Function will take account of disabilities even if it means treating Individuals with a disability more favourably?	Yes
Do you think that the Function could assist Individuals with a disability to participate more?	Yes
Do you think that the Function could assist in promoting positive attitudes to Individuals with a disability?	Yes

3.2 Concluding Statement on Full Assessment

The JQ Cemeteries project and this project in particular has been developed over a number of years in partnership with a number of key stakeholders and different groups. The aim is to make the area safer and more attractive, improving one of Birmingham's important heritage assets and in doing so, attracting more and diverse people to the JQ. In terms of impact, the improved pathways and drainage in particular will make the sites accessible to people with mobility issues. The Activity Plan specifically focuses on increasing participation and engagement across as diverse a group as possible, so that people have plenty of opportunities to volunteer, develop new skills and learn about Birmingham's heritage. This is in addition to providing enhance greenspace in an area with a growing population and limited open space.

Improvements to the JQ Cemeteries will contribute to equality of opportunity for all by improving access and promoting an important cultural asset. In particular by addressing access issues the scheme will remove some of the barriers and obstacles that prevent the involvement of people with disabilities. An Activity Plan is being developed which will set out the engagement activities that need to take place in order to increase involvement from all groups whilst also providing an important tool for monitoring usage and participation.

A Steering Group will oversee development and implementation of the project and there will be ongoing engagement and publicity of the various activities as the project progresses.

4 Review Date

31/03/17

5 Action Plan

There are no relevant issues, so no action plans are currently required.