Chesterfield Borough Council Equality Impact Assessment - Full Assessment Form

Title of the policy, project, service, function or strategy:	Staveley Town Deal (Overarching project EIA) March 2021
Service Area:	Economic Growth
Section:	Economic Growth
Lead Officer:	Lindsay Wetton
Date of assessment:	March 2021

Is the policy, project, service, function or strategy:	
Existing	☐
Changed	☐
New / Proposed	☐x

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 set to receive £25m 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.

This means the Council and partners are able to proceed with all 11 projects proposed in the TIP. Equalities and Engagement are key to the success of this programme and we must interlink all the wider projects, initiatives and regeneration activity into the work of the Town Deal 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 (5 towns/villages within the parish). Principally the existing local community will benefit, but with over 3000 news 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 HS2, Staveley Corridor and new Rail line (for which the Rail Station is within the TIP).

Currently 11 projects make up the TIP, aimed to interlink as much as possible and address the range of objectives:

Chesterfield Borough Council has overarching responsibility for the Staveley Town Deal Programme, however, different partner organisations will be leading on the 11 projects within the programme. The scope of this EIA is for the overarching aims of the programme, as the projects will require individual EIAs as they are developed. They include:

- Town centre (CBC)
- Staveley Hall
- Town Basin
- Canal Restoration
- Barrow Hill Memorial Hall

- DRIIVe (CBC)
- Hartington Works
- Construction Skills Hub (CBC)
- Staveley Station
- Staveley Minors Welfare FC
- Wheels to Work

The EIAs will be reviewed at regular intervals and at key stages in the development of the programme. In addition to the 11 projects, there are a number of activities which will be included in this overarching EIA:
Accelerator Fund Projects (delivered by March 2021)

- 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 3G sports pitch (to commence later in Winter 2021)

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)
- Chesterfield College and Speedwell Infant School – in a digital skills support helpline providing parents with assistance and students with work experience

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.	• Classroom/digital labs created: 552 sqm • Apprentice workshops/training workshops created: 1,506 sqm • Quality office space created: 484 sqm • Fully equipped digital lab designed to UKRIN standards • Training running through level 2 to level 7 to include rail engineering, green technologies, energy optimisation, smart maintenance and digital
Hartington Industrial Park The redevelopment of the former Hartington Works site which is currently undergoing significant land reclamation works	• Remediation of 20ha site for quality commercial space • 8.5 ha of land remediated for natural habitat • c70,000 sqm of land for B2/B8 use • Land value uplift of £10m through site remediation
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	• 250 sq m facility provided on site to support learners • 100% of learners to have on-site experience and direct contact with developer and sub contractors • New on-site provision for school taster sessions (up to 100 p.a.) and work experience (150) • Link installed to Chesterfield College Digital Skills Centre • Number of new learners assisted:410pa by year 4 of operation
Staveley Miners Welfare FC Skills Academy This project would offer an elite football training	• Extension to clubhouse – 400 sqm • Learners in Year 1- 10; Year 2- 20; Year 3- 30 • Upgrade of Chantry Fields car park - 150sqm

programme through a BTEC in sport education course		
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.	• 1 station including 2 x 100m platforms, 150 space car park • 20km of line reinstated for passenger use • 1 secure cycle storage unit at eastbound platform • Connectivity to station building and wi-fi enabled • Journey time to Sheffield reduced to 31mins compared with 31- 36 mins car and 70 – 94 for bus	
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	• 80 sq m Wheels to Work Hub in prominent town centre location • 6 electric vehicles and 3 charging points • 10 e-bikes and 5 scooters	
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.	• 3086 sq m of new retail and commercial space • 10,600 sq m of public realm enhancement including provision for services such as power and digital for new market stalls • Two enhanced walking and cycling routes from town centre to canal, 400m of upgraded path • Bringing cinema back into use, 438 sq m • 70 Jobs created	
Staveley Waterside Staveley Waterside is the proposed first phase of a mixed business and residential development centred on Staveley's town basin	• Waterside café and retail – 600 sqm • Waterside café spill out space -100 sqm • Road connection to open up the site and connect it to Eckington Road - approx. length 180m • 50 jobs created	
Staveley Hall Conference Centre Staveley Hall Conference Centre is an extension to the historic Grade II listed	• 148 sq m of the new space available as additional catering or hospitality space • 298 sq m (both halls) available for training provider to deliver varied skills programmes • 31 FTE based on business case	

Staveley all, creating a high-quality events venue.	• £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 multi user trail	• Almost 3km of accessible towpath constructed or upgraded, suitable for walking and cycling • Restoration of 2.6km of canal plus bridges, aqueduct and lock • Rebuilding of the historic Staveley Puddlebank, a prominent landmark and heritage asset • 3km of increased connectivity in water-based habitat and foraging routes and creating or enhancing new habitats along the route of the canal • 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.	• Total area of refurbished building: 1,170 sqm • Sports/youth Zone: 238 sqm • Work / skills space: 40 sqm • Early year's nursery: 55 sqm • Community café: 200 sqm • Increase number of visitors by 10% • 15 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 related to limited access to transport, health inequalities and limited or no access to digital technology or the skills to access resources
- Covid-19 social distancing arrangements are likely to impact on engagement activity in the earlier stages of the programme development.

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 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, in consultation and collaboration with the stakeholders, community, businesses and investors.
The Town Board shall have a Stakeholder Engagement, Consultation & Communications Sub Group who will be 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 2021 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 and Map.pptx • 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

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 documents and Action	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.

	Plan overseen by the Town Board through a Working Sub Group that shall include CBC Comms and Engagement staff.	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.

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.			
Information	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 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. Project such as play and sports facility and green space improvements, linked with projects to promote active travel, much is planned to tackle the impact of health inequality.							

	☐ Age	X☐Disability	☐ Gender	☐ Marriage	☐ 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.							
	☐ Age	☑ Disability	☐ Gender	☐ Marriage	☐ Pregnancy	☑ Sexual orientation	☑ Ethnicity	☑ Religion

10. Details of anticipated <u>negative</u> impacts.								
a)	*Negative impact:*	*No negative impacts have been identified at this stage.*						
	Mitigating action:							
	☐ Age	☐ Disability	☐ Gender	☐ Marriage	☐ 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*	☐ *No*	☐x N/A	*If no, please explain why:*

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 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 shall 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, now submitted to Government will receive national scrutiny. An Assurance Framework, our Governance arrangements has been produced to ensure all aspect of the Town Deal delivery have been duly considered and robust monitoring and scrutiny are in place through the Accountable Body, an internal Officer Programme Board has been set up. Reports are presented to Council Committees and the Town Board also has responsibility monitoring delivery. Therefore there are clear levels of governance built into the Town Deal processes to ensure the Programme and equalities are delivered positively and negative issues mitigated. As we developed the TIP, local community had a range of methods to be consulted and stakeholders have been engaged. Continued consultation and engagement is planned throughout the programme. All this work shall be monitored, delivered and reviewed by our Communications, Engagement and Consultation (CEC) Working Group. Each of the 11 projects will be developing full businesses cases and a thorough equalities and diversity section will be required, 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. This overarching EIA will be reviewed and updated at key points in the five year programme.

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:	
	Date:	DD/MM/YY
Final version of the EIA sent to Policy Service	☐	
Decision information sent to Policy Service	☐	