Chesterfield Borough Council Equality Impact Assessment - Full Assessment Form

Title of the policy, project, service, function or strategy:	Staveley Town Deal (Overarching project EIA) January 2023
Service Area:	Economic Growth
Section:	Economic Growth
Lead Officer:	Lindsay Wetton
Date of assessment:	24 January 2023
Is the policy, project, service, function or strategy:	
Existing	☐X
Changed	☐
New / Proposed	☐

Section 1 – Clear aims and objectives

1. What is the aim of the policy, project, service, function or strategy?

Staveley Town Deal is part of the Government's "levelling up" plans and is one of 101 towns in England receiving Town Deal funding over a five-year programme of delivery. A Town investment Plan (TIP) was submitted to Government in December 2020, and confirmation of the £25.2m for Staveley was given in the 3 March 2021 Budget.

Business Cases have been approved for all projects and Summary Documents submitted to DLUHC

The following projects have moved to MoU or Contract stage, either their 5% or main contract:
Construction Skills Hub
DRIIVe
Barrow Hill Memorial Hall
Chesterfield Canal Restoration
Staveley Miners Welfare FC Skills Academy (car park and Skills Academy)

Staveley 21 – Town Centre

The 11 projects are at various stages of development, between having planning consent to design stage. Equalities and Engagement are key to the success of this programme, and we continue to interlink all the Town Deal projects and work on connecting with the wider projects, initiatives and regeneration activity planned or taking place in the Staveley area. The aim is to use the Town Deal as a conduit to maximise opportunities for the community around jobs, skills, connectivity, and a sense of 'Place'.

2. Who is intended to benefit from the policy and how?

The Programme aims to regenerate Staveley. Principally the existing local community will benefit but, with over 3,000 new homes planned to be built, new communities will be established with different needs and demographics. Investment from national and regionally significant regeneration and infrastructure projects will also change Staveley; such as the Chesterfield, Staveley Regeneration Route (CSRR), Levelling Up projects, Shared Prosperity Fund and planned new Rail line through Restoring Your Railway (for which supporting activity around the Rail Station is one of the Town Deal projects).

The 11 projects which formed the Town Investment Plan (TIP) interlink as much as possible and address the range of objectives:

Chesterfield Borough Council has overarching responsibility for the Staveley Town Deal Programme, as Accountable Body; however, different partner organisations are leading on the range of projects within the programme. The scope of this EIA covers the whole programme. Projects have reflected on their Equalities Impact as part of their Business Case. As they develop and begin to deliver, each will require an individual EIA, which they will produce and report on through the regular project and programme monitoring cycle. Key information will feed into this Programme level EIA. The projects are:

- Staveley 21 - town centre (CBC)
- Staveley Hall
- Staveley Waterside (Canal Basin)
- Canal Restoration
- Barrow Hill Memorial Hall
- DRIIVe (CBC)
- Hartington Industrial Park
- Construction Skills Hub (CBC)
- Staveley Rail Station

- Staveley Miners Welfare FC Skills Academy
- Wheels to Work

The project EIAs will be reviewed at regular intervals and at key stages in the development of the programme.

In addition to the main Town Deal, DLUHC (then CLG) awarded Staveley £500,000 towards several activities and projects through the Accelerator Fund.

Accelerator Fund Projects (completed)

- King George V Playing Field (new play equipment) supporting children of all ages, abilities/disabilities and an outdoor gym for adult use – supporting health, wellbeing and fitness
- CCTV - new and improved CCTV across the Staveley Town Deal area – crime reduction and community safety
- Staveley Miners Welfare Football Club – (new drainage for football pitches on Chantry Lane) – supporting football facilities for year-round activity. A girls and boys teams promotion programme to increase engagement and health and wellbeing.
- DRIIVe – Derbyshire Rail Industry Innovation Vehicle - site purchase and investigation – long term benefits of higher-level skills, employment and rail innovation enterprise opportunities, with the aim of providing these opportunities to Staveley residents
- Springwell Community College Performance canopy – to promote community engagement

Projects and Activities developed outside the Town Deal, but as a direct result of consultation:

- Nursery play equipment at Speedwell Infants School – sponsored by Fortem (£6K funding support)
- Engagement activities with local schools, including a Key Stage 2 Town Deal workbook; consultation event with the two secondary schools to better understand methods to continue to engage with young people; engagement events with local businesses around the projects, in particular Staveley 21; information and promotional material at Chesterfield Pride; collaborative projects with Treasures Neighbourhood Nursery; Health & Wellbeing project to develop a walking trail in the town, making links with Royal Primary Care and a local church support group; high profile attendance at key local events with diverse audiences, such as parents of local school children, specific interest groups (Armed Forces Day, Barrow Hill Roundhouse events, Chesterfield Canal Trust events, Staveley Fire Station Community Open Day), the great Chesterfield Get2gether (which brought together a wide range of services and opportunities available to Staveley Residents).

3. What outcomes do you want to achieve?

Staveley is a former mining town which has some challenges of a post-industrial community but one boasting fantastic potential

which, if realised, can be transformational for the existing residents and newcomers into the area. Staveley wants to take the opportunity to:

• **Improve health and wellbeing** through an enhanced green setting and heritage offer with multiple options for staying local.
• **Create innovation and enterprise momentum** through opening employment sites and bringing new high quality jobs.
• **Promote inclusive growth** through creating a sense of place and a 21st century offer which retains income in the area, bringing further enterprise and jobs for an upskilled and connected community.
• **Develop vibrant places** to enjoy, meet and spend time, so visitors have a reason to come and new homeowners enrich the growing community

Below is the schedule of expected outputs and outcomes for each project. It includes a range of land and site development, public realm and recreation site development and Skills and Employment opportunities. Facilities and services will be designed and developed for all users

We want facilities to be accessible for all. Each project will produce a specific EIA to consider equalities impacts within their project as part of their Business Case. As these are produced, this overarching Programme level EIA will be updated.

Project	**Expected outputs and outcomes**
DRIIVe The development of a modern rail innovation and training centre adjacent to the iconic Barrow Hill Roundhouse.	• Completion of 1337m2 of floor space to provide specialist training facilities, R&D laboratories, commercial office and rail engineering workshop space (1 classroom/digital lab with capacity for 28 learners) • Promoting the sustainability and economic viability of Barrow Hill Roundhouse to the neighbouring communities • Once operational, provide 1680 days of training per year through a training facility that offers from level 2 to level 7 with increased access for residents to specialist provision • Creation of 22 job opportunities for local people and a hub from which to increase awareness of Rail related career opportunities and develop STEM skills

	• Evidence of a proposal to put in place a community outreach programme that will reach 1000 individuals per year. Provision of a Strategic Plan and evidence towards the delivery of 1000 p/a • A legal Partnership Agreement in place to establish the partnership that allows the rail related supply chain to have access to the very latest rail research and innovation between the following partners; the University of Derby and New Rail part of the University of Newcastle. • 10 enterprises receiving non-financial support • 270 learners enrolled in training
Hartington **Industrial Park** The redevelopment of the former Hartington Works site which is currently undergoing significant land reclamation works	• 130,000m2 of brownfield land rehabilitated • 64,594m2 of new manufacturing space created • 650m2 of public realm land improved • Land value uplift of £10m through site remediation • 400FTE permanent jobs created • 438FTE permanent jobs safeguarded
Construction **Skills Hub** The creation of a construction training hub that will serve to develop a pipeline of skilled workers locally through a complete pathway of onsite training interventions from entry through to higher level	• Provision of the facility to consist of a number of semi-covered workshops to sit in a compound of 3150m2 within an existing development site • Increase in the breadth of the local skills offer that responds to local skills needs (60 work experience places) • Increase in the breadth of the local skills offer that responds to local skills needs (100 School Career Insights Sessions)

	• Provision of specialist digital technologies to meet the needs of specific sectors • New Training facility with capacity for 20 learners • 275 learners enrolled in new education or training courses • 165 learners gaining certificates or completing courses
Staveley Miners Welfare FC Skills Academy This project would offer an elite football training programme through a BTEC in sport education course	• 20 learners in year one and 40 learners in year two and subsequent years enrolled in education and training courses • Upgrade of Chantry Fields car park providing 84 new or improved parking spaces • An increase in capacity of new or improved training and education facilities, measured in terms of people (20 number)
Staveley Station at Barrow Hill This project is part of a wider proposal to re-open the Barrow Hill Line to allow passenger services to use the current freight route between the Sheffield Worksop-Lincoln Line and the Midland Main Line.	• Journey time to Sheffield reduced to 31mins compared with 31- 36 mins car and 70 – 94 for bus • 1 transport node with new multimodal connection points • 1 new public transport route • 150 new car parking spaces • 20km of line reinstated for passenger use • 1 secure cycle storage unit at eastbound platform • Connectivity to station building and Wi-fi enabled
Wheels to Work Staveley Hub The Wheels to Work Hub provides a local mobility facility with a specific focus on access to employment and training opportunities for people for whom mobility might otherwise be a barrier	• 1 transport node with new multimodal connection points • 3 alternative fuel charging points • 10 e-bikes and 5 scooters (estimated outcome)

Staveley 21 Staveley 21 is a programme to bring the town centre area into the 21st century, ensuring it becomes a valued place to visit, shop, work and relax for the local community.	• 520m2 of new retail, leisure or food and beverage space • 6,000m2 of public realm enhancement including provision for services such as power and digital for new market stalls • 0.4km of improved cycleway • 0.4km of improved pedestrian path • 438m2 of retail, leisure or food and beverage space renovated or improved • 1 new community space created • 25 FTE jobs created • 100% wi-fi coverage in the town centre, improving digital connectivity • 18 enterprises receiving grants to improve shop fronts • £600,000 of private and public co-funding committed to the project through urban regeneration
Staveley Waterside Staveley Waterside is the proposed first phase of a mixed business and residential development centred on Staveley's town basin	• 500m2 of new office space created • Road connection to open up the site and connect it to Eckington Road - approx. length 0.18km of resurfaced or improved road • 40 full-time equivalent jobs created • 615m2 of new enterprise space created • 10 potential entrepreneurs assisted to be enterprise ready • 6 trees planted
Staveley Hall Conference Centre Staveley Hall Conference Centre is an extension to the historic Grade II listed Staveley all, creating a high-quality events venue.	• One new community events space created • 22 FTE jobs created based on business case • New or improved training facility with capacity for 20 learners • 1 heritage building renovated or restored • Increased public amenity space created through the extension to the cafe • £1m p.a. value to visitor economy

Chesterfield Canal Restoration The restoration of Chesterfield Canal will enhance access to the countryside to the North East of Staveley Town Centre, upgrading the poor-quality existing footpath (Cuckoo Way) into a new multiuser trail	• 3km of accessible towpath constructed or upgraded, suitable for walking and cycling • 15,000m2 of existing parks/green spaces improved • Restoration of 650m of canal plus two bridges • Uplift in visitor numbers by 20% and increased visitor spend at canal-side venues by 25% by year 3
Barrow Hill **Memorial Hall** To mark the building's centenary in 2024 the aim is to modernise the Memorial Hall as a community centre while continuing to honour its legacy and its past.	• 1,170m2 of improved community space created for retail, leisure or food and beverage use • 1 heritage building renovated • 1 public amenity created • 1 derelict building refurbished • Increase number of visitors by 10% • 8 full-time equivalent jobs created

4. What barriers exist for both the Council and the groups/people with protected characteristics to enable these outcomes to be achieved?

- Access to the support and services – both physical and digital, often relate to limited access to transport, and limited or no access to digital technology or the skills to access resources. A particular barrier for a high proportion of people in Staveley is due to health inequalities. When running events or arranging meetings, we need to be mindful of venues that are accessible, of where they might already be going or familiar with. Low levels of literacy and educational attainment also compound these groups to be able to access the training and employment opportunities. Low income is also a barrier, therefore either subsidised transport to participate, or venues which are easily accessible by foot or cycle are chosen.
- Communication with involved or interested parties should be made available in as many different formats as possible, as access to social media or on-line content may be difficult. There also needs to be an awareness of low literacy levels in the community, so any written content should be concise, precise and easy to read. Variety in engagement activities will be sought where possible.
- Covid-19 social distancing arrangements are likely to impact on engagement activity in the earlier stages of the programme development. Future Covid outbreaks may have implications for the projects if any restrictions are put into place or if absence through illness affects the workforce.
- The current economic situation and any slide into recession could affect budget, procurement and lead times on essential goods and materials.
- Short term measures could affect groups with access needs. For example, public realm work to improve Staveley High Street and Market Square could mean temporary suspension of disabled parking or re-routing of footpaths and other accessible routes.

5. Any other relevant background information

CBC will be Accountable Body for the Town Deal and lead Project Sponsor for three of the projects: DRIIVe, Town Centre Masterplan and Regeneration Staveley 21) and Construction Skills Hub.

- The Town Deal has a website with all relevant information. The Town Investment Plan can also be viewed here: https://www.chesterfield.gov.uk/business-and-economic-growth/regeneration-and-economic-growth/staveley-town-deal/staveley-town-deal-news-and-information.aspx
- Staveley Town Deal Stakeholder Engagement, Consultation, Communications Forward Plan

The Town Board was established in January 2020 and is responsible for developing the vision, strategy, and delivery of the Town Deal, in consultation and collaboration with the stakeholders, community, businesses and investors.

The Town Board has a Stakeholder Engagement, Consultation & Communications Sub-Group who are responsible for developing and overseeing delivery of the Engagement, Consultation and Communications Plan and reporting progress to the Town Board. This builds upon all the work to date and continues into 2022 and beyond. The Plan demonstrates how the Town Investment Plan and its projects will continue to be:

• Influenced and shaped by our stakeholders through existing engagement mechanisms and structures
• Co-designed, based on evidenced need and buy-in
• A complete package of projects, with complementarity and interdependencies that maximise deliverable outcomes and outputs

Section 2 – Collecting your information

6. What existing data sources do you have to assess the impact of the policy, project, service, function or strategy?

- Chesterfield Borough Council Local Plan, July 2020: https://www.chesterfield.gov.uk/planning-and-building-control/planning-policy-and-the-local-plan/current-local-plan.aspx
- Results on consultations relating to the Place Vision that formed the basis for the Town Investment Plan: https://www.chesterfield.gov.uk/business-and-economic-growth/regeneration-and-economic-growth/staveley-town-deal/staveley-town-deal-news-and-information.aspx
- NOMIS as an evidence base of population statistics: https://www.nomisweb.co.uk/reports/lmp/la/1946157135/report.aspx?town=staveley
- Staveley Profile document:

- As Chesterfield Borough Council are the Accountable Body for the Town Deal, all engagement activity will meet the Council's established community engagement standards and strategy.
- State of the Borough Report: https://www.chesterfield.gov.uk/living-here/neighbourhoods/state-of-the-borough.aspx
- Active Derbyshire data outlining health inequalities and physical inactivity levels in Chesterfield and Staveley - https://www.activederbyshire.org.uk/uploads/new-derbyshire-insight-pack-sept-2019.pdf?v=1571759517

- Data provided by Dr Peter Scriven from Royal Primary Care indicating the health inequalities in the Staveley area through a presentation to the Board in January 2022
- Data collected from regular feedback surveys, assessing awareness of the Staveley Town Deal and its projects

Section 3 – Additional engagement activities

7. Please list any additional engagement activities undertaken when developing the proposal and completing this EIA. Have those who are anticipated to be affected by the policy been consulted with?		
Date	Activity	Main findings
Ongoing	A Communications and engagement Plan has been produced for the Staveley Town Deal Programme. It was submitted as part of the Town Investment Plan but will be a working document and Action Plan overseen by the Town Board through a Working Subgroup that will include CBC Comms and Engagement staff.	The aims are to promote the Programme (Town Deal) and each project shall build an Equality Impact Assessment into their business case, which will be assessed during the appraisal of the "Green Book" standard. Indeed an EIA is a requirement of the Town Deal within the Heads of Terms. As with the EIAs, each project is also anticipated to require its own individual engagement activity. This EIA will include engagement activity relating to the overarching programme.
09/2020	Consultation with stakeholders and the wider community about developing the 'Place Vision' for Staveley Town Deal.	131 responses were received during this consultation which was predominantly online due to the covid-19 restrictions. Responses were used to inform the development of the Place Vision. The Place Vision formed part of the TIP which was submitted to the Government.
April to July 2022	Feedback survey with the wider community about awareness of the Staveley Town Deal	144 responses were received during this survey period. Responses will be used to ascertain the effectiveness of the communications and engagement activities undertaken so far, An Equality, Diversity and Access group has been set up as a result of responses to the survey. This group can be called upon to discuss or give opinion on EDA issues around the Town Deal projects as the opportunity arises.
May 2022	Youth Engagement Group event	A meeting with 30 local students (age 15-17) which outlined the Staveley Town Deal, engaged the young people in discussion about the Town Deal

		and gained valuable feedback.
To date	Various engagement activities to promote the Town Deal, as opportunities present themselves	Members of the Town Deal Board, CEC group and Staveley Town Deal Team staff have attended a variety of local events, taking promotional materials as appropriate. These events include (but are not exclusive to): **Employer engagement** – Destination Chesterfield events (Skills and Employability Conference, Celebrate Chesterfield, Investment Summit), Markham Vale jobs fair, **Community events** – Staveley Fire Station open day, Staveley Hall Armed Forces event, opening of Springwell Performance Canopy, attendance at St Joseph's School Sports Day, Great Staveley Get2Gether **Social events** – Barrow Hill Rail Ale, Chesterfield Canal Walking Festival, Chesterfield Pride, Barrow Hill Roundhouse 150+2 Gala, Shine a Light event at Barrow Hill Roundhouse **Special interest events** – Canal Trust AGM,
Ongoing	Schools' projects	Closer liaison with local schools to engage with young people from the ages of 5 – 18. Individual projects will encourage discussion about the Town Deal projects and how they will influence and shape the place of Staveley. The views and ideas shared by the young people will be passed to relevant interested parties, including the individual projects, to encourage 2-way conversations.
November 2022 onwards	Joint projects with Treasures Neighbourhood Nursery	Projects with the local nursery will include the design of a Staveley Town Deal Christmas card, and artwork based on the High Street regeneration and collaboration with Staveley 21 project to promote health and wellbeing. These projects will enable closer liaison with the parents of pre-school children as well as providing a public engagement with the work the children have produced
Planned for Easter 2023	Walking Trail	The design and production of a walking trail around Staveley Town Centre, to promote health and wellbeing through exercise and engagement with the outdoors and nature available in the vicinity, and to develop the sense of place, through looking back to the heritage of Staveley, whilst also looking forward to the vision for the future through the Town Deal. Links are being made with the local Royal Primary Care health services, and Edge Ministries

		community support provision.
Ongoing	Staveley Town Deal website and social media outlets	The information available to interested parties is, wherever possible, designed to be in accessible formats and DDA compliant.

Section 4 – What is the impact?

8. Summary of anticipated impacts. *Please tick at least one option per protected characteristic. Think about barriers people may experience in accessing services, how the policy is likely to affect the promotion of equality, knowledge of customer experiences to date. You may need to think about sub-groups within categories eg. older people, younger people, people with hearing impairment etc.*			
	Positive impact	Negative impact	No disproportionate impact
Age	☑	☐	☐
Disability and long term conditions	☑	☐	☐
Gender and gender reassignment	☑	☐	☐
Marriage and civil partnership	☐	☐	☑
Pregnant women and people on parental leave	☑	☐	☐
Sexual orientation	☑	☐	☐
Ethnicity	☑	☐	☐
Religion and belief	☑	☐	☐

9. Details of anticipated <u>positive</u> impacts.								
a)	*Please provide details of any positive impacts identified in the summary table above and tick the group/s the impact applies to. Delete or add rows below as required.* Younger people will positively benefit through improved access to skills and employment opportunities. The Town Deal aims to bring positive benefits to all the community with consultation across the programme and specific consultation for the Town Centre masterplan (Staveley 21) to ensure any new developments support future needs of this community.							
	X☐Age	☐ Disability	☐ Gender	☐ Marriage	☐ Pregnancy	☐ Sexual orientation	☐ Ethnicity	☐ Religion
b)	One of the key characteristics of the current Staveley population is poor health and wellbeing. Projects such as play and sports facility and green space improvements, and the 1mile Walking Trail that has been developed for a slow pace and suitable for pregnant women to keep active, link with projects to promote active travel, and are planned to tackle the impact of health inequality.							

	X☐ Age	X☐Disability	☐ Gender	☐ Marriage	X☐ Pregnancy	☐ Sexual orientation	☐ Ethnicity	☐ Religion
c)	The CCTV project is anticipated to reduce fear of crime and also incidences of crime. It is hoped that this will have a positive impact on victims of hate crime and hate incidences. The improvements to the Chantry Road car park (as part of the SMWFC project) will provide more accessible parking for users of not only the Football Club but also of the Trans Pennine Trail and other local amenities. This parking area will be safer for those with disabilities or access needs, and younger age groups accessing leisure and recreation facilities.							
	X☐ Age	☑ Disability	☐ Gender	☐ Marriage	☐ Pregnancy	☑ Sexual orientation	☑ Ethnicity	☑ Religion

10. Details of anticipated <u>negative</u> impacts.								
a)	*Negative impact:*	Public realm improvements in the town centre could have an impact on persons with disability or access needs if the works result in the disabled parking and easy access to the Market Square being suspended or altered.						
	Mitigating action:	The second feedback survey has specific questions on travel and parking in the town centre, to gauge usage. Awareness of this need should be factored into any planning by the Staveley 21 project to ensure that any accessibility issues are taken into account and planned for, including engagement with interested parties as appropriate.						
	X☐ Age	X☐ Disability	☐ Gender	☐ Marriage	X☐ Pregnancy	☐ Sexual orientation	☐ Ethnicity	☐ Religion
b)	*Negative impact:*							
	Mitigating action:							

	☐ Age	☐ Disability	☐ Gender	☐ Marriage	☐ Pregnancy	☐ Sexual orientation	☐ Ethnicity	☐ Religion
c)	*Negative impact:*							
	Mitigating action:							
	☐ Age	☐ Disability	☐ Gender	☐ Marriage	☐ Pregnancy	☐ Sexual orientation	☐ Ethnicity	☐ Religion

11. Have all negative impacts identified in the table above been mitigated against with appropriate action?	
☐ *Yes* X☐ *No* ☐ N/A	*If no, please explain why:* These projects are still in planning stages and, as such, any anticipated negative effects are being identified far enough in advance to be able to put plans in place beforehand to mitigate the effects they may have.

Section 5 – Recommendations and monitoring

12. How has the EIA helped to shape the policy, project, service, function or strategy or affected the recommendation or decision?
A brief description of how the proposal has been developed to take into consideration protected groups, outcomes of consultation etc. The Town Deal is part of the Government plan to "level up" the economy and as such delivery, planning and implementation are driven by addressing the needs of the area and the communities, as well as stakeholders, and designing opportunities for future investment and encouraging new people to live, work and set up businesses in Staveley. Much development work, research and consultation has taken place as part of the Place Visioning work, and this goes back to work on the Local Plan. The Town Board will oversee the projects as they develop and become established.

13. How are you going to monitor the policy, project, service, function or strategy, how often and who will be responsible?
The overall TIP, as submitted to Government, will receive national scrutiny. As we developed the TIP, the local community was consulted through a range of methods, and stakeholders were engaged. Continued consultation and engagement is planned throughout the programme. Regular feedback surveys will capture data about awareness of the Town Deal and provide opportunities for respondents to comment more specifically about progress, concerns or other issues. Each of the 11 projects has developed a full business case and a thorough equalities and diversity section has been completed, in order that each project maximises positive impacts for target audiences and the wider community and links with other activity across the Borough (such as My Future skills portal for young people). At each Monitoring and Evaluation point throughout the duration of the individual project equalities impact is considered and assessed, with mitigating actions identified and acted on. The Equality, Diversity and Access group will be called upon by individual projects as and when specific issues arise or when consultation with the community is identified as a need. This overarching EIA is being reviewed and updated at key points in the five-year programme. It is anticipated that will be at 6-month intervals unless there is a major development within that period of time.

Section 6 – Knowledge management and publication

Please note the draft EIA should be reviewed by the appropriate Service Manager and the Policy Service **before** WBR, Lead Member, Cabinet, Council reports are produced.

Reviewed by Head of Service/Service Manager	Name:	
	Date:	DD/MM/YY
Reviewed by Policy Service	Name:	Allison Potter
	Date:	24/01/2023
Final version of the EIA sent to Policy Service	☐	
Decision information sent to Policy Service	☐	