



# Equality Analysis

## Birmingham City Council Analysis Report

|                         |                                                                                                                                            |
|-------------------------|--------------------------------------------------------------------------------------------------------------------------------------------|
| EA Name                 | Centenary Square Public Realm Scheme                                                                                                       |
| Directorate             | Economy                                                                                                                                    |
| Service Area            | P&R Project Delivery Team                                                                                                                  |
| Type                    | New/Proposed Function                                                                                                                      |
| EA Summary              | The EA will look to assess the extent of any equality issues arising from investing in and improving the public realm at Centenary Square. |
| Reference Number        | EA001151                                                                                                                                   |
| Task Group Manager      | Noreen.Khadim@birmingham.gov.uk                                                                                                            |
| Task Group Member       |                                                                                                                                            |
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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.

## Appendix 2 Public Report - Centenary Square

### 1 Activity Type

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

### 2 Overall Purpose

#### 2.1 What the Activity is for

|                                                             |                                                                                                                                                                                                                                                                                                                                                                                                                          |
|-------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| What is the purpose of this Function and expected outcomes? | The Square is the continuation of the investment in the area from the City, following the completion of the Library of Birmingham.<br>The outcomes of the scheme will result in a significantly improved public realm, allowing the public to utilise an area which is currently just used as walk-through area. The improved area will increase the footfall to the area by creating space that can be utilised by all. |
|-------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|

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 Centenary Square refurbishment project will co-incide with the planned Metro programme, and will be developed in line with new Paradise Forum and Arena Central Developments.

The Square refurbishment is the continuation of the committed investment to the area from Birmingham City Council, following on from the completion of the Library of Birmingham.

The scheme will be a catalyst in bringing people into an area which is currently under-utilised. As well as providing a space for large/small formal events, the new square will provide an environment for smaller informal gatherings, which will in turn will slow down pedestrian speed in the area. The area currently is used by pedestrians as a walk-through.

The Square will create new linkages with surrounding open spaces including new routes through existing cultural buildings. The square, in its new form will create a space which will incorporate existing architecture, whilst creating a coherent public realm which will further strengthen its identity.

The new open-air living room will be accessible to all, the flexibility which allows for everyday use as well as large formal events. The square will provide a harmonious place for everyone irrelevant of their needs (Birmingham Mobility Action Plan).

The design of the square has incorporated the need to create a space that is accessible by all, in particular the need of those with mobility issues including those with a disability, young families and older users.

The new and improved Square has taken into account all safety precaution measures, thus emitting all potential and obvious hazards.

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### 3.1 Age

#### 3.1.1 Age - Differential Impact

|     |          |
|-----|----------|
| Age | Relevant |
|-----|----------|

#### 3.1.2 Age - Impact

|                                                                                                                     |                                                                                                                                                                        |
|---------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Describe how the Function meets the needs of Individuals of different ages?                                         | The improved public realm area will be accessible and can be used by all irrelevant of age. The area has been designed so all age groups will be able to use the area. |
| Do you have evidence to support the assessment?                                                                     | No                                                                                                                                                                     |
| Do you plan to collect any evidence?                                                                                | No                                                                                                                                                                     |
| Have you received any other feedback about the Function in meeting the needs of Individuals of different ages?      | 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 of different ages which needs highlighting? | No                                                                                                                                                                     |

#### 3.1.3 Age - Consultation

|                                                                                                                      |                                                                                                                                                               |
|----------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Have you obtained the views of Individuals of different ages on the impact of the Function?                          | No                                                                                                                                                            |
| If not, why not?                                                                                                     | There are no plans to consult relevant individuals                                                                                                            |
| Have you obtained the views of relevant stakeholders on the impact of the Function on Individuals of different ages? | Yes                                                                                                                                                           |
| If so, how did you obtain these views?                                                                               | The final design for the redevelopment of Centenary Square has been designed with the understanding that it must be accessible to people from all age groups. |
| Is there anything about the Function and the way it affects Individuals of different ages which needs highlighting?  | No                                                                                                                                                            |

#### 3.1.4 Age - Additional Work

|                                                                                                                                                                                |                                                                                                                                                                                                                                         |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Do you need any more information to complete the assessment?                                                                                                                   | No                                                                                                                                                                                                                                      |
| Please explain how.                                                                                                                                                            | The re-developed Square, will be a social area which will assist people of all ages to get along better in a public shared space.<br>The Square will encourage local residents/families/visitors to use the area for social gatherings. |
| 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 of different ages being treated differently, in an unfair or inappropriate way, just because of their age? | No                                                                                                                                                                                                                                      |

## Appendix 2 Public Report - Centenary Square

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

Work In Progress

## **3.2 Disability**

### **3.2.1 Disability - Differential Impact**

|            |          |
|------------|----------|
| Disability | Relevant |
|------------|----------|

### **3.2.2 Disability - Impact**

|                                                                                                                     |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |
|---------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Describe how the Function meets the needs of Individuals with a disability?                                         | <p>The improved Centenary Square will improve its current format by providing an environment which will enhance the public realm with a design which will incorporate the existing highway/historic buildings into its design.</p> <p>The improved public realm will meet the needs of those with disabilities, including those with age-related mobility issues in the following way:</p> <p>Tactile Paving- allowing those with impaired vision manoeuvre around the area</p> <p>Coloured Paving- clear defined areas around the improved the public realm</p> <p>Wheelchair access through-out the area</p> <p>Access for cyclist and provision for a cycle park area</p> <p>The mirror-pool, will which provide a place where people can safely play and paddle, the pool can be drained to provide a large event space</p> <p>The site will be fully- accessible to all users</p> |
| Do you have evidence to support the assessment?                                                                     | Yes                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |
| Please record the type of evidence and where it is from?                                                            | Consultation with DAN ( Disability Advisory Network)                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |
| Have you received any other feedback about the Function in meeting the needs of Individuals with a disability?      | Yes                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |
| Please record the nature of such feedback.                                                                          | Consultation with DAN ( Disability Advisory Network)                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |
| 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                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |

### **3.2.3 Disability - Consultation**

|                                                                                                                      |                                                              |
|----------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------|
| Have you obtained the views of Individuals with a disability on the impact of the Function?                          | Yes                                                          |
| If so, how did you obtain these views?                                                                               | Views were obtained through DAN ( Disability Advisory Group) |
| 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?                                                                               | Views were obtained through DAN ( Disability Advisory Group) |

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|                                                                                                                     |    |
|---------------------------------------------------------------------------------------------------------------------|----|
| Is there anything about the Function and the way it affects Individuals with a disability which needs highlighting? | No |
|---------------------------------------------------------------------------------------------------------------------|----|

### 3.2.4 Disability - Additional Work

|                                                                                                                                                                                       |     |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----|
| Do you need any more information to complete the assessment?                                                                                                                          | No  |
| 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? | No  |
| 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?                      | No  |
| 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 |

### **3.3 Concluding Statement on Full Assessment**

The primary purpose of the project is to enhance the existing square, thus making it accessible for everyone throughout the year, currently the centenary Square public realm is underutilised and primarily used for major/formal events.

The buildings around the square have either been developed or are in the process of being developed, the newly developed Centenary Square will create new linkages with surrounding open space and walkable routes: thus creating a new ambience within the Square whilst linking important cultural buildings.

Centenary Square project is fully supported by Senior Officials including relevant Councillors.

The Square will create a new public realm by bringing the existing Square and the Highway as one, which will celebrate the existing architecture of the surrounding buildings. The improved Centenary square will be a coherent public space which will help Birmingham strengthen its identity as a City, both locally, nationally and internationally, which will inherently increase footfall into the City Centre.

### **4 Review Date**

22/04/16

### **5 Action Plan**

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