

The Equality Act 2010 and the Public Sector Equality Duty

- 11.1** The Equality Act 2010 (the Act) has consolidated and replaced previous discrimination legislation in England, Scotland and Wales, including the Sex Discrimination Act 1975, the Race Relations Act 1976, and the Disability Discrimination Act 1995. The Act outlaws discrimination on the grounds of age, disability, gender reassignment, marriage or civil partnership, pregnancy and maternity, race, religion or belief, sex (gender), and sexual orientation. Within the Act, these are known as protected characteristics.
- 11.2** The Act introduces a new duty, the Public Sector Equality Duty, which replaces public sector duties under previous legislation. The new duty requires Harrogate Borough Council to have due regard to the need to:
1. Eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under the Act
 2. Advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it
 3. Foster good relations between persons who share a relevant protected characteristic and persons who do not share it
- 11.3** The full Public Sector Equality Duty covers the protected characteristics listed above, with the exception of marriage or civil partnership. The council does still need to have due regard to the need to eliminate unlawful discrimination (bullet point 1 above) against someone because of their marriage or civil partnership status, however, this requirement only extends to the workplace so, therefore, it is not relevant to the preparation of planning documents.

Equality analysis

- 11.4** Equality analysis is a way of considering the effect of a policy (or practice, activity or decision) on different groups protected from discrimination by the Equality Act. It involves using equality information, and the results of engagement with protected groups and others, to understand the effect or potential effect of emerging policies. Equality analysis is a useful tool to consider whether there will be unintended consequences for some groups, and whether the policy will be fully effective for all target groups. Carrying out an equality analysis can help the council be sure that it is meeting the Public Sector Equality Duty, and documenting this work can help demonstrate compliance with the legislation.

Harrogate Town Centre Strategy and Masterplan

- 11.5** Harrogate town centre plays a pivotal role in driving the local economy as the District's largest retail and leisure destination, service centre, tourist destination, conference and exhibition venue and an important source of local employment. It is therefore vital that the Council works to support the vitality and viability of Harrogate town centre over the long term, and particularly in the light of the current challenges facing centres.
- 11.6** The National Planning Policy Framework (NPPF) identifies 'promoting the vitality of our main urban areas' as one of the core land use planning principles. The NPPF provides that planning policies should promote competitive town centre environments, and support their vitality, viability and growth.
- 11.7** The Council appointed Peter Brett Associates to prepare a strategy and masterplan for Harrogate town centre. The consultants were asked to undertake a comprehensive assessment of the current strengths and weaknesses of the centre, and subsequently

to develop a vision and physical masterplan for the centre, including a series of deliverable projects and policy recommendations aimed at improving the economic prospects of the town.

- 11.8** The purpose of the HTCSM is to consider the challenges and issues currently facing the town centre and set out a series of potential projects and policy recommendations to respond to these issues. The illustrations shown in the draft strategy and masterplan are indicative only. It is not the purpose of the masterplan to provide the detailed designs or costing of these projects, but simply to identify the opportunities available and any particular considerations or constraints that should be factored into those designs. As the details for the various projects are developed there will be further engagement with the public, businesses and other stakeholders to enable them to influence and shape the design of each proposal. Where required project specific evidence will be developed in due course as they are brought forward. The comments raised during consultation will be considered when drawing up project designs.
- 11.9** The strategy and masterplan document does not contain planning policies, nor does it allocate land for development. It does however include policy recommendations and identifies potential development opportunities within the town centre. Where appropriate, these policy recommendations and development opportunities will be taken forward in the emerging Local Plan and therefore tested through the required Equality Appraisal process.
- 11.10** This equalities analysis considers the potential effect of the HTCSM on protected groups and how any adverse effects could be mitigated. It also considers what measures the strategy does, or could, include to advance equality and foster good relations between different groups.

Equalities information

- 11.11** The analysis has been informed by the equalities information set out below regarding people within the district with the following protected characteristics:
- Age
 - Sex (gender)
 - Disability
 - Race
 - Religion/belief
 - Sexual Orientation
 - Pregnancy/maternity
 - Gender reassignment

Age

11.12 At the time of the 2011 Census, the Harrogate district had a population of 157,869. (ONS, 2011)

Age group	Percentage (%) of the population	Number of people (approx. numbers)
0 to 15 years	18.3	28,890
16 to 19 years	4.7	7,420
20 to 29 years	9.9	15,629
30 to 44 years	19.4	30,627
45 to 64 years	28.3	44,677
65 to 74 years	10.1	15,945
75 to 84 years	6.6	10,419
85+ years	3.0	4,736

Table 11.1 Harrogate district resident population broken down into age categories (1)

1. Source: Adapted from Census 2011 (ONS, 2011)

Percentage (%) of the population				
Age group	Harrogate district	North Yorkshire and York	Yorkshire and the Humber	England
0 to 15 years	18.3	16.9	18.9	18.9
16 to 19 years	4.7	5.1	5.4	5.1
20 to 29 years	9.9	11.9	13.8	13.7
30 to 44 years	19.4	18.3	19.7	20.6
45 to 64 years	28.3	28.0	25.7	25.4
65 to 74 years	10.1	10.3	8.8	8.6
75 to 84 years	6.6	6.6	5.6	5.5
85+ years	3.0	2.7	2.1	2.3

Table 11.2 Resident populations broken down into age categories(1)

1. Source: Adapted from Census 2011 (ONS, 2011)

11.13 It can be seen that Harrogate district has a higher proportion of young people aged up to 15 years than in North Yorkshire and York but a largely similar proportion as the region and across England. The district has lower proportions of 16 to 19 year olds and 20 to 29 year olds than the county, the region or England. The district has similar proportions of people in each of the age categories from 45 years as the county, but both have higher proportions than across Yorkshire and the Humber or England.

Harrogate Town Centre Strategy and Masterplan Consultation Report

Appendix 11 Equality Analysis

Sex (gender)

Age group	Males (approximate)		Females (approximate)	
	%	Number of people	%	Number of people
0 to 15 years	7.44	11,800	8.26	13,100
16 to 19 years	3.28	5,200	2.84	4,500
20 to 29 years	5.17	8,200	4.60	7,300
30 to 44 years	9.08	14,400	9.39	14,900
45 to 64 years	13.87	22,000	14.38	22,800
65 to 74 years	5.11	8,100	5.61	8,900
75 to 84 years	2.96	4,700	3.78	6,000
85+ years	0.95	1,500	1.95	3,100
Totals	47.86	75,900	50.81	80,600

Table 11.3 Harrogate district resident population split by gender and broken down into age categories⁽¹⁾

1. Source: Mid-year population estimates (ONS, 2012)

11.14 The table shows that there is a slightly higher proportion of females than males in Harrogate district. The higher proportion of females becomes progressively more pronounced in the older age categories. This situation is consistent with the picture nationally.

Disability

People whose:	Harrogate district		North Yorkshire (%)	Yorkshire and the Humber (%)	England (%)
	%	Approx. number			
Day-to-day activities are limited a lot	6.6	10,490	7.6	9.1	8.3
Day-to-day activities are limited a little	8.9	14,129	9.9	9.8	9.3
Day-to-day activities are not limited	84.4	133,250	82.5	81.2	82.4

Table 11.4 Proportion of resident populations whose day-to-day activities are limited by health or disability⁽¹⁾

1. Source: Adapted from Census 2011 (ONS, 2011)

Working age people whose:	Harrogate district		North Yorkshire (%)	Yorkshire and the Humber (%)	England (%)
	%	Approx. number			
Day-to-day activities are limited a lot	2.3	3,558	2.8	4.0	3.6

Working age people whose:	Harrogate district		North Yorkshire (%)	Yorkshire and the Humber (%)	England (%)
	%	Approx. number			
Day-to-day activities are limited a little	3.7	5,897	4.2	4.9	4.6
Day-to-day activities are not limited	56.2	88,687	55.1	55.7	56.5

Table 11.5 Proportion of resident populations who are of working age and whose day-to-day activities are limited by health or disability⁽¹⁾

1. Source: Adapted from Census 2011 (ONS, 2011)

11.15 The first table shows that, relative to North Yorkshire, the region and England as a whole, the Harrogate district has comparatively low levels of people whose day-to-day activities are limited to any extent due to health or disability (15.5%). However, despite there being a relatively low proportion in the district, the figures show that over 24,000 people's day-to-day activities are limited. The second table reveals a similar pattern when looking only at people of working age (ages 16 to 64). Specifically it shows that almost 10,000 working age people in the district have a health problem or disability that affects their day-to-day activities, with 3,500 people limited a lot.

Race

11.16 Race is a classification system used to categorise people into distinct populations or groups. In terms of protected characteristics under the Equalities Act, race includes a person's colour, nationality, and ethnic or national origin. Table 11.6 below shows the proportion of different ethnic groups as a percentage of the total population of the Harrogate district. To enable comparisons, the same information is provided for North Yorkshire and York, Yorkshire and the Humber region, and England as a whole. The numbers of people in Harrogate district shown within each group are approximate.

	Harrogate district		North Yorkshire and York (%)	Yorkshire and the Humber (%)	England (%)
	%	Approx. number	(796,427)	(5,283,733)	(53,012,456)
All people	100	157,869	100	100	100
Total White	96.33	152,075	96.59	88.80	85.41
White: British	91.67	144,719	93.38	85.76	79.75
Total White Non British	4.66	7,357	3.21	3.04	5.66
White: Irish	0.49	774	0.44	0.50	0.98
White: Gypsy or Irish Traveller	0.07	111	0.11	0.08	0.10
White: Other White	4.10	6,473	2.66	2.46	4.58
Total Non-White	3.67	5,794	3.41	11.20	14.59
Total Mixed	1.13	1,784	0.93	1.60	2.24

Harrogate Town Centre Strategy and Masterplan Consultation Report

Appendix 11 Equality Analysis

	Harrogate district		North Yorkshire and York (%)	Yorkshire and the Humber (%)	England (%)
	%	Approx. number	(796,427)	(5,283,733)	(53,012,456)
Mixed: White and Black Caribbean	0.26	410	0.23	0.63	0.78
Mixed: White and Black African	0.17	268	0.12	0.18	0.30
Mixed: White and Asian	0.40	631	0.34	0.49	0.63
Mixed: Other Mixed	0.30	474	0.24	0.30	0.53
Total Asian or Asian British	1.52	2,400	1.77	7.31	7.82
Asian or Asian British: Indian	0.37	584	0.40	1.31	2.63
Asian or Asian British: Pakistani	0.07	111	0.16	4.28	2.10
Asian or Asian British: Bangladeshi	0.04	63	0.08	0.42	0.82
Asian or Asian British: Chinese	0.55	868	0.53	0.54	0.72
Asian or Asian British: Other Asian	0.49	774	0.60	0.76	1.55
Total Black or Black British	0.73	1,152	0.45	1.52	3.47
Black or Black British: Caribbean	0.09	142	0.07	0.44	1.11
Black or Black British: African	0.40	631	0.29	0.87	1.84
Black or Black British: Other Black	0.24	379	0.09	0.21	0.52
Total Other Ethnic Groups	0.29	458	0.26	0.77	1.04
Other Ethnic Group: Arab	0.08	126	0.11	0.40	0.42
Other Ethnic Group: Other	0.21	332	0.15	0.37	0.6

Table 11.6 Proportion of different ethnic groups as a percentage of population⁽¹⁾

1. Source: Adapted from Census 2011 (ONS, 2011)

11.17 The 2011 Census identifies that the Harrogate district is home to an ethnically diverse population. The most populous Black and Minority Ethnic (BME) groups are (largest first): White- Other White; Asian or Asian British- Chinese; White- Irish; Asian or Asian British- Other Asian; Mixed- White and Asian; Black or Black British- African; and Asian or Asian British- Indian. It is important to highlight that while most of these groups identify a particular ethnicity, a number of the groups are actually groupings of ethnicities and it will be useful to try to identify the actual makeup of some of these groups. This is particularly true for the White- Other White population as this is the largest BME group in the district, representing over 7000 people.

11.18 Table 11.6 suggests that 111 Gypsy or Irish Traveller people live in Harrogate district, however, this may under report the true numbers given that the North Yorkshire Joint Strategic Needs Assessment (JSNA) estimates that there are 958 Gypsy or Irish Traveller people living in the district, based on data regarding the number of children in education.

Main language	Countries/places where the language is widely used (these lists are not exhaustive)	Number of residents who speak as their first language
Polish	Poland. Minority language in Lithuania, Belarus, Ukraine	1340
Chinese (all others)	China, Taiwan, Singapore	391
Tagalog/Filipino	Philippines	233
Russian	Russia, Belarus, Kazakhstan, Kyrgyzstan, Moldova. Minority language in Romania, Finland, Ukraine, Israel, Lithuania, Estonia	232
French	France, Belgium, Monaco, Canada, Luxembourg, Switzerland, numerous African countries, Haiti, Seychelles, Togo, Vanuatu	196
Lithuanian	Lithuania. Minority language in Poland	178
Spanish	Spain, most of Latin America (Brazil is a notable exception), Equatorial Guinea. Minority language in Philippines, USA	176
German	Germany, Austria, Switzerland, Belgium, Luxembourg, Liechtenstein, Italy (South Tyrol). Minority language in Namibia, Czech Republic, Denmark (South Jutland), Poland	126
Cantonese Chinese	Southern China, Hong Kong, Macau	125
Latvian	Latvia	125
Slovak	Slovakia, Serbia (Vojvodina). Minority language in Czech Republic, Hungary, Ukraine, Russia	122
Italian	Italy, Switzerland, San Marino. Minority language in Slovenia (Istria), Croatia (Istria), Somalia, Eritrea, Ethiopia	112
Czech	Czech Republic. Minority language in Slovakia	86

Table 11.7 Main language of residents of Harrogate district aged three and over where the main language is not English, sorted in order of prevalence⁽¹⁾

1. Source: Adapted from Census 2011 (ONS, 2011)

11.19 Although language is not a protected characteristic, information about the main language of people who do not speak English as a first language can be used to help identify national identities that may exist within the population. The data in Table 11.7 above suggests that there is a particularly significant Polish population within Harrogate

district. The next most spoken foreign main language is Chinese; together with the data for Cantonese, this backs up the BME ethnic groupings data that reveals a significant population of people who are either Chinese (including Hong Kong) or British with a Chinese ethnic background.

Passport	Percentage of residents who hold the passport (%)	Number of residents who hold the passport (approx.)
United Kingdom	79.9	126,137
No passport	14.4	22,733
Other European Union (EU) countries	2.3	3,631
North American and Caribbean countries	2.2	3,473
Middle East and Asian countries	0.8	1,263
African countries	0.4	631
Antarctica and Oceania (includes Australia, New Zealand and many Pacific islands)	0.4	631
Republic of Ireland	0.3	474
Non-EU European countries	0.2	316

Table 11.8 Passports held by Harrogate district residents, sorted in order of prevalence⁽¹⁾

1. Source: Adapted from Census 2011 (ONS, 2011)

11.20 Table 11.8 above shows that a variety of passports are held by residents of Harrogate district. Of particular note is the proportion of the population holding passports from North American and Caribbean countries, which is substantially higher than for North Yorkshire and York (0.7), Yorkshire and the Humber (0.3%) and England overall (0.6%). This is likely to be a result of the presence of an American military base in the district at Menwith Hill. The figures also show a proportion of passports from other (i.e. not UK or Republic of Ireland) EU countries that is higher than for North Yorkshire and York (1.8%) and Yorkshire and the Humber (2.0%), but lower than for England as a whole (3.6%). Many of these EU and USA passport holders could be included in the relatively high number of White: Other White shown in Table 11.6.

Religion and belief

	Harrogate district		North Yorkshire and York (%)	Yorkshire and the Humber (%)	England (%)
	%	Approx. number			
Buddhist	0.3	474	0.3	0.3	0.5
Christian	68.6	108,298	66.9	59.5	59.4
Hindu	0.1	158	0.3	0.5	1.5
Jewish	0.2	316	0.1	0.2	0.5
Muslim	0.4	631	0.5	6.2	5.0

	Harrogate district		North Yorkshire and York (%)	Yorkshire and the Humber (%)	England (%)
	%	Approx. number			
Sikh	0.1	158	0.0	0.4	0.8
Other religions	0.3	474	0.3	0.3	0.4
No religion	22.9	36,152	24.2	25.9	24.7
Not stated	7.1	11,209	7.3	6.8	7.2

Table 11.9 Total population broken down into religions⁽¹⁾

1. Source: Adapted from Census 2011 (ONS, 2011)

11.21 The Census information shows that the Harrogate district is home to people from all the major religions identified. The majority of the district's residents are Christian and the proportion of Christians is broadly the same as in North Yorkshire and York but higher than for the region or for England as a whole. The district has lower Sikh and Hindu populations than the region or the country, and a significantly lower Muslim population than the region or the country; nevertheless, Islam is the faith with the second highest number of followers (631) in the district. The Jewish population is proportionally larger than that in North Yorkshire and York but similar to the region and notably lower than for the whole of England. Almost a quarter of the district's residents do not identify with any religion, and it should be noted that this is the second highest response to the Census question.

Sexual orientation

11.22 There is no official data on the number of people in the Harrogate district, or indeed nationally, who are homosexual or bisexual. Nationally, Sonewall estimate that 5-7% of the population are lesbian, gay or bisexual. If the district has similar proportions, using the 2011 Census population figures, this would suggest that there are between 7,893 and 11,051 people in the Harrogate district who are lesbian, gay or bisexual.

Harrogate district (%)	North Yorkshire and York (%)	Yorkshire and the Humber (%)	England (%)
0.16	0.15	0.16	0.2

Table 11.10 People living as part of a same-sex couple as a percentage of all people aged 16 and over⁽¹⁾

1. Source: Census 2011 (ONS, 2011)

11.23 The 2011 Census identified that roughly 0.16% of the district's population aged 16 and over are living as part of a same-sex couple; this equates to approximately 188 people (the total population aged 16 and over is 117,336). Table 11.10 shows that the district contains a broadly similar proportion of people living in a household as part of a same-sex couple as North Yorkshire and York, and the region, but a lower proportion than in England. This may suggest that the district has similar proportions of people who are either lesbian gay or bisexual as the county and the region but lower proportions than England as a whole, however, it is recognised that not all lesbian gay or bisexual people will have been living with their partner and indeed not all will have had a partner at the time of the Census.

Pregnancy and maternity

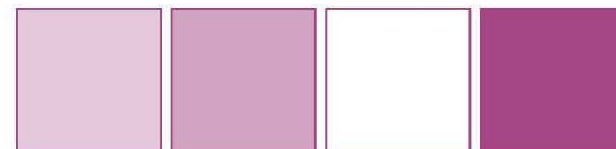
- 11.24** Although pregnancy is the condition of being pregnant, protection against pregnancy discrimination covers women who are pregnant but also women and men who may be discriminated against due to an association with someone who is pregnant. Maternity is the period after giving birth. In workplace contexts, the length of maternity is related to the period of maternity leave; in other situations, protection against maternity discrimination extends for 26 weeks following the day of the birth, and includes protection against unfair treatment due to breastfeeding. After this period unfair treatment due to breastfeeding is considered sex discrimination.

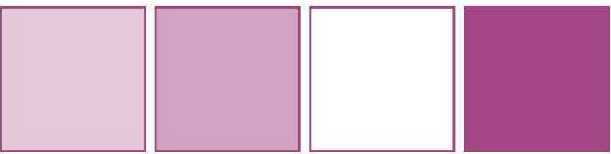
Gender reassignment

- 11.25** Gender identity refers to a person's innate, deeply felt sense of being male or female, or even both or neither. The term transgender refers to an individual whose gender identity does not match their assigned birth sex. There are no official statistics for the number of transgender people within the Harrogate district, and similarly there are no official statistics regarding transgender populations regionally or nationally. However, the Gender Identity Research and Education Society (GIRES) estimated that in 2007 the prevalence of people who had sought medical care for gender variance (behaviours and interests outside of what is considered normal for an assigned biological sex) was 1 in 5000 (0.02%); 80% were biologically assigned males and 20% were biologically assigned females. If the same prevalence is assumed for the Harrogate district, using the 2011 Census population figures, the local transgender population could be 32 (26 trans women and 6 trans men). However, this may under estimate the reality as it is based on people seeking medical care and it is reasonable to assume that not all transgender people will have sought medical care. Equally it may overestimate the population because some people seeking medical care for gender variance may not identify themselves as transgender.

Equalities Scoping

Strategy Title	Harrogate Town Centre Strategy and Masterplan
<p>1. Describe how the strategy aims relate to equality and who is intended to benefit</p>	<p>The Harrogate Town Centre Strategy and Masterplan (HTCSM) sets out the following vision for Harrogate town:</p> <p>'By 2025 Harrogate town centre will be a leading UK destination for culture, shopping, leisure and business tourism. The unique qualities of the town centre will be enhanced to provide a distinctive visitor offer that differentiates Harrogate from its regional and national competitors. This distinctiveness will be characterised by an exceptional town centre environment, the key components of which will be:</p> <ul style="list-style-type: none"> ● public realm of an outstanding quality; ● a special blend of retail, leisure and cultural uses; ● unique facilities for conferences and events; and ● integrated and sustainable transport infrastructure. <p>The realisation of this vision will ensure that important economic benefits are delivered for local residents and businesses, and that opportunities for the sustainable development of the town centre are fully exploited.'</p> <p>The HTCSM is based on five strategic objectives for the enhanced growth of the town centre and to realise the strategy and masterplans vision:</p> <ol style="list-style-type: none"> 1. Preserving and enhancing the elements of the town centre environment that make a key contribution to its current success. 2. Addressing those elements of the town centre environment that detract from the visitor experience and therefore its economic performance. 3. Differentiating Harrogate's offer in the key areas of retail, leisure and events so that it can compete more effectively with regional and national competitors. 4. Growing Harrogate's visitor economy by better integrating its existing strengths, broadening its appeal and raising its profile. 5. Managing the future growth of the town centre to ensure that existing weaknesses are not exacerbated. <p>The town centre plays an important role as places for the exchange of goods, services and ideas and as economic, social and cultural hubs. Harrogate town centre is critically important to the Borough, serving as a centre of economic activity and job opportunities, as well as providing essential services, shopping and cultural facilities for the local community and visitors that it serves. The HTCSM is intended to respond to the challenges that face town centres nationally and as a result of recent trends in the retail industry (highlighted in the Baseline Report). The strategy</p>





and masterplan sets out a series of deliverable projects for Harrogate town centre designed to improve the economic prospects of the town and secure its vitality and viability in the long term to the benefit of businesses, residents and other visitors.

The purpose of the Harrogate Town Centre Strategy and Masterplans is to communicate the Council's vision for the centre, based on an analysis of its current strengths and weaknesses, and to set out a series of potential projects that, if delivered, could help to realise the vision. The document does not contain planning policies, nor does it allocate land for development, but does include policy recommendation and identifies potential development opportunities. Where appropriate, these policy recommendations and development opportunities will be taken forward in the emerging Local Plan and therefore tested further through the equality analysis process.

The HTCSM is of interest to and will affect all those who use and are involved in the town centre, particularly local residents, visitors and business and service providers. Those currently living, working, running businesses, owning land or property in the town centre, shopping and visiting the town centre for other reasons (e.g. to access services, leisure activities or use public transport) are intended to benefit from the HTCSM.

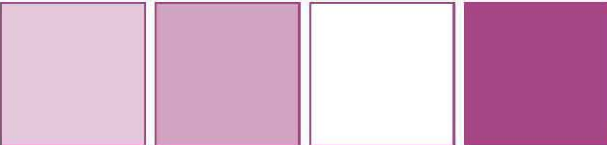
The HTCSM will help to deliver Council's Core Strategy strategic objectives and is supplementary to policies JB2: Conference & Business Tourism and JB4: Retail & Town Centre Development. The strategy and masterplan has also been informed by the priorities and policies set out in other Council strategy documents including the Corporate Plan and A Strong Local Economy – Strategic Action Plan 2012-2015.

The potential benefits for all groups resulting from the implementation of the HTCSM include:

Economic benefits

- Maintaining and improving the town centres environment making it an attractive and viable place to locate, operate and invest in a business
- Improved public transport facilities, in particular a new transport hub along Station Parade with enhanced rail and bus facilities and the connections between them and the wider town centre
- Opportunities to build on business tourism, creating a more attractive public realm, improving connections between key destinations, offering additional visitor attractions and accommodation, and attracting a greater number of staying visitors
- Creating opportunities to provide new modern retail and leisure premises meeting operator requirements
- Job opportunities emanating from the masterplan projects, both during and post construction and as a result of the strategy
- Potential to act as a catalyst and stimulate further investment in the town centre

	<p>Environmental benefits</p> <ul style="list-style-type: none"> ● Enhance the key gateways to the town centre and improvement of the public realm in key locations across the town centre ● Encouraging more sustainable forms of transport (walking, cycling and public transport) reducing the need for people to access the town centre by car, with potential benefits to the town centre environment ● Reducing the dominance of traffic and parking in the town centre ● Increased legibility of the centre through improved signage and public realm design <p>Social benefits</p> <ul style="list-style-type: none"> ● Creating attractive and functional spaces for informal recreation, events and social interaction ● Providing opportunities to improve the leisure offer in the town centre to better cater for the needs of the whole community, including young people and families ● Potential to increase pride of place and improve public perceptions of the town centre ● Improvements to the public realm with new street furniture, signage and facilities ● Opportunities for new housing to be developed in the town centre, including affordable housing ● Encouraging cycling and walking with potential knock-on health benefits <p>Further consultation and engagement with residents, visitors and business and service providers will be critical to ensure that the requirements of the Equalities Act are met and that protected groups are not disadvantaged by the changes made.</p> <p>The draft strategy and masterplan will primarily be used as a visioning document and marketing tool for the town centre, encouraging inward investment into the town and confidence in its continued good health for existing residents and businesses. As a Supplementary Planning Document (SPD) it will also be able to influence planning decisions as a material consideration. However, the weight that could be attached to the SPD would be fairly limited due to the status of the document and the level of detail contained within it.</p>																
<p>2. Which protected groups and which parts of the equality duty are relevant? (tick)</p>	<table border="1" style="width: 100%; border-collapse: collapse; text-align: center;"> <thead> <tr style="background-color: #800040; color: white;"> <th style="padding: 5px;">Age</th> <th style="padding: 5px;">Disability</th> <th style="padding: 5px;">Gender reassignment</th> <th style="padding: 5px;">Race</th> <th style="padding: 5px;">Religion</th> <th style="padding: 5px;">Pregnancy</th> <th style="padding: 5px;">Sexual orientation</th> <th style="padding: 5px;">Sex (Gender)</th> </tr> </thead> <tbody> <tr> <td style="padding: 5px;">x</td> <td style="padding: 5px;">x</td> <td style="padding: 5px;">x</td> <td style="padding: 5px;">x</td> <td style="padding: 5px;">x</td> <td style="padding: 5px;">x</td> <td style="padding: 5px;">x</td> <td style="padding: 5px;">x</td> </tr> </tbody> </table> <p>2a. Protected characteristics:</p>	Age	Disability	Gender reassignment	Race	Religion	Pregnancy	Sexual orientation	Sex (Gender)	x	x	x	x	x	x	x	x
Age	Disability	Gender reassignment	Race	Religion	Pregnancy	Sexual orientation	Sex (Gender)										
x	x	x	x	x	x	x	x										

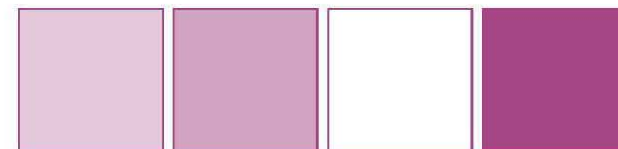


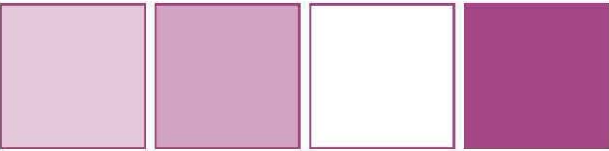
3. Further Information (if necessary):	Eliminate unlawful discrimination, harassment and victimisation	Advance equality of opportunity between different groups	Foster good relations between different groups
	x	x	x
2b. Equality duty: The Equality Act (2010) requires public bodies to have due regard to the need to:			

Table 11.11 Equalities Scoping

Equalities Analysis

Part B: Analysing and addressing the impact	
Strategy Title	Harrogate Town Centre Strategy and Masterplan
B1. What data/research/consultation do you have to support the analysis	<p>A Baseline Report provides an evidence base for the strategy and masterplan and presents the results of a number of inter-related lines of enquiry concerning the current composition and performance of the town centre, its physical environment and infrastructure, and the local property market. The report sought to collect together information on the town centre's existing assets, opportunities for improvement, and constraints on the future development of the town centre. The baseline report was also informed by two surveys, a pedestrian survey of 307 visitors to the town centre and telephone survey of a representative sample of 100 businesses in the town centre. A copy of the Baseline Report and other relevant can be viewed at the following website: http://consult.harrogate.gov.uk/portal</p> <p>Throughout the preparation of the Harrogate Town Centre Strategy and Masterplan the consultants and Council have sought to engage with a range of stakeholders to inform the document including Council Members, other relevant Council services, North Yorkshire County Council, Network Rail, Northern Rail, the Royal Hall Restoration Trust, Harrogate Chamber of Trade and Commerce, and Harrogate Cycle Action.</p> <p>Between 13 and 17 January 2015 the Council undertook a public exhibition at St Peters Church in Harrogate town centre. The purpose of the exhibition was to give interested parties, including residents, businesses and other stakeholders, a chance to view and comment on the draft vision and objectives for the town centre, together with a number of potential masterplan projects. In total 122 responses were received via the feedback form, letters and e-mails.</p> <p>During September and October 2015 a Draft Harrogate Town Centre Strategy and Masterplan was the subject of a six week public consultation. The draft strategy and masterplan document provided a: summary of the baseline findings; vision of the town centre in 2025 along with a number of strategic objectives necessary to achieve the vision; masterplan for the centre and an outline of the projects and proposals relating to the plan; policy recommendations for the management of the town centre; and an implementation plan. The consultation included a two week unmanned exhibition in St Peter's Church, two days of manned events (one at the Harrogate Farmers Market and the other in St Peter's Church) and a stakeholder briefing event. In total 159 responses were received via the online consultation portal, letters and e-mails.</p> <p>A full summary of the consultation and engagement that has been undertaken during the preparation of the strategy and masterplan and the response received during both public consultation stages is contained in the Consultation Report.</p>
Equality duty: The Equality Act (2010) requires public bodies to have 'due regard' to the need to:	



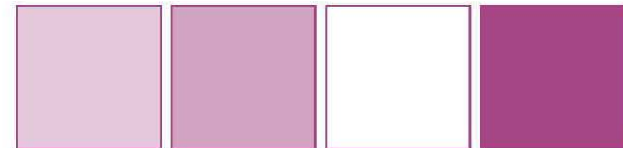


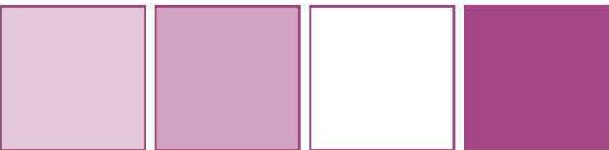
Part B: Analysing and addressing the impact		
1. Eliminate unlawful discrimination, harassment and victimisation	2. Advance equality of opportunity between different groups	3. Foster good relations between different groups

Table 11.12 Equalities Analysis

Protected characteristic	Age
<p>B2. How will the strategy affect communities in terms of aims 1 -3 of the Act? Please indicate positive or negative and low, medium or high for each.</p>	<p>Older people require access to a range of facilities and services within their local area. Older people also have higher incidences of long-term ill health. It is important therefore that they are able to gain access to a range of services and facilities, including health and wellbeing services, by public transport or within walking distance.</p> <p>The design of the public realm can impact on the ability of older people to use it. It is important that public spaces are designed to be as accessible as possible, because older people are more likely to experience physical impairments - such as frailty, instability, impaired vision and hearing.</p> <p>Children and young people have a need to access social facilities such as education, healthcare, leisure and recreation activities.</p> <p>A breakdown of the age profile of the Harrogate district, based on the 2011 Census, is provided in Table 11.1.</p> <p>Older people are one of the core visitor markets for the town centre. The 2011 Tourism in Harrogate research digest (produced by Yorkshire Forward 2011) identified that 41 per cent of leisure visitors to Harrogate are aged over 55, 13 per cent higher than the regional average.</p> <p>Of the respondees to the draft HTCSM consultation that responded via the Planning Policy teams online consultation portal and completed the equalities questions, 49% were aged 65 or over (out of 59 respondees that completed this question), and none were below 20 years old.</p> <p>The visitor survey undertaken as part of the Baseline Study identified that, of those involved in the survey, visitors from outside of Yorkshire tended to be older with a greater number of visitors in the 35-54 and 55 plus categories than in the 18-34 category.</p> <p>Responses to consultation undertaken during the preparation of the HTCSM identified the following issues in relation to age:</p>

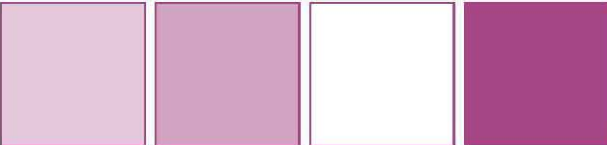
Protected characteristic	Age						
	<ul style="list-style-type: none"> • the elderly need easier access to shops • opposed to the loss of on-street parking as it will disadvantage those with mobility problems, particularly blue badge user (who do not just use designated bays) • elderly people need parking close to the town centre • object to the pedestrianisation of James St/Princess St it will cause problems for the elderly, disabled and people with mobility problems • opposed to charging for evening and Sunday parking • disagree with the closure of Cambridge Crescent and removal of parking spaces next to banks, shops and Betty's as the elderly need this access • need to analyse the specific needs of the over 65s • obvious routes to shop should be carefully marked (e.g. paving/signage) • more children/family friendly areas are needed <p>Given the nature of the projects and policy recommendations identified in the HTCSM, it is expected that the effect on this protected group in relation to the aims of the public sector Equality Duty will be as follows:</p> <table border="1" data-bbox="696 1054 1986 1235"> <tbody> <tr> <td data-bbox="696 1054 1632 1114">1. Eliminate unlawful discrimination, harassment and victimisation</td> <td data-bbox="1632 1054 1986 1114">Low positive</td> </tr> <tr> <td data-bbox="696 1114 1632 1173">2. Advance equality of opportunity between different groups.</td> <td data-bbox="1632 1114 1986 1173">Medium positive</td> </tr> <tr> <td data-bbox="696 1173 1632 1235">3. Foster good relations between different groups</td> <td data-bbox="1632 1173 1986 1235">Low positive</td> </tr> </tbody> </table>	1. Eliminate unlawful discrimination, harassment and victimisation	Low positive	2. Advance equality of opportunity between different groups.	Medium positive	3. Foster good relations between different groups	Low positive
1. Eliminate unlawful discrimination, harassment and victimisation	Low positive						
2. Advance equality of opportunity between different groups.	Medium positive						
3. Foster good relations between different groups	Low positive						
<p>B3. Briefly explain the strategy effects identified in B2.</p>	<p>The HTCSM contains a number of projects that seek to improve the public realm in certain locations within the town centre. This includes revitalising existing pedestrianised areas, the potential to create new pedestrianised spaces along James Street/Princes Street and around Prospect Square, along with other improvements to existing</p>						

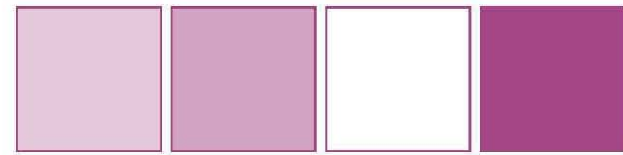




Protected characteristic	Age
	<p>streets elsewhere in the centre. Public realm improvement would involve a redesign of existing spaces to reinforce their visitor appeal, integrating key destinations and creating new spaces for events and leisure. Depending on the design of these changes they could clearly have a significant positive or negative effect on protected groups.</p> <p>The proposed public realm improvements, and in particular the plans to pedestrianise certain streets, will have implications on the level of on-street car parking in the town centre. Harrogate is well served by both on-street and off-street car parking for a town of its size but it is recognised that it is important to maintain a sufficient level of parking spaces in the right location within the centre, and to cater for periods of peak demand. The removal of on-street parking could have a negative effect on protected groups, particularly older people, people with a disabilities and pregnant women/women with new babies, as it could potentially reduce accessibility to certain shops and facilities.</p> <p>The HTCSM movement strategy seeks to promote the use of sustainable modes of transport (walking, cycling and public transport) in the town by delivering major improvements to the interchange between the rail station and bus station, cycle facilities and pedestrian links to key designations in the town. The focus of this work would be the realisation of a comprehensive redevelopment of the land to the east of Station Parade as part of the Transport Hub project, and would be linked into the various public realm improvement projects. The proposed changes could have significant positive effects for protected groups, improving the accessibility of the town centre by non-car modes of transport and making these more sustainable forms of transport a more attractive option.</p> <p>Linked to the various public realm improvements projects in the HTCSM, new and updated signage is to be provided in the town to reflect the changes resulting from the implementation of strategy and masterplan projects, remove unnecessary duplication and generally improve visitor information. This should have a positive effect on protected groups improving the legibility of the town centre.</p> <p>The strategy and masterplan identifies a number of opportunities for providing new leisure facilities in the town, and in particular an all-weather family orientated activity. If delivered this could have positive effect young people and families. Some concerns have been raised through the consultation about the potential for antisocial behaviour in the vicinity of leisure facilities, but whether this is a risk would largely depend on the nature and location of the facility and how it was designed and managed.</p>
<p>B4. What measures does, or could, the strategy include to mitigate the adverse effects or disproportionate impacts?</p>	<p>The HTCSM seeks to create an attractive and vibrant town centre that is inclusive and open to all.</p>

Protected characteristic	Age
	<p>The Council recognise that it is important to ensure a good level of access and parking provision for those wishing to come to Harrogate by car and it is also important to ensure good access by walking, cycling and public transport. The Council, together with North Yorkshire County Council, will review the on and off-street parking regime to ensure the efficient use of these facilities. This review will look at supply and demand of the town centre car parks and on street parking to ensure an appropriate level of parking is provided in the town and that the needs of protected groups are met. Comments made during consultation on the HTC SM will be considered when undertaking this review. The projects under the movement strategy and public realm strategy seek to improve and promote sustainable transport options making them a more attractive and viable alternative to the car.</p> <p>North Yorkshire County Council have taken the decision to postpone the introduction of evening and Sunday parking charges until all parking tariffs in the town have been reviewed, both on and off-street.</p> <p>Whilst James Street has successfully evolved into Harrogate's premier shopping street the quality of the public realm and the streets ability to act as a key pedestrian route is compromised by visual clutter (mainly created by on-street clutter) and relatively narrow pavements. The draft strategy and masterplan recognises that the implementation of this project will be subject to the findings of modelling work that will consider the implications of these changes on the movement of traffic within the town centre. Should this work demonstrate that the full pedestrianisation of James Street is unfeasible the Council will consider the other options explored during the development of the draft strategy and masterplan as alternatives, namely partial pedestrianisation and pavement widening.</p> <p>When designing public realm improvements in the town centre the Council will consider, amongst other factors:</p> <ul style="list-style-type: none"> ● pedestrian desire lines and linkages between key destinations in the town centre ● including adequate lighting to help combat crime, the fear of crime and antisocial behaviour ● the need to provide a range of seating types to cater for a range of individual needs ● providing level access on an off public spaces in key locations to make them easily accessible ● maintaining the level and accessibility of Blue Badge parking along with providing a sufficient range of other parking options within the town centre for all users ● keeping new street furniture and signage to a minimum and avoid cluttering the street ● removing any unnecessary hazards for people with mobility and visual impairments ● ensuring that sight lines for CCTV remain unobstructed ● providing cycle stands and associated facilities in appropriate locations

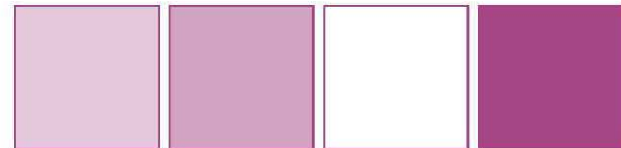


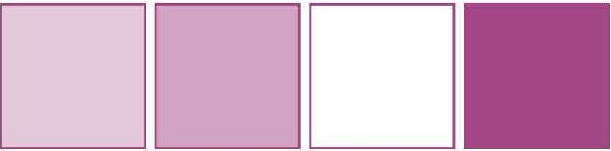


Protected characteristic	Age
	<ul style="list-style-type: none"> • using appropriate surface materials and treatment, finding an appropriate balance between hard and soft landscaping • ensuring that the design compliments the towns architecture and history • considering how spaces are be managed and maintained <p>It is intended that improved signage would be provided as part of the public realm improvements across the town and as part of the movement projects set out in the strategy and masterplan (building on the Open Harrogate wayfinding work undertaken by North Yorkshire County Council through the Local Sustainable Transport Fund).</p> <p>The Baseline Report prepared to inform the strategy and masterplan highlighted that Harrogate lacks a key attraction, particularly from the perspective of a family friendly wet weather venue. The draft strategy and masterplan proposals identify a number of opportunities for increasing and improving visitor attractions, such as at the HIC.</p> <p>The Council will seek to work with all relevant stakeholders in developing and delivering projects.</p>
B5. What measures does, or could, the strategy include to advance equality and foster good relations?	The potential benefits for all groups resulting from the implementation of the HTCSM are set out in Table 11.11.

Protected characteristic	Disability
B2. How will the strategy affect communities in terms of aims 1 -3 of the Act? Please indicate positive or negative and low, medium or high for each.	<p>Inaccessible facilities can prevent disabled people from accessing education, training, social, health and other opportunities. The design of the public realm and the availability and quality of transport facilities and services can have an impact on the ability of disabled people to access services.</p> <p>Of the respondees to the draft HTCSM consultation that responded via the Planning Policy teams online consultation portal and completed the equalities questions 93% said that did not have a disability whilst 6% preferred not to say (out of 58 respondees that completed this question). However, table 11.4 indicates that 15.5% of the resident population of Harrogate district are limited in their day-to-day activities due to disability.</p>

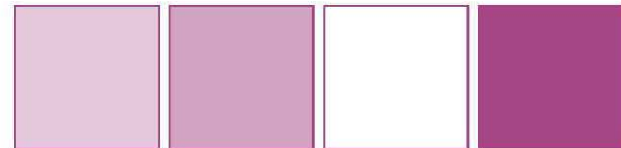
Protected characteristic	Disability
	<p>One of the aims of the HTCSM is to improve the network of public streets and spaces within the town centre creating a more attractive, connected and user friendly town centre. This will be achieved by making the town centre more pedestrian and cyclist friendly.</p> <p>Responses to consultation undertaken during the preparation of the HTCSM identified the following issues in relation to disability:</p> <ul style="list-style-type: none"> • the disabled need easier access to shops • opposed to the loss of on-street parking as it will disadvantage those with mobility problems, particularly blue badge user (who do not just use designated bays) • elderly people need parking close to the town centre • object to the pedestriation of James St/Princess St it will cause problems for the elderly, disabled and people with mobility problems • opposed to charging for evening and Sunday parking • better signage to multi-story car parks and toilets should be provided • disagree with the closure of Cambridge Crescent and removal of parking spaces next to banks, shops and Betty's as the elderly need this access • obvious routes to shop should be carefully marked (e.g. paving/signage) • it would be good to build in some specific design around dementia friendly environment • don't feel the percentage of the population with mobility issues has been taken into consideration <p>Given the nature of the projects and policy recommendations identified in the HTCSM, it is expected that the effect on this protected group in relation to the aims of the public sector Equality Duty will be as follows:</p>

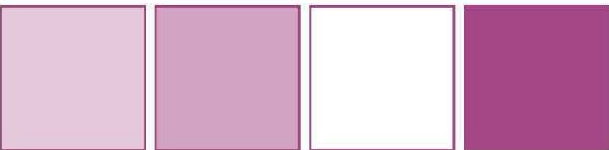




Protected characteristic	Disability	
	1. Eliminate unlawful discrimination, harassment and victimisation	Low positive
	2. Advance equality of opportunity between different groups.	Medium positive
	3. Foster good relations between different groups	Low positive
<p>B3. Briefly explain the strategy effects identified in B2.</p>	<p>The HTCSM contains a number of projects that seek to improve the public realm in certain locations within the town centre. This includes revitalising existing pedestrianised areas, the potential to create new pedestrianised spaces along James Street/Princes Street and around Prospect Square, along with other improvements to existing streets elsewhere in the centre. Public realm improvement would involve a redesign of existing spaces to reinforce their visitor appeal, integrating key destinations and creating new spaces for events and leisure. Depending on the design of these changes they could clearly have a significant positive or negative effect on protected groups.</p> <p>The proposed public realm improvements, and in particular the plans to pedestrianise certain streets, will have implications on the level of on-street car parking in the town centre. Harrogate is well served by both on-street and off-street car parking for a town of its size but it is recognised that it is important to maintain a sufficient level of parking spaces in the right location within the centre, and to cater for periods of peak demand. The removal of on-street parking could have a negative effect on protected groups, particularly older people, people with a disabilities and pregnant women/women with new babies, as it could potentially reduce accessibility to certain shops and facilities.</p> <p>The HTCSM movement strategy seeks to promote the use of sustainable modes of transport (walking, cycling and public transport) in the town by delivering major improvements to the interchange between the rail station and bus station, cycle facilities and pedestrian links to key designations in the town. The focus of this work would be the realisation of a comprehensive redevelopment of the land to the east of Station Parade as part of the Transport Hub project, and would be linked into the various public realm improvement projects. The proposed changes could have significant positive effects for protected groups, improving the accessibility of the town centre by non-car modes of transport and making these more sustainable forms of transport a more attractive option.</p> <p>Linked to the various public realm improvements projects in the HTCSM, new and updated signage is to be provided in the town to reflect the changes resulting from the implementation of strategy and masterplan projects, remove unnecessary duplication and generally improve visitor information. This should have a positive effect on protected groups improving the legibility of the town centre.</p>	

Protected characteristic	Disability
	<p>The strategy and masterplan identifies a number of opportunities for providing new leisure facilities in the town, and in particular an all-weather family orientated activity. If delivered this could have positive effect young people and families. Some concerns have been raised through the consultation about the potential for antisocial behaviour in the vicinity of leisure facilities, but whether this is a risk would largely depend on the nature and location of the facility and how it was designed and managed.</p>
<p>B4. What measures does, or could, the strategy include to mitigate the adverse effects or disproportionate impacts?</p>	<p>The HTCSM seeks to create an attractive and vibrant town centre that is inclusive and open to all.</p> <p>The Council recognise that it is important to ensure a good level of access and parking provision for those wishing to come to Harrogate by car and it is also important to ensure good access by walking, cycling and public transport. The Council, together with North Yorkshire County Council, will review the on and off-street parking regime to ensure the efficient use of these facilities. This review will look at supply and demand of the town centre car parks and on street parking to ensure an appropriate level of parking is provided in the town and that the needs of protected groups are met. Comments made during consultation on the HTCSM will be considered when undertaking this review. The projects under the movement strategy and public realm strategy seek to improve and promote sustainable transport options making them a more attractive and viable alternative to the car.</p> <p>North Yorkshire County Council have taken the decision to postpone the introduction of evening and Sunday parking charges until all parking tariffs in the town have been reviewed, both on and off-street.</p> <p>Whilst James Street has successfully evolved into Harrogate's premier shopping street the quality of the public realm and the streets ability to act as a key pedestrian route is compromised by visual clutter (mainly created by on-street clutter) and relatively narrow pavements. The draft strategy and masterplan recognises that the implementation of this project will be subject to the findings of modelling work that will consider the implications of these changes on the movement of traffic within the town centre. Should this work demonstrate that the full pedestrianisation of James Street is unfeasible the Council will consider the other options explored during the development of the draft strategy and masterplan as alternatives, namely partial pedestrianisation and pavement widening.</p> <p>When designing public realm improvements in the town centre the Council will consider, amongst other factors:</p> <ul style="list-style-type: none"> ● including adequate lighting to help combat crime, the fear of crime and antisocial behaviour ● the need to provide a range of seating types to cater for a range of individual needs ● providing level access on an off public spaces in key locations to make them easily accessible

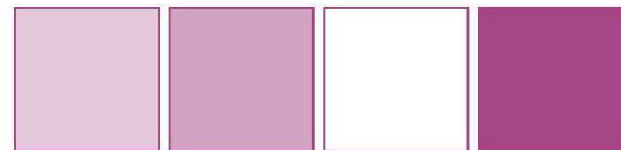


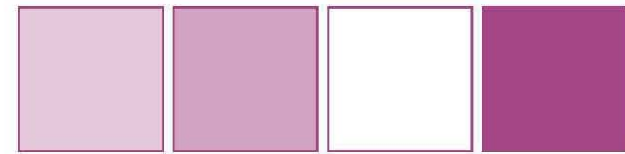


Protected characteristic	Disability
	<ul style="list-style-type: none"> ● maintaining the level and accessibility of Blue Badge parking along with providing a sufficient range of other parking options within the town centre for all users ● keeping new street furniture and signage to a minimum and avoid cluttering the street ● removing any unnecessary hazards for people with mobility and visual impairments ● ensuring that sight lines for CCTV remain unobstructed ● providing cycle stands and associated facilities in appropriate locations ● using appropriate surface materials and treatment, finding an appropriate balance between hard and soft landscaping ● ensuring that the design compliments the towns architecture and history ● considering how spaces are be managed and maintained <p>It is intended that improved signage would be provided as part of the public realm improvements across the town and as part of the movement projects set out in the strategy and masterplan (building on the Open Harrogate wayfinding work undertaken by North Yorkshire County Council through the Local Sustainable Transport Fund).</p> <p>The Baseline Report prepared to inform the strategy and masterplan highlighted that Harrogate lacks a key attraction, particularly from the perspective of a family friendly wet weather venue. The draft strategy and masterplan proposals identify a number of opportunities for increasing and improving visitor attractions, such as at the HIC.</p> <p>The Council will seek to work with all relevant stakeholders in developing and delivering projects.</p>
B5. What measures does, or could, the strategy include to advance equality and foster good relations?	The potential benefits for all groups resulting from the implementation of the HTCSM are set out in Table 11.11.

Protected characteristic	Gender reassignment
B2. How will the strategy affect communities in terms of aims 1 -3 of the Act? Please indicate positive or negative and low, medium or high for each.	Personal safety in public spaces and public transport is often an issue for transgender people. One of the strategic objectives of the HTCSM is to address those elements of the town centre environment that detract from the visitor experience, with includes ensuring that the design of the public realm creates a safe environment for all users.

Protected characteristic	Gender reassignment						
	<p>Paragraph 11.25 identifies that there are an estimated 32 transgender people in the Harrogate district but that there are no official statistics to validate this assumption.</p> <p>There is no evidence that the HTCSM will specifically positively or negatively impact on this protected group. There were no responses to consultation undertaken during the preparation of the HTCSM that identified any specific issues in relating to transgender people.</p> <p>Given the nature of the projects and policy recommendations identified in the HTCSM, it is expected that the effect on this protected group in relation to the aims of the public sector Equality Duty will be as follows:</p> <table border="1" style="width: 100%; border-collapse: collapse;"> <tbody> <tr> <td style="padding: 5px;">1. Eliminate unlawful discrimination, harassment and victimisation</td> <td style="text-align: center; padding: 5px;">Low positive</td> </tr> <tr> <td style="padding: 5px;">2. Advance equality of opportunity between different groups.</td> <td style="text-align: center; padding: 5px;">Medium positive</td> </tr> <tr> <td style="padding: 5px;">3. Foster good relations between different groups</td> <td style="text-align: center; padding: 5px;">Low positive</td> </tr> </tbody> </table>	1. Eliminate unlawful discrimination, harassment and victimisation	Low positive	2. Advance equality of opportunity between different groups.	Medium positive	3. Foster good relations between different groups	Low positive
1. Eliminate unlawful discrimination, harassment and victimisation	Low positive						
2. Advance equality of opportunity between different groups.	Medium positive						
3. Foster good relations between different groups	Low positive						
B3. Briefly explain the strategy effects identified in B2.	None identified.						
B4. What measures does, or could, the strategy include to mitigate the adverse effects or disproportionate impacts?	None identified.						
B5. What measures does, or could, the strategy include to advance equality and foster good relations?	The potential benefits for all groups resulting from the implementation of the HTCSM are set out in Table 11.11.						

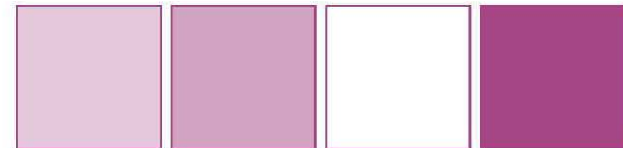


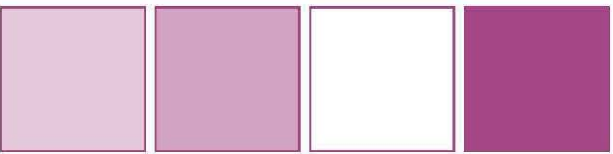


Protected characteristic	Race						
<p>B2. How will the strategy affect communities in terms of aims 1 -3 of the Act? Please indicate positive or negative and low, medium or high for each.</p>	<p>Of the respondees to the draft HTCSM consultation that responded via the Planning Policy teams online consultation portal and completed the equalities questions 87% said that they were White; English / Welsh / Scottish / Northern Irish / British Irish, 2% Asian / Asian British and 11% preferred not to say (out of 60 respondees that completed this question).</p> <p>Responses to consultation undertaken during the preparation of the HTCSM identified the following issues in relation to race:</p> <ul style="list-style-type: none"> • better signage to multi-story car parks and toilets should be provided <p>Given the nature of the projects and policy recommendations identified in the HTCSM, it is expected that the effect on this protected group in relation to the aims of the public sector Equality Duty will be as follows:</p> <table border="1" data-bbox="696 695 1986 877"> <tbody> <tr> <td>1. Eliminate unlawful discrimination, harassment and victimisation</td> <td>Low positive</td> </tr> <tr> <td>2. Advance equality of opportunity between different groups.</td> <td>Medium positive</td> </tr> <tr> <td>3. Foster good relations between different groups</td> <td>Low positive</td> </tr> </tbody> </table>	1. Eliminate unlawful discrimination, harassment and victimisation	Low positive	2. Advance equality of opportunity between different groups.	Medium positive	3. Foster good relations between different groups	Low positive
1. Eliminate unlawful discrimination, harassment and victimisation	Low positive						
2. Advance equality of opportunity between different groups.	Medium positive						
3. Foster good relations between different groups	Low positive						
<p>B3. Briefly explain the strategy effects identified in B2.</p>	<p>Linked to the various public realm improvements projects in the HTCSM, new and updated signage is to be provided in the town to reflect the changes resulting from the implementation of strategy and masterplan projects, remove unnecessary duplication and generally improve visitor information. This should have a positive effect on protected groups improving the legibility of the town centre.</p>						
<p>B4. What measures does, or could, the strategy include to mitigate the adverse effects or disproportionate impacts?</p>	<p>The HTCSM seeks to create an attractive and vibrant town centre that is inclusive and open to all.</p> <p>It is intended that improved signage would be provided as part of the public realm improvements across the town and as part of the movement projects set out in the strategy and masterplan (building on the Open Harrogate wayfinding work undertaken by North Yorkshire County Council through the Local Sustainable Transport Fund).</p> <p>The Council will seek to work with all relevant stakeholders in developing and delivering projects.</p>						

Protected characteristic	Race
B5. What measures does, or could, the strategy include to advance equality and foster good relations?	The potential benefits for all groups resulting from the implementation of the HTCSM are set out in Table 11.11.

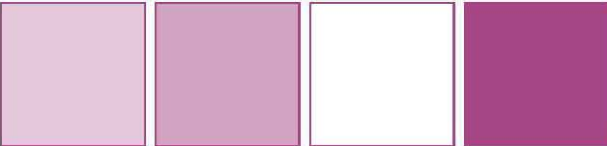
Protected characteristic	Religion / belief						
B2. How will the strategy affect communities in terms of aims 1 -3 of the Act? Please indicate positive or negative and low, medium or high for each.	<p>Access to religious buildings and institutions.</p> <p>Responses to consultation undertaken during the preparation of the HTCSM identified the following issues in relation to religion/belief:</p> <ul style="list-style-type: none"> • the town needs more parking not less • opposed to introducing evening and Sunday parking charges - it will affect churches Sunday congregations <p>Given the nature of the projects and policy recommendations identified in the HTCSM, it is expected that the effect on this protected group in relation to the aims of the public sector Equality Duty will be as follows:</p> <table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 70%;">1. Eliminate unlawful discrimination, harassment and victimisation</td> <td style="text-align: center;">Low positive</td> </tr> <tr> <td>2. Advance equality of opportunity between different groups.</td> <td style="text-align: center;">Medium positive</td> </tr> <tr> <td>3. Foster good relations between different groups</td> <td style="text-align: center;">Low positive</td> </tr> </table>	1. Eliminate unlawful discrimination, harassment and victimisation	Low positive	2. Advance equality of opportunity between different groups.	Medium positive	3. Foster good relations between different groups	Low positive
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2. Advance equality of opportunity between different groups.	Medium positive						
3. Foster good relations between different groups	Low positive						
B3. Briefly explain the strategy effects identified in B2.	The HTCSM contains a number of projects that seek to improve the public realm in certain locations within the town centre. This includes revitalising existing pedestrianised areas, the potential to create new pedestrianised spaces along James Street/Princes Street and around Prospect Square, along with other improvements to existing streets elsewhere in the centre. Public realm improvement would involve a redesign of existing spaces to reinforce their visitor appeal, integrating key destinations and creating new spaces for events and leisure. Depending on the design of these changes they could clearly have a significant positive or negative effect on protected groups.						

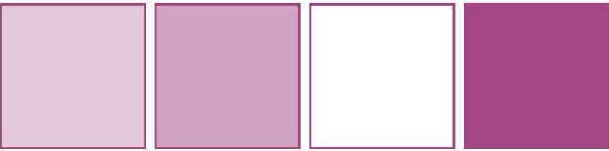




Protected characteristic	Religion / belief
	<p>The proposed public realm improvements, and in particular the plans to pedestrianise certain streets, will have implications on the level of on-street car parking in the town centre. Harrogate is well served by both on-street and off-street car parking for a town of its size but it is recognised that it is important to maintain a sufficient level of parking spaces in the right location within the centre, and to cater for periods of peak demand. The removal of on-street parking could have a negative effect on protected groups, particularly older people, people with a disabilities and pregnant women/women with new babies, as it could potentially reduce accessibility to certain shops and facilities (including places of worship in the town).</p>
B4. What measures does, or could, the strategy include to mitigate the adverse effects or disproportionate impacts?	<p>The HTCSM seeks to create an attractive and vibrant town centre that is inclusive and open to all.</p> <p>The Council recognise that it is important to ensure a good level of access and parking provision for those wishing to come to Harrogate by car and it is also important to ensure good access by walking, cycling and public transport. The Council, together with North Yorkshire County Council, will review the on and off-street parking regime to ensure the efficient use of these facilities. This review will look at supply and demand of the town centre car parks and on street parking to ensure an appropriate level of parking is provided in the town and that the needs of protected groups are met. Comments made during consultation on the HTCSM will be considered when undertaking this review. The projects under the movement strategy and public realm strategy seek to improve and promote sustainable transport options making them a more attractive and viable alternative to the car.</p> <p>North Yorkshire County Council have taken the decision to postpone the introduction of evening and Sunday parking charges until all parking tariffs in the town have been reviewed, both on and off-street.</p> <p>The Council will seek to work with all relevant stakeholders in developing and delivering projects.</p>
B5. What measures does, or could, the strategy include to advance equality and foster good relations?	<p>The potential benefits for all groups resulting from the implementation of the HTCSM are set out in Table 11.11.</p>

Protected characteristic	Pregnancy and maternity						
<p>B2. How will the strategy affect communities in terms of aims 1 -3 of the Act? Please indicate positive or negative and low, medium or high for each.</p>	<p>There is no evidence that the HTCSM will specifically positively or negatively impact on this protected group.</p> <p>Responses to consultation undertaken during the preparation of the HTCSM identified the following issues in relation to pregnancy and maternity:</p> <ul style="list-style-type: none"> • more children/family friendly areas are needed <p>Given the nature of the projects and policy recommendations identified in the HTCSM, it is expected that the effect on this protected group in relation to the aims of the public sector Equality Duty will be as follows:</p> <table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="padding: 5px;">1. Eliminate unlawful discrimination, harassment and victimisation</td> <td style="text-align: center; padding: 5px;">Low positive</td> </tr> <tr> <td style="padding: 5px;">2. Advance equality of opportunity between different groups.</td> <td style="text-align: center; padding: 5px;">Medium positive</td> </tr> <tr> <td style="padding: 5px;">3. Foster good relations between different groups</td> <td style="text-align: center; padding: 5px;">Low positive</td> </tr> </table>	1. Eliminate unlawful discrimination, harassment and victimisation	Low positive	2. Advance equality of opportunity between different groups.	Medium positive	3. Foster good relations between different groups	Low positive
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2. Advance equality of opportunity between different groups.	Medium positive						
3. Foster good relations between different groups	Low positive						
<p>B3. Briefly explain the strategy effects identified in B2.</p>	<p>The strategy and masterplan identifies a number of opportunities for providing new leisure facilities in the town, and in particular an all-weather family orientated activity. If delivered this could have positive effect young people and families. Some concerns have been raised through the consultation about the potential for antisocial behaviour in the vicinity of leisure facilities, but whether this is a risk would largely depend on the nature and location of the facility and how it was designed and managed.</p>						
<p>B4. What measures does, or could, the strategy include to mitigate the adverse effects or disproportionate impacts?</p>	<p>The HTCSM seeks to create an attractive and vibrant town centre that is inclusive and open to all.</p> <p>The Baseline Report prepared to inform the strategy and masterplan highlighted that Harrogate lacks a key attraction, particularly from the perspective of a family friendly wet weather venue. The draft strategy and masterplan proposals identify a number of opportunities for increasing and improving visitor attractions, such as at the HIC.</p> <p>The Council will seek to work with all relevant stakeholders in developing and delivering projects.</p>						



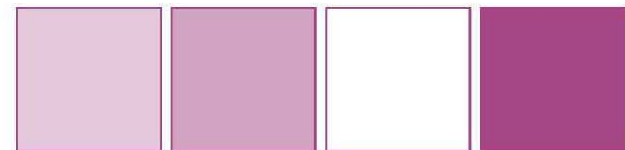


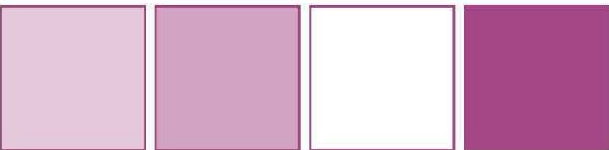
Protected characteristic	Pregnancy and maternity
B5. What measures does, or could, the strategy include to advance equality and foster good relations?	The potential benefits for all groups resulting from the implementation of the HTCSM are set out in Table 11.11.

Protected characteristic	Sexual orientation						
B2. How will the strategy affect communities in terms of aims 1 -3 of the Act? Please indicate positive or negative and low, medium or high for each.	<p>As set out in paragraph 11.22, nationally it is estimated that 5-7% of the population are homosexual or bisexual, this would equate to between 7,893 and 11,051 people in the Harrogate district based on the 2011 Census population figure.</p> <p>There is no evidence that the HTCSM will specifically positively or negatively impact on this protected group. There were no responses to consultation undertaken during the preparation of the HTCSM that identified any specific issues in relating to sexual orientation.</p> <p>The expected benefits should be equally accessible to all regardless of sexual orientation.</p> <p>Given the nature of the projects and policy recommendations identified in the HTCSM, it is expected that the effect on this protected group in relation to the aims of the public sector Equality Duty will be as follows:</p> <table border="1" style="width: 100%; border-collapse: collapse;"> <tbody> <tr> <td style="width: 70%;">1. Eliminate unlawful discrimination, harassment and victimisation</td> <td style="text-align: center;">Low positive</td> </tr> <tr> <td>2. Advance equality of opportunity between different groups.</td> <td style="text-align: center;">Medium positive</td> </tr> <tr> <td>3. Foster good relations between different groups</td> <td style="text-align: center;">Low positive</td> </tr> </tbody> </table>	1. Eliminate unlawful discrimination, harassment and victimisation	Low positive	2. Advance equality of opportunity between different groups.	Medium positive	3. Foster good relations between different groups	Low positive
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2. Advance equality of opportunity between different groups.	Medium positive						
3. Foster good relations between different groups	Low positive						
B3. Briefly explain the strategy effects identified in B2.	None identified.						
B4. What measures does, or could, the strategy include to mitigate the adverse effects or disproportionate impacts?	None identified.						

Protected characteristic	Sexual orientation
B5. What measures does, or could, the strategy include to advance equality and foster good relations?	The potential benefits for all groups resulting from the implementation of the HTCSCM are set out in Table 11.11.

Protected characteristic	Sex (gender)						
B2. How will the strategy affect communities in terms of aims 1 -3 of the Act? Please indicate positive or negative and low, medium or high for each.	<p>Of the respondees to the draft HTCSCM consultation that responded via the Planning Policy teams online consultation portal and completed the equalities questions 44% were female 56% were male (out of 59 respondees that completed this question).</p> <p>The 2011 Census identified at 47.86% of the Harrogate district resident population were male and 50.81% female.</p> <p>There is no evidence that the HTCSCM will specifically positively or negatively impact on this protected group. There were no responses to consultation undertaken during the preparation of the HTCSCM that identified any specific issues in relating to gender.</p> <p>The expected benefits should be equally accessible to all regardless of gender.</p> <p>Given the nature of the projects and policy recommendations identified in the HTCSCM, it is expected that the effect on this protected group in relation to the aims of the public sector Equality Duty will be as follows:</p> <table border="1" style="width: 100%; border-collapse: collapse;"> <tbody> <tr> <td style="width: 70%;">1. Eliminate unlawful discrimination, harassment and victimisation</td> <td style="width: 30%;">Low positive</td> </tr> <tr> <td>2. Advance equality of opportunity between different groups.</td> <td>Medium positive</td> </tr> <tr> <td>3. Foster good relations between different groups</td> <td>Low positive</td> </tr> </tbody> </table>	1. Eliminate unlawful discrimination, harassment and victimisation	Low positive	2. Advance equality of opportunity between different groups.	Medium positive	3. Foster good relations between different groups	Low positive
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3. Foster good relations between different groups	Low positive						
B3. Briefly explain the strategy effects identified in B2.	None identified.						





Protected characteristic	Sex (gender)
B4. What measures does, or could, the strategy include to mitigate the adverse effects or disproportionate impacts?	None identified.
B5. What measures does, or could, the strategy include to advance equality and foster good relations?	The potential benefits for all groups resulting from the implementation of the HTCSM are set out in Table 11.11.

B6. Which of the following actions will be followed?			
No major change - the equality analysis demonstrates that the strategy is robust and that the evidence shows no potential for discrimination and that all opportunities to promote equality have been taken.	Adjust the strategy to remove barriers or better promote equality.	Continue the strategy despite potential for adverse impact or missed opportunities to promote equality.	Stop and remove the strategy, if the strategy shows actual or potential unlawful discrimination it must be stopped and removed or changed.
Answer	<p>The HTCSM sets out a vision for the town centre together with strategic objectives, and identifies a number of development projects and policy recommendations intended to deliver the vision and objectives.</p> <p>The HTCSM masterplan projects are intended to benefit all visitors to the town centre as the proposals aim to improve the environment, functionality and facilities in the centre for all users, both local and visitors to the district.</p> <p>As masterplan projects are brought forward and policy recommendations are incorporated into the Local Plan, further engagement will take place with all groups in the community to ensure that changes made in the town benefit all sections of society.</p> <p>The Council will seek to work with all relevant stakeholders in developing and delivering projects. This will include engagement on the details and design of public realm improvement projects to ensure that parking and servicing arrangements are appropriate and the needs of vulnerable groups are met. The comments raised during consultation will be considered when drawing up project designs. The Council will endeavour to keep people informed of progress made on projects as they develop.</p>		

B6. Which of the following actions will be followed?			
No major change - the equality analysis demonstrates that the strategy is robust and that the evidence shows no potential for discrimination and that all opportunities to promote equality have been taken.	Adjust the strategy to remove barriers or better promote equality.	Continue the strategy despite potential for adverse impact or missed opportunities to promote equality.	Stop and remove the strategy, if the strategy shows actual or potential unlawful discrimination it must be stopped and removed or changed.
<p>The needs of all groups will be considered during the detailed design process for each HTCSM project and all opportunities to promote equality will be explored. It is proposed that no major change to the HTCSM is required as a result of this equality analysis but that the Council should continue to be mindful of equality issues as the projects and policy recommendations contained in the strategy and masterplan are developed further and implemented.</p>			

