

## Community and Equality Impact Assessment

As an authority, we have made a commitment to apply a systematic equalities and diversity screening process to both new policy development or changes to services.

This is to determine whether the proposals are likely to have significant positive, negative or adverse impacts on the different groups in our community.

This process has been developed, together with **full guidance** to support officers in meeting our duties under the:

- Equality Act 2010.
- The Best Value Guidance
- The Public Services (Social Value) 2012 Act

### About the service or policy development

Name of service or policy	Proposal to redevelop Padnall Hall
Lead Officer	Erik Stein
Contact Details	Erik.stein@lbbd.gov.uk

Why is this service or policy development/review needed?
The Council is bidding for funding from the DCMS Youth Investment Fund to completely refurbish a dormant asset, Padnall Hall in Marks Gate, into a new youth centre for the borough.

## COMMUNITY AND EQUALITY IMPACT ASSESSMENT

### 1. Community impact (this can be used to assess impact on staff although a cumulative impact should be considered).

What impacts will this service or policy development have on communities?  
Look at what you know. What does your research tell you?

Please state which data sources you have used for your research in your answer below

*Consider:*

- National & local data sets
- Complaints
- Consultation and service monitoring information
- Voluntary and Community Organisations
- The Equality Act places a specific duty on people with 'protected characteristics'. The table below details these groups and helps you to consider the impact on these groups.
- It is Council policy to consider the impact services and policy developments could have on residents who are socio-economically disadvantaged. There is space to consider the impact below.

Potential impacts	Positive	Neutral	Negative	What are the positive and negative impacts?	How will benefits be enhanced and negative impacts minimised or eliminated?
<b>Local communities in general</b>	X			This will provide an additional community asset in one of our most deprived Wards	
<b>Age</b>	X			The provision of a new youth centre in Marks Gate will massively benefit young people	
<b>Disability</b>	X			The Centre will be fully accessible, and provision will be inclusive of SEND young people	
<b>Gender reassignment</b>		X			
<b>Marriage and civil partnership</b>		X			
<b>Pregnancy and maternity</b>		X			
<b>Race (including Gypsies, Roma and Travellers)</b>		X			
<b>Religion or belief</b>		X			
<b>Sex</b>		X			

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<b>Sexual orientation</b>		X		
<b>Socio-economic Disadvantage</b>	X			Marks Gate is one of the borough's most deprived and isolated areas. Opening a new Centre will improve outcomes for young people and families living on the estate.
<b>Any community issues identified for this location?</b>		X		

## 2. Consultation.

Provide details of what steps you have taken or plan to take to consult the whole community or specific groups affected by the service or policy development e.g. on-line consultation, focus groups, consultation with representative groups.

If you have already undertaken some consultation, please include:

- Any potential problems or issues raised by the consultation
- What actions will be taken to mitigate these concerns

The proposal is focused on a dormant and derelict Council asset, that has sat empty for 15 years and generates complaints from the community in terms of overgrowth and vandalism. Whilst there will likely be some concerns raised around the development of a youth centre, they is likely to be overwhelming support as residents have been calling for a greater amount of youth provision for years. In addition, only very minimal planning consent will be required for the building as the majority of the refurbishment is internal.

As part of the bid, we are planning to secure funding for a post that will lead on consultation with young people. They will form a Young People's Development Group that will guide and input into the development of the Centre's design and build. Running parallel to this, Be First the borough's regeneration partner, will lead on community consultation through their incumbent Community Engagement Coordinator. This will help alleviate any concerns and ensure the Centre's development is participatory and runs smoothly.

### 3. Monitoring and Review

<p>How will you review community and equality impact once the service or policy has been implemented?  <i>These actions should be developed using the information gathered in Section 1 and 2 and should be picked up in your departmental/service business plans.</i></p>		
Action	By when?	By who?
Monitoring of youth participation numbers, including key demographic measures around age, ethnicity, gender and SEND	December 2025	Head of Participation, Opportunity and Wellbeing
Analysis of ASB in the local area following the opening of the Centre	December 2025	Head of Participation, Opportunity and Wellbeing

### 4. Next steps

It is important the information gathered is used to inform any Council reports that are presented to Cabinet or appropriate committees. This will allow Members to be furnished with all the facts in relation to the impact their decisions will have on different equality groups and the wider community.

Implications/ Customer Impact
<p>The full redevelopment of a dormant Council asset is a positive step, not only in terms of providing a resource for young people but also in raising civic pride. No services will be impacted negatively through this development. Whilst there may be some objections for a minority of residents living immediately opposite the Centre, it is very likely there will be overall support from the wider community in Marks Gate. In turn, positive outcomes will be demonstrated across a number of protected characteristics.</p>

### 5. Sign off

The information contained in this template should be authorised by the relevant project sponsor or Divisional Director who will be responsible for the accuracy of the information now provided and delivery of actions detailed.

Name	Role (e.g. project sponsor, head of service)	Date
Jane Hargreaves	Director of Education Commissioning	24/02/23