



Blackpool Town Deal Board meeting 15

Agenda Item 6

Report to: Blackpool Town Deal Board

Subject: Public sector Equalities Duty Programme Business Case Review and Recommendation.

Relevant Officer: Nick Gerrard, Growth and Prosperity Programme Director

Date of Meeting: 12 November 2021

1. Purpose of report

To provide the Board with an update of progress in the development of a Public Sector Equality Duty (PSED) Programme level document for the Towns Fund programme.

2. Annexes

To note and approve the attached document to be submitted to DLUHC (Department of Levelling Up Housing and Communities) by 17 November 2021.

3. Background

At the 8 October 2021 Town Deal Board the role and need for a Public Sector Equality Duty (PSED) was tabled alongside an approach to discharging these responsibilities.

It was noted that there was a requirement for each Town Deal project to have a PSED and for a "Programme Level" PSED to also be in place. The 7 project level PSED's were all satisfactorily created to satisfy the business case development and appraisal process.

A PSED programme level document has now also been development which is a requirement of the submission of the final 4 summary documents to DLUHC (Department of Levelling Up Housing and Communities) by 17 November 2021. Please see 'Annex A' below which includes an outline proposed action plan under Section 5. It should be noted that this is seen as a rolling document that will be regularly reviewed and updated during the course of the delivery of the Town Deal programme.



The Council's Equalities and Diversity Manager (EDM) has supported the development of this PSED programme document and as he sits within the Resources Directorate of the Council and the Summary Documents being signed off by the Director of Resources (and Section 151 Officer) it is also proposed that he also signs off the PSED document.

Annex A: “Programme level” Equality Analysis

Directorate: Communications and Regeneration Directorate

Team or Service Area Leading Assessment: Growth and Prosperity

Title of Policy/ Service or Function: Blackpool Town Deal Programme

Proposals to introduce new regeneration projects:

Date of proposals: November 2021

Committee/Team: Blackpool Council Town Deal Board

Lead Officers/Partners:

- Neil Jack, Chief Executive, Blackpool Council
- Paul Smith, Town Deal Board Chair, BITC
- Steve Thompson, Director of Resources & Section 151 Officer, Blackpool Council
- Nick Gerrard, Growth & Prosperity Programme Director, Blackpool Council
- Rob Latham, Head of Project Development and Funding, Blackpool Council
- Andy Divall, Equalities and Diversity Manager

Please note this is a working document that will be subject to various iterations as the Town Deal programme is implemented.

1 Identifying the purpose or aims

1. What type of policy or function is this?

New/ Proposed.

2. What is the aim and purpose of the policy or function?

Blackpool needs little introduction as a mainstream tourist destination. Loved and visited by millions, it occupies a unique place in the hearts and minds of the British people. With a magnificent seafront and the biggest portfolio of visitor attractions outside London, it



retains its place as one of the UK's most popular destinations, with over 18 million visitors a year and tourist economy worth £1.58bn. Nevertheless, the area has huge challenges and concentrations of deprivation that must be addressed if the area is to achieve its longer-term growth ambitions and prosperity for all. Building on Blackpool's passion, energy and commitment to tackling these challenges, the Council, Blackpool Pride of Place Partnership and Lancashire Local Enterprise Partnership have recently refreshed their Town Prospectus '2030 Agenda for Action' to articulate a collective vision for Blackpool that seeks to build on its existing strengths and maximise the huge economic potential within Town, through the combined resources of all partners. Headline outcomes by 2030 include:

- Create and safeguard at least 10,000 jobs and grow the economy by £1bn through turbocharging tourism, building on existing and emerging economic strengths and innovating.
- Tackle the concentration of deprivation in the inner area (the worst in England) raising it out of the bottom decile and creating 3000 new quality homes.
- Achieve top quartile employment rates for 16 to 24-year olds compared to other Lancashire Local Authorities through a particular focus on health and well-being and work readiness.
- Establish the national perception of Blackpool as a 'can do' place with a buzz, attracting graduates, families and business visitors, recognised as an established and credible business investment location, with increased local pride.

Further to this, Blackpool Council was invited to create a Town Deal Board and develop a Town Investment Plan which was submitted in July 2020, securing £39.5m (October 2020 announcement) of Town Deal funding towards seven key interventions, with an additional £1m approved in fast track spend.

The Town Deal provides Blackpool with a unique opportunity to secure the resource, policy and support needed to deliver its vision. By bringing together existing and new commitments, the Town Deal for Blackpool will enable partners to work with Government to provide a strong, holistic response to the needs and opportunities of one of the country's most deprived, high profile towns and to deliver on its levelling up agenda.

The development of the 7 projects and their delivery and their impact on Blackpool's residents, business and visitors is the subject of this PSED programme analysis.

On 8 October 2021 Town Deal Board received a report on the PSED approach for the Town Deal programme.



1.1 Public Sector Equalities Duty Background and Legal Context

The Council has a statutory responsibility under section 149 of the Equality Act 2010, known as the “Public Sector Duty”. This requires a conscientious and systematic examination of impacts on equality issues on all relevant decisions. This is set within the context of our overarching requirement under Equality law, as a designated public authority to have “due regard” to the need to:

- Eliminate discrimination, harassment, victimisation and other prohibited conduct.
- Advance equality of opportunity.
- Foster good relations between different (defined) groups.

1.2 Council commitment to Equality and Diversity

The Council’s priorities and commitments are contained in:

- The Equality Objectives.
- The Council Plan 2019 to 2024.

These documents describe the importance of this agenda to the Council and set out four specific Objectives:

1. Services: We will deliver services that are fair; measured by more people telling the Council they experience fair treatment by Council services.
2. Staff: We will ensure that the workforce is more representative of the community the Council serves and equality and diversity is embedded in our staff culture.
3. Decision making: We will involve people from diverse backgrounds in decision making at every level.
4. Cohesion: We celebrate the growing diversity in Blackpool and increase respect and understanding for all.

3. Please outline any proposals being considered.

Widespread engagement activity was undertaken and a subsequent prioritisation process to assess which projects were submitted for Towns Fund support. It was based on a scoring system using objective criteria and the guidance provided by MHCLG. All projects who scored 18 or over were put forward.

The 7 key criteria included:



- Alignment with Towns Fund Objectives.
- Strategic fit.
- Benefits.
- Deliverability.
- Affordability/leverage.
- Cost Certainty.
- Fit with Community Priorities.

The projects outlined in the Investment Plan for Towns Fund funding included:

Blackpool Central: relocation of Blackpool magistrate's court to unlock the site for a £300m private sector development.

Multiversity: feasibility work and acquisition of land to create a new university experience that facilitates higher level upskilling, reskilling and lifelong learning within the Town Centre and free up an existing College site for residential development.

Blackpool Airport Enterprise Zone: delivery of new road/ access improvements to open up the site, reduce congestion on surrounding access roads and investment to realise the potential of the Aquacomms new trans-Atlantic fibre optic cable.

Revoe/Southern Quarter Community Sports Village: establishment of a sports village with leisure, education and residential uses including property acquisition/demolition to support private sector development.

The Edge Incubation Office Space: provision of high quality, high tech managed workspace for start-ups and small businesses within the Town Centre.

Youth Hub: repurposing a town centre community hub to provide a focus for skills training and employability support for young people and vulnerable groups outside the labour market.

Blackpool Illuminations: modernisation and innovation of one of Blackpool's key assets to drive visitor numbers.

4. Who is the policy, function intended to help/ benefit?

The 7 projects will deliver economic improvement to Blackpool which will in turn provide benefits to residents, business and visitors to the town. It will also provide benefit to the wider Fylde Coast and indeed Lancashire region.



5. Who are the main stakeholders?

- Blackpool Council as accountable body for Town Deal programme and funding.
- The Blackpool Town Deal Board with public, private and third sector membership has a key involvement in all decision making.
- The local community, business and indeed visitors are key stakeholders.

2 Considering existing information and what this tells you

6. Please summarise the main data/ research and performance management information in the box below.

The population of Blackpool¹ is estimated as 139,305, with a larger proportion of residents aged 60+ compared to national age structure. Residents are mostly of white British ethnicity. Black and minority ethnic groups, including Irish and European residents, are estimated to make up 6% of the population approximately 8,500 people, compared with the estimated proportion for England of 20%.

According to the most recent estimates the population of Blackpool continues to gradually fall year on year. This goes against both the regional and national trend as the population of the North West and England are both seeing gradual increases each year.

Age ²	Blackpool	England
0 to 17 years	20.8%	21.4%
18 to 24 years	7.8%	8.6%
25 to 59 years	45%	46.5%
60+ years	26.5%	23.6%

Ethnicity ³	Blackpool	England
White British	94%	80%
White other e.g. European, Irish	3%	6%
Mixed/ multiple ethnic groups	1%	2%
Asian/ Asian British	2%	8%
Black/ African/ Caribbean/ Black British	0.2%	3%
Other ethnic group	0.2%	1%

¹ ONS Mid-Year Population estimates 2018

² ONS Mid-Year Population Estimates 2018

³ ONS Census 2011, Ethnicity, 2011



Tenure ⁴	Blackpool	England
Owned or shared ownership	62%	64%
Social rented	11%	18%
Private rented	26%	17%

Please note that the totals in above data may not add up due to rounding.

The most recent data for Blackpool shows a higher percentage of residents who are described as separated or divorced, 12.5%, compared to 9.2% in the North West region and 8.7% in England & Wales.⁵

Age

Blackpool has a slightly older demographic in comparison to the regional and national average with 20.4% of people over the age of 65 compared to 19.1% for the North West and 18.2% for England. The percentage of people who are of working age in Blackpool is below that of the regional and national averages with 61% of people aged between 16 and 64 compared to 61.9% in the North West and 62.6% for England. The number of people aged under 16 in Blackpool is also slightly lower with 18.6% of people in Blackpool aged below under 16 compared to 19% in the North West and 19.2% for England.⁶

Race and ethnicity

Blackpool has a predominantly white population with 94% of people describing themselves as White British compared with 80% for England. The Black and Asian community make up 3% of Blackpool's population, whilst another 3% of the population are of Eastern European origin.⁷

According to the 2011 census 94.6% of people living in Blackpool were born in the United Kingdom as opposed to 91.8% regionally and 86.6% nationally. Of those born outside of the UK, the highest percentages were born in Europe (2.5%) and Asia (1.4%).

Ethnic Group	Blackpool	England	North West
White British/ other	96.6%	85.5%	90.2%
Mixed ethnic groups	1.2%	2.2%	1.6%
Asian	1.2%	6.2%	5.6%
Black	0.2%	3.4%	1.3%
Arab	0.1%	0.4%	0.3%
Other	0.1%	0.6%	0.3%

⁴ ONS Census 2011, Tenure, 2011

⁵ ONS Census 2011, Living Arrangements, 2011

⁶ ONS Mid-Year Population Estimates 2018

⁷ ONS Census 2011, Ethnicity, 2011



Gender and transgender

Blackpool’s population is composed of 49.6% men and 50.4% women (similar to the national gender balance).⁸ The census does not currently include questions relating to Transgender. National Government estimates the total number of Tran’s people in the UK as within the range of 200,000 to 500,000. However, Blackpool has a significant LGBT community therefore; the numbers of transgender people who visit and live in the town are likely to be significantly higher than the national average.

Religion or belief/ Faith communities

The majority of the Blackpool population are Christian, with 67.2% of people describing themselves as Christian compared with 67.3% in the North West and 59.4% in England. Over 24% of people in Blackpool describe themselves as having no religion. This is similar to the national figure of 24.7%. However, the percentage of people with no religion in the North West is smaller with only 19.8%. The remaining population is relatively small with only 0.7% of people describing themselves as Muslim, this equates to just over 1,000 people in Blackpool. This is significantly lower than the figures for both the North West and England with 5.1% and 5% respectively. Blackpool also has lower proportions of its population who describe themselves as Buddhist, Hindu, Jewish and Sikh compared with the rest of the country.⁹

Religion	Blackpool	North West	England
Christian	67.2	67.3	59.4
Buddhist	0.3	0.3	0.5
Hindu	0.2	0.5	1.5
Jewish	0.2	0.4	0.5
Muslim	0.7	5.1	5.0
Sikh	0.0	0.1	0.8
Other religion	0.4	0.3	0.4
No religion	24.5	19.8	24.7

Sexual orientation

There is anecdotal evidence to suggest that Blackpool has one of the largest gay and lesbian populations outside of the country’s largest cities. The 2011 Census shows that 0.5% of the Blackpool population aged 16 and over was registered as being in a same sex civil partnership. The figure for England and Wales was 0.2%. In 2017, there were 605 marriages carried out in Blackpool, 6.9% of which were same sex civil ceremonies.¹⁰

⁸ ONS Mid-Year Population Estimates 2018

⁹ ONS Census, Religion, 2011

¹⁰ ONS Life Expectancy, 2016-18



Health and disability

Blackpool has poor life expectancy, with life expectancy at birth for males the poorest in England at 74.5 years compared to 79.6 years for the rest of England. Life expectancy for females is equally poor, at 79.5 years, compared to 83.2 years for the rest of England.¹¹ Blackpool has the lowest life expectancies for both men and women of all upper tier local authorities. The gap in life expectancy between those who live in the most deprived quintile in Blackpool and those who live in the least deprived is estimated to be 10 years. The biggest contributors for both men and women are circulatory diseases [heart disease or strokes for example] (21.8% in males, 24.1% in females), cancer (15.7% in males, 15.6% in females), respiratory diseases [flu, pneumonia and chronic obstructive respiratory disease and digestive diseases including chronic liver disease and cirrhosis (14.5% in males, 15.9% in females). These four areas contribute over half of the overall life expectancy gap in Blackpool.¹²

In Blackpool, from July 2018 to June 2019, 22.8% of working age people are classed as economically inactive, this is a similar figure to that of the North West and England which have 22.9% and 20.9% respectively of working age people classified as economically inactive in the same period. From July 2018 to June 2019, 51% of economically inactive people in Blackpool were classed as being 'long-term sick' compared with 26.1% of people in the North West and England which have 25.9% and 22.1% respectively.¹³

Substance and alcohol misuse is high, with alcohol-related mortality the highest for males in England and second highest in females in England¹⁴. Admissions to hospital in Blackpool for alcohol-related conditions (narrow definition) are much more prevalent than the regional and national average. With 1,521 per 100,000 compared to 700 in the North West and 632 in England.¹⁵ Further estimates suggest that the prevalence of opiate (e.g. heroin, morphine or codeine) and/or crack cocaine use in Blackpool was 23.45 per 1,000 population amongst 15-64 year olds.¹⁶ Blackpool has the highest drug prevalence rate across the North West region, and has the second highest rate nationally, second only to Middlesbrough.

The number of people registered with severe long-term mental health problems and who are actively accessing treatment is higher than the regional and national average. Blackpool's prevalence of GP diagnosed depression amongst those aged 18 and over is the highest in the North West at 17.3%, significantly higher than the national average of 10.7%.¹⁷ Within the Blackpool NHS CCG area, Projecting Adult Needs and Service

¹¹ ONS Life Expectancy, 2016-18

¹² Public Health England based on ONS death registration data and mid-year population estimates, and Ministry of Housing, Communities and Local Government, Index of Multiple Deprivation, 2015

¹³ Economic inactivity (Jul 2018-Jun 2019), Nomis (2019)

¹⁴ Alcohol-related mortality, Public Health England (based on ONS source data), 2018

¹⁵ Calculated by Public Health England: Health and Social Care Information Centre - Hospital Episode Statistics (HES) and Office for National Statistics (ONS) - Mid Year Population Estimates, 2019

¹⁶ Opiate and crack cocaine use: prevalence estimates by local area, Public Health England, 2019

¹⁷ Depression: Recorded prevalence (aged 18+) 2018/19, Quality and Outcomes Framework (QOF), NHS Digital, 2019



Information (PANSI) estimates that by 2020 amongst 18-64 years old, 1,963 (2.4%) adults are estimated as having a borderline personality disorder, 2,751 (3.4%) as having an anti-social personality disorder and 371 (0.5%) people being diagnosed with a psychotic disorder. 7.2% of Blackpool's 18-64 population are estimated as having two or more psychiatric disorders.¹⁸ NHS Blackpool CCG GP practices have some of the highest rates of prescribing anti-depressants in England.¹⁹ Blackpool has the seventh highest rate of suicide in England with 13.7 per 100,000 cases per year.²⁰

Conception rates in Blackpool females under 18 year old, are the third highest in England (32.9 conceptions per 1,000 females aged 15 to 17).²¹ In addition, Blackpool has a lower proportion of teenage pregnancies leading to abortion (33.8%) compared to England (52%).²² This implies a greater relative proportion of teenagers go on to become parents. Teenage conceptions have associated risks for both parent and child's health and social wellbeing. The Royal National Institute of Blind People (RNIB) estimate that across 2016/17 there are 1,560 people registered blind or partially sighted in Blackpool.²³

According to NHS England, in 2020, 24% of Blackpool adults aged 18 and over are estimated to have hearing loss of 25 dHBL or more. According to the Department of Education, most children with hearing and visual impairments are educated within the mainstream school system and do not generally attend special schools.²⁴

As of January 2019, there were a total of 642 children or young people with a statement of SEN (Special Educational Needs) or EHC (Education, Health and Care) plans. This is approximately 3.3% of pupils in Blackpool and is roughly in-line with the proportions for England and the North West.²⁵ The largest grouping of children and young people in Blackpool with an EHC plan are aged 11 to 15 (38.7%) with those aged 5-10 representing 31.6% of the total number of children and young people with EHC plans. Analysis of School Census data by Blackpool Council shows that SEN is more prevalent among boys than girls. As of January 2019, 65.5% of all SEN pupils are boys compared to 34.5% girls.²⁶

When looking at the number of children who require SEN support (children identified as having Special Educational Need but do not necessary have a SEN statement or EHC plan). Blackpool supports around 3,957 children. This is around 20.4% of all pupils in Blackpool,

¹⁸ Blackpool JSNA based on Projecting Adult Needs and Service Information (PANSI) data, 2020

¹⁹ 'Antidepressants prescribed far more in deprived English coastal towns', Gayle, Damien, <https://www.theguardian.com/society/2017/apr/14/antidepressants-prescribed-deprived-seaside-towns-of-north-and-east-blackpool-sunderland-and-east-lindsey-nhs>

²⁰ Suicide registrations in England and Wales by local authority, 2016 to 2018, 2019

²¹ Conception statistics, England and Wales, Office for National Statistics, 2019

²² Under 18s conceptions leading to abortion (%), Conceptions in England and Wales: 2017, Office for National Statistics, 2019

²³ Registered Blind and Partially Sighted People, NHS Digital, 2017

²⁴ Statements of SEN and EHC plans: England, Department for Education, 2019

²⁵ Special educational needs in England: January 2019, Department for Education, 2019

²⁶ SEND Census Data 2016-2019, Business Intelligence Team, August 2019



higher than England (14.9%) and the North West (15.2%). 83.8% of pupils with SEN receive SEN support, greater than England (79.4%) and the North West (79.1%).²⁷

Learning disabilities

The Blackpool adult population has a higher prevalence of learning disabilities compared to the national figure with 4.44 adults per 1,000 people with a learning disability getting long-term support from local authorities compared to 3.38 per 1,000 people in England and 3.84 per 1,000 people in the North West.²⁸ As of May 2019, 846 people in Blackpool (0.6%) claimed a Disability Living Allowance for learning disabilities, which is slightly higher than the national average and the North West (0.5% respectively).²⁹ There are relatively few children with severe learning difficulties in the mainstream education system; in Blackpool, 24% of all special school pupils have severe learning disabilities. In addition a large proportion (26.3%) of special school SEN pupils are considered autistic.³⁰

People with learning disabilities and autism are one of the most excluded groups in the community and more likely to be living in poverty than the general population, partially because they are less likely to be in paid employment. Analysis by ONS of the Annual Population Survey revealed that in 2018, the pay gap in median pay between disabled and non-disabled workers was 12.2%.³¹

Poverty and deprivation

Blackpool has a large proportion of residents living in deprived areas and is currently ranked the most deprived authority in England under the Indices of Deprivation 2019³², based on the following criteria; the average LSOA score, concentration of deprivation measures and rank of average score measure. Additionally, Blackpool has the highest proportion of neighbourhoods in the most deprived 1% (22 out of 94) in the country. In the 2010 and 2015 Indices, Blackpool ranked 1st for the concentration of deprivation within the town.

Poverty is a significant factor in Blackpool. Across the Income Deprivation affecting Children measure, Blackpool is now ranked 2nd bottom (down from ninth in 2015). Data from End Child Poverty estimates that from 2017/18, 37.8% of children are estimated to be in poverty (after housing costs). This is higher than the UK-wide figure of 30% of children reported to be living in poverty and 32% in the North West (average of authorities in the North West).

²⁷ Special educational needs in England: January 2019, Department for Education, 2019

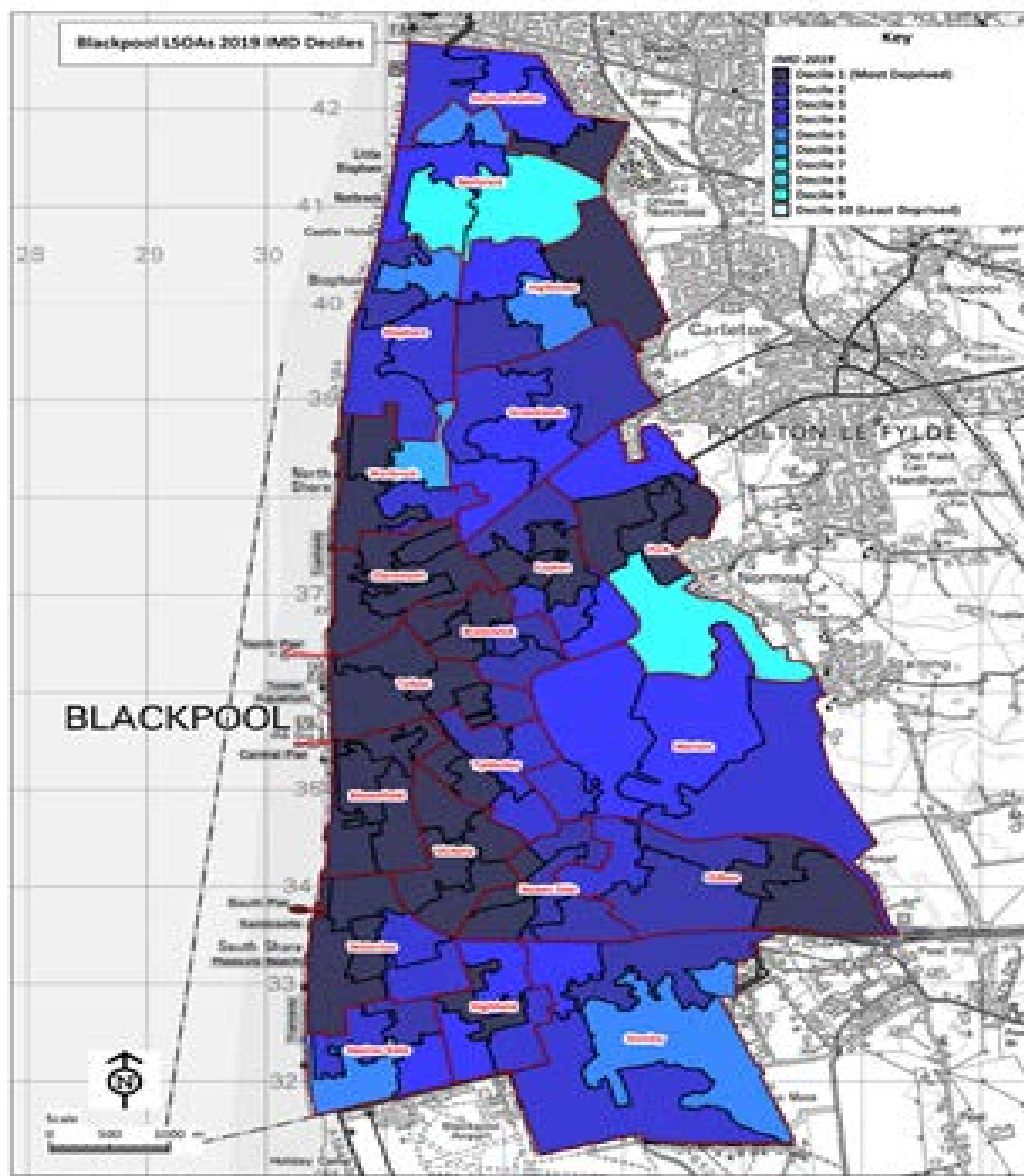
²⁸ Adults (18 and older) with learning disability getting long term support from Local Authorities, NHS Digital Adult social care activity and finance report, Short and Long Term Care statistics 2017/18, 2019

²⁹ DLA by condition, Department of Work and Pensions, May 2019

³⁰ Special educational needs in England: January 2019, Department for Education, 2019

³¹ Disability pay gaps in the UK: 2018, ONS, 2019

³² End Child Poverty, Poverty in Your Area, 2019. Figures based on Households below average income 2017/18, Department for Work and Pensions, 2019



Key findings of consultation and feedback

The Town Deal Town Investment Plan (TDIP) development stage (February to July 2020) required substantial engagement activity to be undertaken, through which a dedicated research and consultation team within the Council (the Town Deal Engagement Team) was supported by independent companies, Locality and Commonplace. The activity helped to determine the TIP and its proposed projects and indeed a stakeholder engagement plan was created which set out the principles to ensure that an effective approach is maintained into delivery. This exercise proved very popular with over 6,500 individuals engaged, generating 2,162 contributions from 1,127 respondents and receiving over 1000 comments.

The Council hosted a further engagement exercise using the Commonplace online platform from 22 February 2021 to 22 March 2021. Led by the Council's in-house consultation and



engagement team, Infusion Research, this built on the previous exercise using the same platform led by the community involvement organisation, Locality. The exercise was intended both to gather the views of those who had already registered their interest in being engaged via Commonplace, and also to bring new participants into the process, in line with the Stakeholder Engagement Plan submitted alongside the Town Deal Fund bid in July 2020.

Whilst the former exercise gathered comments on a thematic basis, the latest work presented a specific overview of the discrete projects developed under the leadership of the Town Deal Board, seeking detailed observations and comments from Blackpool residents, visitors, and workers. This is part of the intended trend for Town Deal engagement activity to become increasingly specific to the projects and gather practical input to be used in constructing the business plan and final design and future development of the projects.

An overview of activity shows that when the site closed on 22 March 2021, it had received 2,587 visitors, just under half of the number of the first Commonplace exercise. 399 visitors responded to questions, and 350 of those chose to make detailed comments. 139 of these subsequently signed up for further updates on the project.

All of the findings of the Commonplace exercise were fed into the business planning process.

7. What are the impacts or effects for key protected characteristics?

Age

When compiling the 7 individual PSED scheme documents, there were deemed to be no negative impacts on the “age” protected characteristic. Obviously some schemes will have more impact than others for e.g. the Youth Hub project, but there was nothing detrimental.

Disability

When compiling the 7 individual scheme PSED documents, there were deemed to be no negative impacts on the “disability” protected characteristic. All physical build schemes will need to meet with building requirements that will support disability access needs.

Gender Reassignment

When compiling the 7 individual scheme PSED documents, there were deemed to be no negative impacts on the “gender reassignment” protected characteristic. All scheme benefits would be open to all without prejudice.



Pregnancy and Maternity

When compiling the 7 individual scheme PSED documents, there were deemed to be no negative impacts on the “pregnancy and maternity” protected characteristic. All scheme benefits would be open to all without prejudice.

Race

When compiling the 7 individual scheme PSED documents, there were deemed to be no negative impacts on the “race” protected characteristic. All scheme benefits would be open to all without prejudice.

Religion and Belief

When compiling the 7 individual scheme PSED documents, there were deemed to be no negative impacts on the “religion and belief” protected characteristic. All scheme benefits would be open to all without prejudice.

Sex

When compiling the 7 individual scheme PSED documents, there were deemed to be no negative impacts on the “sex” protected characteristic. All scheme benefits would be open to all without prejudice.

Sexual Orientation

When compiling the 7 individual scheme PSED documents, there were deemed to be no negative impacts on the “sexual orientation” protected characteristic. All scheme benefits would be open to all without prejudice.

8. What do you know about how the proposals could affect community cohesion?

There are not anticipated to be any negative impacts on community cohesion. All the schemes will provide beneficial outcomes although varying by scheme. For example, the Youth Hub scheme will support youth unemployment issues and the Edge scheme will support local business. The Revoe scheme is targeted at the deprived Revoe ward and will provide specific benefits to that ward area through for example health benefits through sport and an improved visual impact to that area of the town which will support community pride.

9. What do you know about how the proposals could impact on levels of socio economic inequality, in particular Poverty?



The rationale for the Town Deal programme is to support “Levelling up” and economic growth and so the schemes can only provide support and benefit to Blackpool and its severe deprivation issues.

3 Analysing the impact

10. Is there any evidence of higher or lower take-up by any group or community, and if so, how is this explained?

As stated previously some projects will target some elements of the community more by their very nature e.g. the Youth Hub or The Edge and business owners so there will be increased take up by certain elements of the community with those schemes.

11. Do any rules or requirements prevent any groups or communities from using or accessing the service?

No rules are in place however for example at the sports village element of the Revoe proposals would possibly not be suitable for some people with age or disability requirements to benefit from.

11. Does the way a service is delivered/ or the policy create any additional barriers for any groups of disabled people?

None anticipated.

12. Are any of these limitations or differences “substantial” and likely to amount to unlawful discrimination?

No.

If yes, please explain (referring to relevant legislation) in the box below.

Not applicable.

13. If no, do they amount to a differential impact, which should be addressed?

No.

If yes, please give details in the box below.

Not applicable.



4 Dealing with adverse or unlawful impact

14. What can be done to improve the policy, service, function or any proposals in order to reduce or remove any adverse impact or effects identified?

As noted previously, there are no adverse impacts anticipated. However, there are some programme level diversity related action areas with proposed follow up commitments being considered to include. For example:

- Council’s Equality and Diversity Manager is part of the Town Deal Project Board and is to be invited onto respective project delivery teams to oversee and advise on incorporating best practice.
- Disability accessibility: engagement & excellence.
- A standardised programme level model for equality monitoring of all project delivery.
- Regular reporting to the Town Deal Board.
- Maximising “levelling up” opportunities of our local priority groups – that relate to protected characteristics.

15. What would be needed to be able to do this? Are the resources likely to be available?

Through the respective project teams and the Council Equality and Diversity Manager it is felt that sufficient resource is available.

5 Action planning

Proposed action plan below.

Proposed action/ objectives to support PSED compliance and supportive Town Deal Programme delivery impact	Targets/ Measure	Timeframe	Responsibility	Indicate whether agreed
Council Equality and Diversity Manager (EDM) invited on to Town Deal Project Board and Project team meetings	Attendance at meetings (ad hoc as required)	Already of the monthly projects Board. From start of Town Deal programme delivery January 2022 to 2025/ 2026	Project managers to issue invite.	Agreed
Explore options for target setting around E&D	Established targets set	From start of Town Deal programme	Project Managers (and contractors).	Agreed



Proposed action/ objectives to support PSED compliance and supportive Town Deal Programme delivery impact	Targets/ Measure	Timeframe	Responsibility	Indicate whether agreed
		delivery January 2022 to 2025/ 2026	Council EDM	
Disability – work to ensure all projects meet the minimum standard for accessibility and explore enhancements to make Blackpool an exemplar	Evidence of complying	From start of Town Deal programme delivery January 2022 to 2025/ 2026	Project Managers (and contractors). Council EDM	Agreed
E&D noted as an agenda item on all project board meetings	Regular discussion and actions generated	From start of Town Deal programme delivery January 2022 to 2025/ 2026	Project scheme managers.	Agreed
Continued dialogue and engagement	Need for continued dialogue and engagement with vulnerable groups / communities and providers on the long term impact of schemes	From start of Town Deal programme delivery January 2022 to 2025/ 2026	Project Managers (and contractors) Town Deal Engagement team Town Deal Board Council EDM	Agreed
Illuminations Rejuvenation project	To ensure engagement with local disability groups over content design and need to engage widely to make the illuminations rejuvenation reflective of modern Britain	From project start date, anticipated January 2022	Council Project Manager (and contractors) Council EDM	Agreed
Revoe/Southern Quarter Community Sports Village	With regards to sports facility element, engagement activity required over people	From project start date, anticipated March 2022	Blackpool FC Community Trust Blackpool FC	Agreed



Proposed action/ objectives to support PSED compliance and supportive Town Deal Programme delivery impact	Targets/ Measure	Timeframe	Responsibility	Indicate whether agreed
	with disability access and usage		Council Project Manager (and contractors) Council Health and Leisure Teams Council EDM	
The EDGE	Confirm facilities meet accessibility requirements	From project start date, anticipated March 2022	Council Project Manager (and contractors) Council EDM	Agreed
Blackpool Youth Hub	Confirm facilities meet accessibility requirements. Ensure service delivery supports the needs of vulnerable groups wherever possible.	From project start date, anticipated April 2022	Council Project Manager	Agreed
Enterprise Zone	Ensure all highways works meet design requirements e.g. re drop kerbs, cycle access etc. Target that public realm / highways infrastructure meets disability inclusion ambitions and the importance of designing in safety in respect of the “ it stops now “ campaign	From project start date, anticipated March 2022	Council Project Manager (and contractors) Council Highways Team Council EDM	Agreed
Multiversity	To ensure individuals required to move due to the development are supported where necessary to reduce any emotional impact that may be caused.	From project start date, anticipated March 2022	Council Project Manager (and contractors) Blackpool & The Fylde College Council Planning team Council EDM	Agreed



Proposed action/ objectives to support PSED compliance and supportive Town Deal Programme delivery impact	Targets/ Measure	Timeframe	Responsibility	Indicate whether agreed
	Ensure new build by college meets with all accessibility requirements / building regulations etc.			
Blackpool Central Courts relocation	Ensure HMCTS new build by HMCTS meets with all accessibility requirements / building regulations etc.	From project start date, anticipated March 2022	Council Project Manager (and contractors) Council Planning Team Council EDM	Agreed

6 Arrangements for monitoring and review

Please outline your arrangements for future monitoring and review below.

Agreed action	Monitoring arrangements	Timeframe	Responsibility	Added to Service Plan etc.
Review of 7 scheme programme performance in line with PSED	Annual review to Town Deal Board	Annual report provided commencing first report March 2023 with March 2026 the final report.	Project and Programme Monitoring and Assurance Manager Project Managers Council EDM Town Deal Board	To be added to Comms and Regeneration Directorate Business Plan from 2022/ 2023

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