

Equality Analysis

N.B. This EA has been carried out but not recorded in the current system due to the fact that a new system is being introduced. It will be recorded in the new EA system.

EA Name	Bordesley Park Area Action Plan
Directorate	Economy
Service Area	Economy - P&R Planning and Development
Type	New/Proposed Policy
EA Summary	The Bordesley Park Area Action Plan (BPAAP) covers the area to the east of the City Centre including parts of Washwood Heath, Bordesley Green, Bordesley Village and Small Heath. Once adopted, this strategic land use plan will set a vision for the area, guide land use in the area (including as a material consideration in determining planning applications), and act as a tool to promote the area. This EA has been completed ahead of the submission of the final version of the AAP to the Secretary of State for independent examination. It follows an initial screening (which found that a full EINA was not required) and initial summary produced in September 2010, as well as updates produced in February 2012, March 2013 and August 2016 to coincide with key stages of the plan preparation.
Task Group Manager	rebecca.farr@birmingham.gov.uk
Task Group Member	doug.lee@birmingham.gov.uk richard.l.thomas@birmingham.gov.uk
Senior Officer	waheed.nazir@birmingham.gov.uk
Quality Control Officer	richard.woodland@birmingham.gov.uk

1. Activity Type

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

2. Initial Assessment

2.1 Purpose and Link to Strategic Themes

What is the purpose of this Policy and expected outcomes?

The purpose of the AAP is to set a vision for delivering sustainable physical and economic growth in the area. This includes employment and housing opportunities, high quality local centres, and infrastructure to meet the needs of the city, in a clean, safe environment. The AAP will support:

- The creation of around 3000 new jobs through the redevelopment of the Birmingham Wheels site for employment uses. This will help improve local employment and training opportunities thereby reducing associated inequalities.
- The development of new and improved housing, particularly within the Cherrywood Road area, thereby improving choice and quality for local people.
- Improvements to the offer and environment of local centres, thereby improving business opportunities, access to local shops and services, safety and the environment.
- Improvements to transport and movement within and through the area including the development of rapid transit services comprising Metro and SPRINT and facilitating improved public transport including both bus and train.
- Improving access to education and community facilities through addressing the needs of schools and community needs.
- Addressing a wide range of environmental issues to promote a cleaner, safer and more attractive environment in which to live and work.

The purpose of the submission of the AAP to the Secretary of State is to continue the process to adoption of the AAP. The submitted plan will be the subject of an independent examination in public.

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
Children: a safe and secure city in which to learn and grow	Yes
Health: helping people become more physically active and well	Yes
Housing: to meet the needs of all current and future citizens	Yes
Jobs and skills: for an enterprising, innovative and green city	Yes

2.2 Individuals affected by the policy

Will the policy have an impact on service users/stakeholders?	No
<p><i>The plan-making process and the final plan may have an impact on people who are service users, but this will be as a result of them being local residents, employees, businesses, or visiting/making use of the area or benefitting from the plan proposals in some way. Alternatively users of the Planning service may benefit through there being clear guidance for sites/areas. However, the plan will not directly affect the provision of council services (although it may support improvements to services, i.e. additional school places).</i></p>	
Will the policy have an impact on employees?	No
Will the policy have an impact on wider community?	Yes

2.3 Relevance test

Protected Characteristics	Relevant	Full Assessment Required
Age	Not relevant	No
Disability	Not relevant	No
Gender	Not relevant	No
Gender reassignment	Not relevant	No
Marriage and civil partnership	Not relevant	No
Pregnancy and maternity	Not relevant	No
Race	Not relevant	No
Religion or belief	Not relevant	No
Sexual orientation	Not relevant	No

2.4 Analysis on Initial Assessment

Background

The Bordesley Park AAP is a strategic document, the purpose of which is to promote the regeneration and revitalisation of this part of east Birmingham. This will include those aims set out in 2.1 above. Engagement of stakeholders in the plan-making process is vital to the production of an effective plan, and is required by legislation.

Equalities considerations have been key throughout the plan-making process.

Over the lifetime of the project to date the City's approach to assessing equalities issues has been revised. Both process forms and Summary Statements have been produced, and are summarised below.

- An Equality Impact Needs Assessment (EINA) Initial Screening form was commenced in May 2009, at an early point in the project. This was completed over a number of months as the project developed, particularly following the production of the baseline as the key areas of change in the area were identified.
- Summary Statement 1 was produced and agreed by a working group in September 2010, as a clear range of options for the AAP began to emerge. It identified the key risks, particularly in relation to the plan-making process, and measures for mitigation, building on the information included in the EINA form.
- Summary Statement 2, produced in February 2012, followed the first phase of consultation (on the Options Report). It identified opportunities to improve practice in future rounds of consultation.
- Summary Statement 3, March 2013, was been produced prior to the Preferred Options consultation. It notes both how the lessons learnt for previous consultation will be

incorporated into the Preferred Options consultation, and how specific risks arising from the options proposed can be mitigated at this point and addressed moving forward.

This Equalities Assessment (EA) Initial Screening form was completed by a working group in late 2013, and revised in 2016 and 2018.

Demographics

The AAP area has a population of just under 35,000 (2016 population estimates). The age profile is notably younger than that of both Birmingham and England, with child population standing at 31% compared with 22.8% for the city. Almost half the population of the AAP area is of Pakistani origin and more than 10% Bangladeshi. An increasing proportion of people are from African backgrounds.

This demography means that there is the potential for differential impacts on certain communities or groups; this will need to be monitored and managed through implementation.

Approach

The BPAAP has been produced in line with the requirements of the National Planning Policy Framework (NPPF) and the Town & Country Planning (Local Planning) (England) Regulations 2012. These require the production of a Sustainability Appraisal (incorporating Strategic Environmental Assessment), which examines the potential impacts of proposals, alongside the plan. The Sustainability Appraisal (SA) clearly covers equalities issues, as well as environmental and other issues. A number of potential sustainability benefits of the plan have been identified including enhanced accessibility and transportation with potential associated improvement in air quality, improving economic factors, improving housing and enhancing quality of life. The SA also sets out potential mitigation measures where potential adverse effects have been identified. Given the status of the SA and the progress of the plan, this was deemed an appropriate approach to assessing the potential impacts of the emerging policy, and as such the previous Equality Assessments have focused more on ensuring equality in the plan-making process than on the impacts of the plan itself. At this stage, where clear proposals are being set out, it is appropriate for the EA to be more overarching and to address potential differential impacts of both plan-making and policy implementation.

The proposals in the BPAAP all sit within the context of the Birmingham Development Plan, for which an SA and EA have also been produced.

Consultation

Consultation has been at the heart of the plan preparation process. This has been undertaken both as part of key stages of the plan making process and as an ongoing dialogue regarding specific issues and aspects of the plan.

The key stages of consultation related to the initial Options Report which set out the broad development opportunities for the area and main areas of potential change, the Preferred Options Report which set out the Council's preferred development proposals; and the Pre-

submission Report which provided the final opportunity for comments prior to the finalisation of the Submission Report – the plan that will be submitted to the Secretary of State.

Consultation has included use of newsletters, local exhibitions at accessible venues (including Libraries, Health centres, other community venues, supermarkets, colleges), consultation with a wide range of national and local bodies and local community groups, and targeted consultation involving local schools, land owners and organisations and the use of the Councils web site. Information has been made available in a number of community languages.

Each stage of the plan has considered the consultation responses, including support for employment opportunities, the identification of additional housing sites which will provide local housing opportunities, the promotion of sites for community development that respond to local community needs, the expansion and enhancement of local centres facilitating business growth and the need to respond to sites that are underused or causing local amenity issues.

Plan proposals

The overall impact of the change envisaged in the Plan will benefit all residents. However, by virtue of the demographic characteristics of the area, the plan preparation process and the proposals within the plan will have a more significant impact on certain groups, for example minority ethnic communities (which make up the majority of the area's population), and the Islamic community (again, a significant proportion of the population). However, these effects are not a result of the characteristics, and in any case are expected to be positive impacts, with mitigation measures in place where appropriate.

Proposals will impact directly on some property in the plan area. Where this is the case the City Council will work with existing occupiers regarding relocation if and when required.

In light of this summary it is considered that a full EA is not required for the AAP.

3. Full assessment

3.1 A full assessment is not deemed to be necessary.

4. Review date

4.1 This appraisal will be reviewed on or before 11th January 2019.

5. Action plan

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