

Title of policy / procedure / function / project / decision:

Northgate Development

Evidence based equality analysis – can include documents, quotes, and web links for photos and videos

Main aims, purpose and outcomes and how does it fit in with the wider aims of the organisation:

Main aims

- The redevelopment of Chester Northgate is a long-held strategic objective of the Council, aimed at restoring Chester’s status as one of the UK’s top 50 shopping and leisure destinations. It will be a development of open shopping streets, parades and squares that will integrate seamlessly with the surrounding parts of the city centre, revitalising the evening economy and making Chester a more competitive visitor experience.
- To transform Chester’s performance as a shopping and leisure destination, securing new investment and jobs;
- To develop a compelling visitor experience, extending visitor dwell time and boosting the evening economy;
- To address retailer demand for modern floor plates;
- Secure the Council deliverables: a relocated Bus Interchange and Market;
- To achieve ‘un-conditionality’ for pre-let units and either secure a successful exit to an investment partner or deliver the scheme itself (as last resort);
- To enhance place making in the city through investment in infrastructure, public realm and cultural facilities

OUTCOMES							
Objective	Objective	Objective	Objective	Objective	Objective	Objective	Objective
Increase market share	Achieve sustainable development	Increase green footprint	Community Groups	Equal access	Safe neighbourhood	Safe environment – sense of place	Accessible development
Indicators	Indicators	Indicators	Indicators	Indicators	Indicators	Indicators	Indicators
Total residential catchment area expenditure: £4,113.0m Market potential: £299.8m Market Share (core) 24.3% Market Share (Total) 7.3%	BREEAM rating of Very Good, or Excellent.	Reduce carbon emissions by 10% Removal of 70 buses per hour from Northgate Street and Hunter Street	Provide Shopmobility satellite centre Relocate charity members	Provide affordable housing Accessibility - refer to table 1	Design out crime	New modern fit for purpose market hall	Easy access routes across the city integrating with historic routes
Measure	Measure	Measure	Measure	Measure	Measure	Measure	Measure
CACI report	BREEAM	Air quality assessment; Bus survey	Shopmobility delivery Relocation of premises for Dial House	Includes : • Build of 70 - 120 residential units including affordable housing • Changing Places • Signage • Public realm/materials	Reduced crime	Increased customer satisfaction - surveys	Increase in dwell time and footfall

The Northgate redevelopment meets all the 10 outcomes <https://www.cheshirewestandchester.gov.uk/.../council-plan.pdf>

Lead officer: Clare Huber

Stakeholders: Councillors, workforce, Residents, Businesses, students, partners, Service Users, Visitors, Members of the Public, Investor Market, Local Groups and Communities

Equality analysis is a valuable tool to help embed equality into everything we do

While process is important, equality analysis is essentially about outcomes

Lack of evidence of discrimination is not evidence of a lack of discrimination

It is not acceptable to say that a policy is applied uniformly to all groups and is therefore fair and equal. Applying a policy or procedure consistently may result in differential outcomes for different groups.

For each of the areas below, an assessment needs to be made on whether the policy has a **positive, negative or neutral impact**, and brief details of why this decision was made and notes of any mitigation should be included. Where the impact is negative, this needs to be given a **high, medium or low assessment**. It is important to rate the impact of the policy based on the current situation (i.e. disregarding any actions planned to be carried out in future).

High impact – a significant potential impact, risk of exposure, history of complaints, no mitigating measures in place etc.

Medium impact –some potential impact exists, some mitigating measures are in place, poor evidence

Low impact – almost no relevancy to the process, e.g. an area that is very much legislation led and where the Council has very little discretion

	Neutral	Positive	Negative
Target group / area			
Race and ethnicity (Including Gypsies and Travellers; migrant workers, asylum seekers etc.)		<p>By creating a safe and open environment; sense of place; an area to socialise, interact and enjoy; will encourage different groups to visit, stay, use, and get involved in activities celebrating different cultures and the diversity of the community and therefore making full use of the scheme</p> <p>The project has a clear commitment to ensuring that the principles and practice of equality, diversity and inclusion are considered from the project development stage up to its delivery. Council information can be made available on request in different languages, British Sign Language interpreter, or in different formats including Braille, large print and audio.</p>	
Disability (as defined by the Equality Act - a person has a disability if they have a physical or mental impairment that has a substantial and long-term adverse effect on their ability to carry out normal day-to-day activities)		<p>Northgate has been developed in consultation with the disabled residents including the Access Action Group (DIAL House) and Corporate Disability Access Forum to ensure accessibility and inclusion of disabled people throughout the project:</p> <p>Shopmobility provision designed into the scheme</p> <p>Relocation of premises for DIAL WEST CHESHIRE</p> <p>60 no. designated accessible spaces for blue badge holders as well as 26 enlarged spaces capable of conversion to accessible spaces</p> <p>All passenger lifts within development will accord with British Standard 8300 (2009) which provides minimum dimensions 2000mm x 1400mm sufficient to accommodate wheelchairs</p> <p>8 accessible spaces to be provided in hotel car park</p> <p>8 accessible rooms – 2 to include fixed ceiling tracking system with a further 6 bedrooms capable of future conversion</p> <p>Provision of 2 Changing Place facilities</p> <p>5 bus stops adjacent to the site and provision of Shopper Hopper bus link connecting to the new Bus Interchange</p>	

		<p>New pedestrian ramp designed at south west corner of development around Peacock Court</p> <p>Landing spaces on staircase onto St Martins Way</p> <p>Public toilets designed onto St Martins Way level adjacent to bus stops</p> <p>The public spaces have been reviewed (street furniture like benches, floor material etc.) – so these will be more comfortable for all users including elderly and disabled people</p>	
Gender		<p>By creating a safe, inclusive and open environment; sense of place; an area to socialise, interact and enjoy; will encourage different groups to visit, stay, use, and get involved in activities making full use of the scheme</p>	
Gender identity (gender reassignment)		<p>By creating a safe and open environment; sense of place; an area to socialise, interact and enjoy; will encourage different groups to visit, stay, use, and get involved in activities celebrating the diversity of the community and therefore making full use of the scheme</p> <p>The project has a clear commitment to ensuring that the principles and practice of equality, diversity and inclusion are considered from the project development stage up to its delivery.</p>	
Religion and belief		<p>The improvement of the city centre will provide further opportunities to create a safe and open environment; interact and enjoy; will encourage different groups to visit, stay, use, and get involved in activities celebrating different cultures and the diversity of the community and therefore making full use of the scheme</p> <p>The project has a clear commitment to ensuring that the principles and practice of equality, diversity and inclusion are considered from the project development stage up to its delivery.</p>	
Sexual orientation (including heterosexual, lesbian, gay, bisexual)		<p>By creating a safe and open environment; sense of place; an area to socialise, interact and enjoy; will encourage different groups to visit, stay, use, and get involved in activities celebrating the diversity of the community and therefore making full use of the scheme</p> <p>The project has a clear commitment to ensuring that the principles and practice of equality, diversity and inclusion are considered from the project development stage up to its delivery.</p>	
Age (children and young people aged 0 – 24, adults aged 25 – 50, younger older people aged 51 – 75/80; older older people 81+. The age categories are for illustration only as overriding consideration should be given to needs)		<p>Benefits to young people: On the basis of maximum of 120 residential units, financial contribution for educational provision of £93,717.12 to be paid</p> <p>Play areas - Off-site financial contribution to be paid for provision of open space and play</p> <p>Levels and gradients</p> <ul style="list-style-type: none"> • <input type="checkbox"/> The height of the development has been lowered around Peacock Court in the south-west corner of the site, with the introduction of a new ramp and amendment to the steps to Edwards' Street/ St Martin's Way to reflect this. • <input type="checkbox"/> The ground levels in Hamilton Place have been flattened. • <input type="checkbox"/> The gradient of Princess Street has been lowered from the hotel entrance to the top of the steps. • <input type="checkbox"/> The steps from Princess Street to St Martin's Way have been lengthened and softened for easier access to the development and deeper landings inserted within the stair case. • <input type="checkbox"/> A cycle gully has been provided on the Princess Street steps to enable 	

		<p>pedestrians to wheel cycles from the lower to higher level (or vice versa) to ensure ease of access.</p> <ul style="list-style-type: none"> □ New public space has been created at the bottom of these steps and windows have been introduced on the corners of the plinths to make this entrance to the site more visually interesting and attractive. □ An additional large pedestrian ramp has been designed into Hunter Street at a lesser gradient – providing easier access for older people and residents and visitors with mobility issues as well as wheelchair and pushchair users 	
Carers		<p>Changing Places facilities More accessible areas</p>	
Rural communities		<p>Improved transport facilities will meliorate and provide opportunities for rural communities to access what the city can offer</p>	
Areas of deprivation		<p>The improvements to the city centre will boost the local economy and will provide increased job prospects</p>	
Human rights			<p>Compulsory purchase has, by its nature, a negative impact on some of the human rights of those whose property or interests are affected by an Order, in particular residential occupiers whose Article 8 rights to a private and family life (including a home) are interfered with. In determining whether to exercise compulsory purchase powers, the Council has to consider whether the interference in human rights is lawful and justified by reference to proportionality and the public benefits that delivery of the scheme would bring. The Council has put in place mitigating measures to reduce any interference with the human rights of those affected by the development, including dialogue with affected owners and relocation assistance. The Council is ensuring that it discharges its duty of care towards affected persons. The Council cannot avoid interference with human rights if it pursues a compulsory purchase order but such interference is considered to be lawful and justified.</p>
Health and wellbeing (consider both the wider determinants of health such as education, housing, employment, environment, crime and transport, as well as the possible impacts on lifestyles and the effect there may be on health and care services)		<p>The project encourages community cohesion and wellbeing by enabling coherent way finding and movement for all those who will live, work in or visit the area.</p> <p>Environmental Statement (ES) - As a result of the construction of the proposed development, the ES identifies that there would be a number of wider social and community impacts associated with the development. These include:</p> <ul style="list-style-type: none"> • Increased housing stock; • Increased affordable housing; • Increased retail and employment floorspace; • Increased hotel facilities; • Improved energy efficiency and carbon emissions across the Site; 	

		<ul style="list-style-type: none"> • Impact on utilities and opportunity to upgrade services such as broadband etc; • Increased demand on local health and education services; and • Increased high quality public realm. <p>In the light of the above, it is considered that the proposals would make a valuable contribution towards the socio-economic wellbeing of the City and the local population</p> <ul style="list-style-type: none"> - 10% reduction in energy and carbon emissions - Reduced crime from 'designing out crime' principles - Improved public transport linkages - Play and open space areas - Cycle provision increased to 200 <p>The project will have significant positive impacts through providing a new safe and accessible shopping and inclusive leisure environment, which will be designed in conjunction with disability groups and which will deliver new shop mobility facilities and possibly an integrated Disability Centre.</p> <p>A large pedestrian crossing over St Martin's Way has been introduced.</p>	
Procurement/partnership (if project due to be carried out by contractors/partners etc, identify steps taken to ensure equality compliance)		The successful contractor and it's key supply chain partners will be expected to adhere to best practice standards of equality and diversity throughout the design and build phases of the project. The Council will monitor performance against these standards at structured contract review meetings.	

Consultations

The Northgate redevelopment consultation statement can be found (pages 16 – 17):

http://194.187.35.179/Planning/lq/GFPlanningDocuments.page?org.apache.shale.dialog.DIALOG_NAME=gfplanningsearch&ref_no=16/02282/OUT&Param=lq.Planning&viewdocs=true

Further response to the above can be found in table 1 :

Table 1 Statutory Public Consultation 2016 undertaken as part of the Planning Process for Planning Application reference 16/02282/OUT			
Stakeholder Group	Key Themes Discussed	Response/ Further Action to be taken	Resulting Design Modification
CDAF/ Dial WEST Cheshire/ CWaC Access Officer June 2016	<ul style="list-style-type: none"> • Provision of public disabled parking spaces • Passenger lift size • Accessible parking spaces within Hotel car park • Accessible hotel bedrooms • Changing Places facilities • Bus stop locations for easy access to scheme • Shopmobility • Signage 	Feedback to Design Team	<ul style="list-style-type: none"> • 60 no. designated accessible spaces for blue badge holders as well as 26 enlarged spaces capable of conversion to accessible spaces • All passenger lifts within development will accord with British Standard 8300 (2009) which provides minimum dimensions 2000mm x 1400mm sufficient to accommodate wheelchairs • 8 no. accessible spaces to be provided in hotel car park • 8 no. accessible rooms – 2 to include fixed ceiling tracking system with a further 6 bedrooms capable of future conversion • Provision of 2 Changing Place facilities • 5 no. bus stops adjacent to the site and provision of Shopper Hopper bus link connecting to the new Bus Interchange • See Historic England bullet pts 1 – 3 •
DIAL West Cheshire (DWC) June 2016	<ul style="list-style-type: none"> • Replacement of existing community facility which includes information and advice, community café and Shopmobility 	Feedback to Design Team	<ul style="list-style-type: none"> • Grampian condition imposed on planning permission that requires equivalent alternative facilities to be provided prior to vacation of current DIAL West Cheshire premises

Police Architectural Liaison Officer June 2016	<ul style="list-style-type: none"> Advocates that the development design factors in 'designing out crime' principles 	Confirmation that this is the case	none
Civic Trust June 2016	<ul style="list-style-type: none"> Raised concerns about potential impact on existing historic and architectural fabric of conservation area and on City centre skyline Raised concerns about impact on existing city centre retailing 	Feedback to Design Team	<ul style="list-style-type: none"> Demonstrated how the proposals will protect and enhance the heritage assets and character of the conservation area and listed buildings in the city centre Scale and nature of proposed retail floor space will allow Chester to continue to act as a sub-regional centre and increase the market share of comparison goods expenditure. It will provide a significant boost to the city centre and enhance the shopping offer rather than compete with existing retail
Historic England June 2016	<ul style="list-style-type: none"> Requested design amendments to the scheme in terms of architectural features, scales, parameters, topography, built form and public realm design 	Feedback to Design Team	<ul style="list-style-type: none"> New pedestrian ramp designed at south west corner of development around Peacock Court Landing spaces on staircase onto St Martins Way Public toilets designed onto St Martins Way level adjacent to bus stops Fabric and hotel façade amendments Materials and architectural massing alterations Creation of human scaled frontages onto St Martins Way by providing active frontages Improved interfaces with scale and proportions of new development and surrounding historic streets
Landscaping June 2016	<ul style="list-style-type: none"> The proposed street layout would provide a sense of hierarchy, movement, connectivity and discovery, the detail of which would need to be further developed. It is considered that there should be a hardscape with a clear palate of materials that reinforce a sense of identity and quality and that trees would be more effective in the communal smaller spaces to enable greening. 	Feedback to Design Team	<ul style="list-style-type: none"> A design palate of materials such as paving, street furniture and external lighting could be secured by condition and would ensure quality and consistency with all phases of the proposed development. Public art should be instrumental to the scheme and a delivery strategy for Public Art could be secured by way of an appropriately worded condition on any planning permission. Public art within the scheme should be provided in accordance with the Council's SPD on Public Art Lighting would be important to provide both safety and security but also to serve to enliven and articulate the space at night. Details of an external lighting scheme could be secured by way of an appropriately worded condition on any planning permission. All further landscaping details will be secured by way of reserved matters applications
CWaC Environmental Protection unit June 2016	<ul style="list-style-type: none"> Air Quality – further information required in respect of ; city centre AQMA designation; vehicular emissions assessment; car park emissions; and damage costs appraisal for residual impacts off the development; EV charging points Noise and vibration issues – necessary to consider potential effects on human receptors within and surrounding the site in respect of noise and vibration 	Feedback to Design Team	<ul style="list-style-type: none"> Revised air quality chapter of the environmental statement was submitted together with an updated air quality assessment to reflect the latest transport modelling and baseline data Later phases of the development will revisit the amount of mitigation offered following final designation of AQMA and change in planning policy Noise and vibration assessment report prepared that considers demolition and construction Noise from road traffic Noise from pedestrian activity, building usage, deliveries and servicing Noise from building services plant Appropriate planning conditions imposed
Highways and Transportation June 2016	<ul style="list-style-type: none"> Sustainable transport is key Safe and suitable access to the site for all people Improvements to the transport network 	Feedback to Design Team	<ul style="list-style-type: none"> Compliance with wider Chester Transport Strategy Removal of buses from Northgate St Provision of public transport in terms of buses, rail and taxi links New highway layout Travel Plan provision Construction phasing and traffic management permanent and temporary car park provision Cycle and motorcycle parking provision Servicing management plan Alfresco provision
Welsh Water and Lead Local Flood Authority (LLFA) June 2016	<ul style="list-style-type: none"> Concerns that the planning application was submitted in advance of any proper investigations into what real drainage alternatives are available 	Feedback to Design Team	<ul style="list-style-type: none"> Surface water draining and flood risk assessment submitted Additional information and analysis provided in a revised hydrology chapter of the environmental statement and revised draining strategy report and revised flood risk assessment Appropriate conditions imposed on planning permission to provide alternative sustainable drainage from the site
Scottish Power Energy Network	<ul style="list-style-type: none"> Imperative that neighbouring businesses and residents are not adversely affected by 	Feedback to Design Team	<ul style="list-style-type: none"> Relocated primary and secondary substations to be provided as part of the redevelopment and associated cabling and infrastructure

<i>(SPEN)</i> <i>June 2016</i>	increase in demand for energy provision		
CWaC Energy & Carbon Reduction Team <i>June 2016</i>	<ul style="list-style-type: none"> Development needs to demonstrate 10% reduction in energy and carbon emissions 	Feedback to Design Team	<ul style="list-style-type: none"> Reduction will be achieved by implementing an optimised fabric and services strategy, combined heat pump and photovoltaic hybrid option
CWaC Strategic Housing Team <i>June 2016</i>	<ul style="list-style-type: none"> Requirement for development to provide 30% affordable housing 	Confirmation that this is the case	<ul style="list-style-type: none"> Council will provide between 70 – 120 dwellings on site of which 30% will be affordable and policy compliance
CWaC Education Team <i>June 2016</i>	<ul style="list-style-type: none"> On the basis of maximum of 120 residential units, financial contribution for educational provision of £93,717.12 to be paid 	Confirmation that this is the case	<ul style="list-style-type: none"> MOU (Section 106 equivalent) entered into to confirm payment will be made
CWaC Play and Open Space Team <i>June 2016</i>	<ul style="list-style-type: none"> Off-site developer contribution required for provision of open space and play 	Confirmation that this is the case	<ul style="list-style-type: none"> MOU (Section 106 equivalent) entered into to confirm payment will be made
Local Residents <i>June 2016</i>	<ul style="list-style-type: none"> Imperative that neighbouring residents not adversely affected by proposed development 	Feedback to Design Team	<ul style="list-style-type: none"> Appropriate mitigation proposed in respect of noise, air quality, odours, hours of use, dust, debris, construction and demolition controls and general pollution by way of suitably worded planning conditions
CWaC Strategic Policy Team <i>June 2016</i>	<ul style="list-style-type: none"> Imperative that the development complies with all relevant adopted planning policies, including relating to environmental economic and social impacts 	Confirmation that this is the case	<p>Environmental Statement (ES) - As a result of the construction of the proposed development, the ES identifies that there would be a number of wider social and community impacts associated with the development. These include:</p> <ul style="list-style-type: none"> Increased housing stock; Increased affordable housing; Increased retail and employment floorspace; Increased hotel facilities; Improved energy efficiency and carbon emissions across the Site; Impact on utilities and opportunity to upgrade services such as broadband etc; Increased demand on local health and education services; and Increased high quality public realm. <p>In the light of the above, it is considered that the proposals would make a valuable contribution towards the socio-economic wellbeing of the City and the local population</p>

Action plan: Summarise all actions and outcomes identified, assign a lead officer and a timescale.

Actions required	Key activity	Priority	Outcomes required	Officer responsible	Review date
Continuous review and consultation with land and property interests	To ensure all interested parties are consulted in respect of the CPO	To minimise any possible adverse impact on this area	Land and property interested parties have been consulted		June 2018
Monitor the scheme and its implications on different equality groups	To ensure all equality groups are included in any future consultations (incl BME groups, LGBT Groups, young people, older people and disabled residents)	To minimise any possible adverse impact on specific groups	The whole community feels included		June 2018

Sign off	
Lead officer:	Clare Huber
Approved by Tier 4 Manager:	Senior Manager Major Developments
Moderation and/or Scrutiny	
Date:	25.10.2017
Date analysis to be reviewed based on rating (high impact – review in one year, medium impact - review in two years, low	

impact in three years)	
------------------------	--

Please forward the completed Equality Analysis to the Equality and Diversity Managers for publishing on the Council's website

2013 Consultations

Results and feedback from the 2013 consultations can be found

http://cmttpublic.cheshirewestandchester.gov.uk/documents/s32801/Appendix%203%20ii%20Northgate_Report%20on%20Public%20Consultation%20and%20Stakeholder%20Engagement%20final.pdf

2012 Consultations

An overview of the feedback received during the 2012 consultation can be found under Appendix A of the consultation statement :

http://194.187.35.179/Planning/lg/GFPlanningDocuments.page?org.apache.shale.dialog.DIALOG_NAME=gfplanningsearch&ref_no=16/02282/OUT&Param=lq.Planning&viewdocs=true