

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

**Chester City Centre Counter-Terrorism (C5) Hostile Vehicle Mitigation (HVM) Measures Project**

**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:**

The UK continues to face a serious and challenging threat from international terrorism. The UK terrorism threat level is currently at Substantial, meaning an attack is likely. This vital project, which is designed to: (1) protect members of the public in Crowded Places in Chester from a Vehicle as a Weapon (VAW) attack, and (2) reduce the likelihood of a VAW attack during high crowd occasions or events of note by the use of Hostile Vehicle Mitigation (HVM) measures. These measures will be installed on a permanent basis in key locations throughout the city centre and operated to protect the public during events as well as on a day to day basis during the times of the existing Traffic Regulation Order to achieve the above aims. The key outcomes are a safe and reassured community and a reduced vulnerability in our Crowded Places to this type of terrorist attack. It fits in with the Council's aim of having the cleanest, safest and most sustainable neighbourhoods in the country.

**Lead officer:** Chris Samuel (Chair/ Commissioning & Project Manager, Chester C5 Project)

**Stakeholders:** Cheshire West and Chester Council/ Cheshire Police/ Cheshire Fire & Rescue Service/ NW Ambulance Service

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			
<b>Race and ethnicity</b> (including Gypsies and Travellers; migrant workers, asylum seekers etc.)	The scheme has no impact on this area.		
<b>Disability</b> (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)		<ul style="list-style-type: none"> <li>The policy will have a positive impact on all members of the community whether they are living in, working in or visiting the city centre as it is designed to protect the public from terrorist attacks, and reduce the vulnerability to and likelihood of such attacks.</li> </ul>	<ul style="list-style-type: none"> <li>The height of the bollards and their visibility/contrast - the version selected provide the necessary contrast for visually impaired people (Low).</li> <li>The spacing between the bollards is 1182mm - this will accommodate all types of wheelchair and mobility scooter and should enable two people walk side by side (i.e. companions/carers etc). This will provide the required level of physical protection whilst minimising any negative impact on pedestrian movement (Low).</li> </ul>

			<ul style="list-style-type: none"> <li>Planters – the majority of these have been removed from the original scheme to increase protection and accessibility. One remains on Bridge Street due to foundation depth. Horizontal band of reflective disks around planter provides the necessary contrast for visually impaired people (Low).</li> </ul>
<b>Gender</b>	The scheme has no impact on this area.		
<b>Gender identity</b> (gender reassignment)	The scheme has no impact on this area.		
<b>Religion and belief</b>	The scheme has no impact on this area.		
<b>Sexual orientation</b> (including heterosexual, lesbian, gay, bisexual)	The scheme has no impact on this area.		
<b>Age</b> (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)	The scheme has no impact on this area.		
<b>Carers</b>		See above	See above re: spacing between bollards.
<b>Rural communities</b>	The scheme has no impact on this area.		

<b>Areas of deprivation</b>	The scheme has no impact on this area.		
<b>Human rights</b>	The scheme has no impact on this area.		
<b>Health and wellbeing</b> (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)		The policy will have a positive impact on the health and wellbeing of all members of the community whether they are living in, working in or visiting the city centre as it is designed to protect the public from terrorist attacks, and reduce the vulnerability to and likelihood of such attacks.	At meeting with Senior Access Officer, Civic Trust and Conservation Team in June 2018 there was an understanding from all present that at some locations the presence of subterranean utility apparatus would limit the number of options available in regards to the protective assets installed, and that public safety would be the over-riding factor in making decisions on that front. However, there was a promise from the Project Team to do their best to restrict the number of obstructions (i.e. planters) wherever it is possible, as the groundworks progress, thus providing the best accessibility for visitors to the city centre and best fit with the Public Realm Design Guide.
<b>Procurement/partnership</b> (if project due to be carried out by contractors/partners etc, identify steps taken to ensure equality compliance)		Project is being carried out by Ringway and sub-contractors. Equality compliance will be ensured through delivery phase by continual monitoring and review of works activities.	

**Evidence (see guidance note for details of what to include here):**

1. Meetings involving Council's Senior Access Officer and other key stakeholders in June 2018.
2. Briefing meeting with Councillor Charles Fifield (CDAF) in 2019.
3. Correspondence and conversations with Council's Equality Team (2019) and Senior Access Officer in July, August and September 2020.

**Action plan:**

<b>Actions required</b>	<b>Key activity</b>	<b>Priority</b>	<b>Outcomes required</b>	<b>Officer responsible</b>	<b>Review date</b>
Monitoring of works by Senior Access Officer	Senior Access Officer/ Equality Team will be invited will be invited on-site to view excavations once they commence.	Medium	Achieve best possible equality outcomes in line with CT protection requirements.	Chris Samuel	August 2020
Involvement in project design discussions.	Senior Access Officer was involved in scheme design discussions early in the project. Views of Equality Team have also been sought.	Medium	Achieve best possible equality outcomes in line with CT protection requirements.	Chris Samuel	August 2020
Additional accessibility enhancements.	During the build and post build phases the Project Team will consider potential accessibility enhancements at each location.	Medium	Achieve best possible equality outcomes in line with CT protection requirements.	Chris Samuel	August 2020

<b>Sign off</b>	
Lead officer:	Chris Samuel (Team Manager, Emergency Planning)
Approved by Tier 4 Manager:	Chris Samuel (Team Manager, Emergency Planning)
<b>Moderation and/or Scrutiny</b>	
Date:	September 2020
<b>Date analysis to be reviewed based on rating</b> (high impact – review in one year, medium impact - review in two years, low impact in three years)	September 2023

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