

Equality Impact Assessment: Conversation Screening Tool

Prepared by Irene Ferns - Senior Strategic Estates Manager - June 2023

1.What is being reviewed?	The compulsory purchase of the Royal Arcade and the development that it will facilitate.
2.What changes are being made?	The Change being made. The making of a Compulsory Purchase Order to secure the acquisition of the Royal Arcade, should an agreement by private treaty not be reached. Following this the Council will undertake the refurbishment, alteration and change of use of the Royal Arcade to provide a destination retail, food, and entertainment offer on the ground floor with flexible office space and a Digital Skills, Innovation and Learning Hub above. Background In March 2021, Bournemouth Christchurch and Poole (BCP) Council was awarded £21.7 million of Towns Funding towards 10 projects, subject to the satisfactory completion of full green book business cases (now approved by DLUHC) for each of the projects. As one of the two flagship projects included the Bournemouth Town Investment Plan, the Royal Arcade regeneration will be facilitated by £6,792,500 of Towns Fund grant and other match funding, and is aimed to play a transformational role in kickstarting regeneration in Boscombe Town Centre Key drivers The current ownership of the Royal Arcade (and allocation of repairing responsibilities) has been carved up in a way that has inhibited the ability of any one party, without the cooperation of the other party, to safeguard and restore this Grade II landmark building for future generations. The building's Grade II status, complexity of ownership and a series of contentious, unimplemented, and undetermined planning applications over the last decade has deterred private sector investment in the building. Removal of staircases over the years has resulted in the upper floors being inaccessible. They have remained vacant for many years, leaving significant underutilised space in the heart of the town centre. This iconic Grade II listed building is in a critical state of disrepair. with movement on the front façade and the upper floors essentially being derelict. In addition, the ground floor presents a suboptimal retail offer.

	<p>The site is in an area of high deprivation and below average employment, so the project has been designed to maximise social benefits by supporting small businesses and creating new jobs. This, in combination with a more attractive retail area, will increase footfall and help to kickstart regeneration in the town centre, creating a healthier, safer, and more prosperous local environment. The Covid-19 pandemic, which saw a marked loss in employment in the retail and hospitality sectors, disproportionately affecting opportunities and access to employment, particularly for women and young people has heightened the need for the proposed public intervention.</p> <p>The project includes the acquisition of the Royal Arcade followed by essential repair works to the whole building and conversion works to the ground and first floors. On completion of the works the property would be let to a specialist Operator for curation of the occupier/tenant mix, in partnership with BCP Council. Alongside this will be a community engagement action plan for events and activities to increase public engagement in the Royal Arcade.</p> <p>The vision is to reinvent and curate a landmark heritage building to provide a destination retail, food, and entertainment offer on the ground floor, including creative independent retail start-ups and creative maker spaces. Above will be a 5G enabled eco-system of co-work and serviced office spaces, self-contained independent offices and a Council run Digital Skills, Innovation and Learning Hub.</p> <p>Early engagement with the freeholder and two head Leaseholders has been underway for some time. After undertaking substantial due diligence, negotiations by private treaty followed, but have not, so far, resulted in agreement.</p> <p>The Council's primary source of match funding, The Towns Deal Programme, has a final spend date of 31st March 2026, by which time the grant must be spent. In addition, match funding from the Heritage Lottery Fund is contingent on securing ownership. Consequently, putting a CPO in place, as soon as possible, will mitigate against delays in implementing the project.</p> <p>On 11th January 2023, Cabinet authorised officers to undertake the necessary work to prepare for the possible use of compulsory purchase powers. A report with full Statement of Reasons will be brought to Cabinet seeking a resolution to make the CPO and, in the meantime, negotiations by private treaty continue.</p>
3.Service Unit:	Director of Infrastructure (Regeneration)
4.Participants in the conversation:	Julian McLaughlin (Director of Infrastructure) Martha Covell (Programme Manager, Towns Fund) Irene Ferns (Senior Strategic Estates Manager, Estates) Ian Bennet (Works Project Manager, Towns Fund) Sarah Good (Head of Delivery -Regeneration - Infrastructure)

	<p>Sam Johnson (Policy and Performance Manager - Policy and Research). Helen Garrett (Lead Solicitor – Regeneration Projects - Law & Governance)</p>
<p>5.Conversation date/s:</p>	<p>Ongoing on project since October 2021. Royal Arcade Boscombe EIA for Towns Fund Full Business Case EIA panel 1.6.23</p>
<p>6.Do you know your current or potential client base? Who are the key stakeholders?</p>	<p>Baseline data and Demographics for Protected Characteristics under the Equality Act 2010</p> <p>Boscombe West</p> <p>In 2021 the population was 10,586 (Source: City Population: (UK Office for National Statistics))</p> <p>Sex 48.5% female and 51.5% male.</p> <p>Age 15% children aged 0-17, 72% adults aged 18 - 64 and 13% aged 65 plus.</p> <p>Race White 87.2%, Mixed/multiple 4.9%, Asian 3.5%, Other ethnic group 2.1%, Black 1.9% and Arab 0.4%.</p> <p>Religion/ Belief Christian 52.3%, no religion 41.33%, Muslim 2.6%, other religions 1.42%, Hindu 0.81%, Buddhist 0.67%, Jewish 0.65% and Sikh 0.17%</p> <p>Disability 27.8% of all households have a least 1 person disabled under the Equality Act.</p> <hr/> <p>Boscombe East & Pokesdown</p> <p>In 2021 the population was 11,190. (Source: UK Office for National Statistics)</p> <p>Sex 51% female and 49% male.</p> <p>Age 20.5% children aged 0-17, 64.1% adults aged 18 - 64 and 15.4% aged 65 plus.</p> <p>Race White 89.7%, Mixed/multiple 3.9%, Asian 3.4%, Other ethnic group 1.2%, Black 1.6% and Arab 0.3%.</p> <p>Religion/ Belief Christian 48.7%, no religion 47.3%, Muslim 1.2%, other religions 1.1%, Buddhist 0.99%, Hindu 0.32%, Jewish 0.26%, and Sikh 0.11%.</p> <p>Disability 26.7% of all households have a least 1 person disabled under the Equality Act.</p>

There is limited local statistics available for the protected characteristics below but the national figures for the 2021 census indicate:

sexual orientation - of the 92.5% that answered the question 3.2% identified with an LGB+ orientation (Gay or Lesbian, Bisexual or Other sexual orientation). LGB+ people, make up 2.2% of the Dorset Council area and 3.9% of the BCP area. Within Bournemouth, this figure is 8.96%.

Gender reassignment – of the 96% that answered the question 0.5% identified that their gender identity was different from their sex registered at birth. Transgender people make up 0.27% of the Dorset Council area, and 0.4% of the BCP Council area, with roughly 5.5% of people declining to respond.

marriage or civil partnership - just over 4 in 10 BCP residents over 16 (43.2%) said they were married or in a registered civil partnership, compared with 44.8% in 2011.

pregnancy and maternity - the number of conceptions in England and Wales increased for the first time since 2015 and were at a record high for women aged 30 to 34 years, and for women aged 40 years and over. Lockdowns and restrictions may have affected behaviours. There was an increase in live births in England and Wales in 2021 of 1.8% from 2020, but still below the 2019 figure; 2021 remains in line with the long-term trend of decreasing live births seen before the coronavirus (COVID-19) pandemic.

DEPRIVATION STATISTICS

(Source ilivehere.co.uk - English indices of deprivation 2019)

BOSCOMBE EAST & POKESDOWN & BOSCOMBE WEST

Income Deprivation (22.5%) Average

The definition of low income the government uses to compile these statistics includes those who are out-of-work (for any reason, not just unemployment) and those that are in work but satisfy the IMD means tests. This means they may qualify for means tested benefits such as Universal Credit or legacy benefits such as Working Tax Credits. It should not be assumed that this rating is an indicator of overall poverty in this ward.

Employment Deprivation (22.5%) Below Average

The proportion of working-age residents who are excluded from the jobs market, i.e., involuntarily deprived of work. The IMD domains include people who are unemployment, those who are sick or disabled, and carers. Since the government no longer publishes percentage figures for unemployment after the introduction of Universal Credit, this is now the only reliable indicator of joblessness in these wards.

Education, Skills and Training Deprivation (13.5%) Average

An indicator of the lack of formal qualification and job-based skills. The average Education, Skill and Training rank for children is less than the adult average rank

Health Deprivation and Disability (13.5%) Average

The risk of dying prematurely or having your quality of life impaired through poor physical or mental health. The IMD domain measures morbidity, disability and premature mortality. However, it does not take into consideration personal behaviour or environmental factors that may be predictive of future health problems.

Crime (9.3%) Bad

An indicator of how likely you are to be a victim of personal and material crime in Boscombe East & Pokesdown. In policing statistics, this is known as 'street level crime' and includes offences such as robbery, burglary, and other personal violent crime.

Barriers to Housing and Services (9.3%) Above Average

Measures the financial accessibility and physical accessibility to housing and local services

Living Environment Deprivation (9.3%) Bad

An indicator of the quality of housing in Boscombe East & Pokesdown. A bad rating in an equally income deprived ward, could be because of poorly maintained rented accommodation. A bad rating in a non-income deprived area, could be because the small size of housing in relation to costs.

Outside Environment Deprivation Average

An indicator of what the outdoors environment is like in Boscombe West. The IMD domains measure the air quality and the rate of road traffic accidents in each LSOA.

Boscombe was once a lively seaside spa town benefiting with a vibrant creative and employment environment. It has significant potential but has been in decline since the 1970s, being blighted by a series of socio-economic problems, particularly around anti-social behaviour including drug-taking. Data from the 2011 census indicates deprivation in the Boscombe area, including high unemployment rates, low incomes, a high rate of early deaths, high levels of private renting and low car ownership. The 2021 census confirmed that within Dorset, Boscombe West has the highest proportion of population with deprivation in education, employment, disability, and poor housing.

Recent Public Health data also confirms relatively high rates of childhood obesity, adult alcohol dependency and frequent emergency and non-emergency hospital admissions. Unemployment is 7.5% versus 3.7%¹ nationally, and while early years school attainment progress is good, it falls back at secondary level.

Between the last two Census dates, Dorset has mirrored the national trends both in the occurrences of more people achieving higher-level qualifications and fewer with no qualifications, which could be seen as a significant structural change over a relatively short space of time. Over the same period, although the proportion of those working-age people with no qualifications fell, c30% of the Towns Fund regeneration area do not have a level 2 qualification which is regarded as a benchmark for employability.⁴

According to Acorn's demographic profiling², 48% of Boscombe's population are either 'financially stretched' or facing 'urban adversity'. As part of this, the evidence suggests that 25% of Boscombe's population are facing 'young hardship'. Boscombe has a significant number of lower super output areas (LSOA) which are ranked within the 20% most deprived LSOAs in the country³. Of the five areas in BCP where deprivation is 'entrenched', three are clustered around Boscombe's town centre. This means that these LSOAs have been ranked within the top 10% most deprived LSOAs nationally in both the 2015 and 2019 update of the English Indices of Multiple Deprivation (IMD) and as such there has been little or no improvement in area over this time.

The Standardised Mortality Ratio (SMR) for deaths, all causes aged under 75 and all circulatory disease aged under 75 is significantly worse in Boscombe East and West than the rate for England. Life expectancy for Males born in Boscombe West is significantly lower than the national average. In addition, the healthy life expectancy for both males and females in Boscombe West is lower than at the preceding authority level and nationally.⁴

Boscombe is one of the most ethnically diverse and deprived areas within the Southwest. Residents have the lowest life expectancy of all Bournemouth wards, the highest level of hospital admissions for self-harm, 15% of those living in Boscombe have no garden or outdoor space. Even when we compare people of similar age, social grade and living situation (similar area, with or without children), those of Black ethnicity are 2.4 times less likely than those of White ethnicity to have a private garden⁴

1 Source: [Office for National Statistics \(ONS\)](#),: March 2023

2 Acorn (2022) Retail Footprint.

3 MHCLG (2019) English Indices of Multiple Deprivation

4 The Boscombe Strategic Area Assessment Refresh June 2020

The population in the Towns Fund area, is less active than average across the UK. In the Boscombe wards, 54.7% are Active (At least 150 minutes per week) and 33.7% Inactive (less than 150 minutes per week). The National Average is 63.3% Active and 24.6% In-active respectively.⁴

Stakeholders in the Royal Arcade Project

Existing owners of an interest in the land ownership of the Royal Arcade, including the freeholder, long leaseholders, occupiers, and

	<p>adjacent landowners, the latter where rights of access are required over their land for delivery of the works to the Royal Arcade and for its future maintenance and servicing. In addition, the people who live and work in Boscombe and visitors from the wider area will also have a stake.</p>
<p>7. Do different groups have different needs or experiences?</p>	<p>Discussions with affected landowners/occupiers to date have not identified anyone with protected characteristics but this assessment will be ongoing and updated as necessary</p> <p>The CPO process addresses the acquisition of land and property. There is a statutory framework for dealing with compensation and this is applied to all affected parties – land owners and occupiers - on the basis that no person subject to CPO should be in a worse financial position than they would have been in had their land/property not been subject to a CPO.</p> <p>The ongoing assessment of the protected characteristics of those landowners and occupiers impacted will continue to be undertaken and mitigations made, to include the following:</p> <p>Older people within the protected characteristic of age may have different needs and the framework addresses this by allowing business owners over 60, in certain circumstances and subject to certain criteria, to choose compensation based on extinguishment of their business.</p> <p>BCP Council include Local Business and Community Organisations as a protected group. At present, 16 business occupiers have been identified as having needs during the CPO process and after. However, this number will be monitored as it may change throughout the CPO process. Efforts will be made to identify opportunities for those businesses displaced by the refurbishment project. In some cases, existing occupiers may be able to relocate within the completed development.</p> <p>The Council will provide each occupier with a copy of its CPO Business Charter which will set out three commitments to:</p> <ul style="list-style-type: none"> • Ensure all business occupiers can participate in the regeneration proposals and are fully support throughout the process by a dedicated officer. • Enable businesses to remain as viable as possible during the planning period and the subsequent regeneration, to enable individual traders to exercise real choice regarding their current and future options. • Ensure a fair and equitable valuation and compensation process.

Engagement

If the CPO order is confirmed it will facilitate a development which has been subject to inclusive engagement.

Following widespread consultation, 2159 voted in favour of the Boscombe and Pokesdown Neighbourhood Plan (2019), which identifies the Royal Arcade as an important heritage asset and a priority zone for development.

The May 2020 Hemmingway Design led consultation with the local creative community, established a need for creative workspace and a better range of food offers in the area. Priority was given to redeveloping Royal Arcade.

In September 2020 there was a consultation on the draft Bournemouth Town Investment Plan, including meetings with community groups, open sessions at Boscombe Market and 447 people completed an online survey. This prioritised bringing the Royal Arcade's vacant floor space back into use to create jobs and provide an attractive place to shop, work, eat and visit.

In October 2022 a Retail Engagement study was undertaken with the business community. This identified the need to address issues of empty shops, more encouragement for start-ups, improve the night-time economy and a need to attract more high-spending shoppers. The study informed the direction of the development of the Royal Arcade.

The Art, Heritage, and Culture Group and Skills and Enterprise Group, which includes BCP and sector representatives, are regularly consulted about the project.

Consultation was undertaken with potential operators via soft market testing in 2022.

Bournemouth Towns Fund Delivery and strategic boards are consulted regularly and includes Council members, the public and representatives of the private and voluntary sectors.

In relation to planned activities for when the development is complete, consultation has included:

- Interviews with local gatekeepers and stakeholders
- Focus groups.
- Telephone and email interview

The Council has undertaken consultation with organisations and community stakeholders in the following areas:

- Health and wellbeing
- Community arts and heritage
- Schools, colleges, and universities
- Business enterprise

All engagement has been underpinned by the extensive consultation delivered through the BCP Council Cultural Enquiry and the Cultural Action Group.

Needs and experiences

The development that the CPO will facilitate will provide improved signage and access to shops, services and public facilities as the premises and public realm areas are improved, alongside a more welcoming and safer local environment.

In relation to the proposed provision of public toilets, to ensure dignity and respect for all, the latest government guidance and building regulations will be followed, taking account of the space available. The use of gender-inclusive, gender-affirming and clear signage will be reviewed in the consideration of the protected characteristics of age, disability, pregnancy and maternity, carers, gender reassignment, gender and sexual orientation and religious/belief. In respect of public toilet provision, no different needs have been identified for the protected characteristics of race or marriage and civil partnership.

Elsewhere in the building, clear and inclusive signage and the careful and appropriate use of lighting will be addressed to meet the safety and accessibility needs of all protected characteristics. The installation of four lifts will increase accessibility to the upper floors, particularly addressing the needs of those within the protected characteristic of disability and older age groups who may not be able to use the staircases.

In addition, the confirmation of a CPO facilitates a development which will support small businesses and create job opportunities through the proposed flexible office provision and opportunities for education and training through the co-location of a Council run digital skills, innovation and learning hub for young and older age groups. This will help to address the socio-economic problems identified in section 6 in terms of young hardship – unemployment and low incomes, lower life expectancy and deprivation, particularly for ethnic minorities.

Through its engagement, the Council has identified six priority groups who do not currently engage with local cultural heritage projects and/or who would benefit from a more targeted approach. It is important to note that three of the most deprived areas in BCP (within the top 10% on the Index for Multiple Deprivation in England) are in the Boscombe area.

Activities for targeted engagement will therefore focus on the following:

- 1 Older people living in and around the Bournemouth Towns Fund area.
- 2 Individuals with health conditions or impairments living in and around the Bournemouth Towns Fund area

- 3 Families with young children (pre-school – 11 years) living in local areas of multiple disadvantage
- 4 Young people (aged 11 – 18 years) living in local areas of multiple disadvantage
- 5 Students and recent graduates who live and study in the local area
- 6 Businesses in the Royal Arcade and surrounding Bournemouth Towns Fund area

Comparator research has been undertaken to help develop the Council's plans based on good practice in the arts, heritage and learning community. Proposed activities will be grouped under five programme headings and align with BCP's 2021 strategic vision:

- Fulfilled Lives: including a wellness café, wellbeing workshops, reminiscence boxes and a well-being indoor gardening project
- Brighter Futures: including schools' engagement, young people and careers, projects with the universities, young ambassadors programme, a community shop, an information and learning hub and heritage skills apprenticeships
- Connected Communities: an oral history collecting project
- Dynamic Places: 'Arcade Alive' arts and culture events and workshops, marketing and communications strategy and self-guided tours
- Sustainable Environment: sustainable retail training and improved bus route accessibility.

Human Rights:

The Human Right Act 1998 incorporated into domestic law the European Convention on Human Rights ("the Convention"). The Convention includes provision in the form of Articles, the aim of which is to protect the rights of the individual. In granting a resolution to make a CPO order, the Council must consider the rights of property owners and occupiers under the convention, particularly, Article 1 which protects the right of everyone to the peaceful enjoyment of possessions. No one can be deprived of possessions except in the public interest and subject to the relevant national and international laws.

In relation to the Convention, the Council must be mindful of the need to strike a balance between the rights of the individual and the interests of the public. Given the significant public benefit that would arise from the implementation of the Royal Arcade scheme, officers have concluded that it would be appropriate for the Council to make the order and they do not regard the use of the Council's statutory powers of compulsory purchase in this case as constituting an unlawful interference with the individual property rights.

Landowners and occupiers will have the opportunity to make representations during the planning application process in relation to the Council's planning policies which underpin the scheme for

	<p>which the Council is considering use of its CPO powers. The CPO process also affords landowners and occupiers impacted, the opportunity of submitting objections to the Secretary of State where they have not been resolved. Further, affected landowners and occupiers will be compensated in proportion to the loss they incur because of the CPO and displaced occupiers will be assisted in relocating.</p>
<p>8. Will this change affect any service users?</p>	<p>Yes</p> <p>The CPO process addresses the acquisition of property and includes a statutory framework for dealing with compensation on the basis that no person subject to CPO should be in a worse financial position than they would have been in had their land/property not been subject to a CPO.</p> <p>The CPO will facilitate a scheme that will provide benefits to all members of the public, including those with protected characteristics as set out in section 9 below.</p>
<p>9. What are the benefits or positive impacts of the change on current or potential users?</p>	<p>Adopting the Equality and Human Rights Commission (EHRC) framework for the protection, promotion and fulfilment of equality and human rights, the positive benefits and impacts are as follows:</p> <p>Education</p> <p>The co-location of a Council run Digital Skills, Innovation and Learning Hub (DSILH) within the Royal arcade will enable more accessible and place-based training in high-end digital technology to a wider community group that may have never been exposed to the opportunities of digital skills before.</p> <p>Providing digital skills advice, learning and exposure will enable people, who otherwise might miss out, to take advantage of digital technologies, particularly those in low-income households or those who are elderly.</p> <p>The DSILH will support those young people 18-24 who are not in employment by giving them a place to learn and upskill. The project will also reach out to the educationally disenfranchised, the vulnerable and those in recovery through the Community Action Network (CAN) Boscombe network and by being in a central location.</p> <p>Through emerging digital technologies, the DSILH will provide an excellent opportunity for improving skills in the community, in all age groups and backgrounds through the digital ecosystem of businesses and skills providers, in the Royal Arcade. Residents of all ages, disabled people and those with other protected characteristics will all benefit.</p> <p>The project team and volunteers will learn new skills through project activity and a tailored training programme. This will include, for example, access and inclusion, learning and</p>

engagement, historical research, and oral history, supporting vulnerable people and safeguarding.

The Council will work closely with local schools and learning centres to develop resources and activities to support the delivery of place-based curriculum learning. This will enable local and visiting schools to understand better and share key themes and messages.

The above initiatives will benefit children of all ages, young adults and genders, reduce social inequality and help to address poverty.

Work

The development will support small businesses and create job opportunities through the proposed flexible office provision and opportunities for education and training through the co-location of a Council run digital skills, innovation and learning hub for young and older age groups.

Creative, independent start-ups and creative maker spaces will help to strengthen financial resilience.

An improved, quality offer in the beautifully restored Arcade will help promote tourism and attract more visitors, increasing footfall and spending in the local shops and businesses, supporting jobs and the local economy.

The restoration works will help to improve the appearance of the Royal Arcade, making it a more attractive place for businesses to invest and operate; this will encourage new businesses to open, creating more work opportunities.

The project will create a vibrant retail, learning and entertainment hub for the local and wider community to enjoy, supporting the overall regenerative uplift of Boscombe, which will be seen as a town that supports local people to grow and thrive.

Two local young people will develop skills working as heritage apprentices in the Considerate Construction Scheme.

The business incubator space within the DSILH will offer creative spaces that foster collaboration and innovation, connect businesses, and provide education, training and support.

There will be an opportunity to provide a suite of digital, employability, maths, English, ESOL and vocational courses for employment and self-employment.

The Brighter Futures programme, delivered in partnership with local schools and colleges, will feed into other local initiatives that support young people to live, learn and thrive into adulthood. Local young people will have access to skills development and career awareness opportunities in partnership with local schools,

colleges, and further education providers. They will be supported with CV development, job searches and interview skills to increase successful access to employment.

Skills and learning days will inform and inspire students from Avonbourne Academies, providing signposting to future career pathways and development opportunities.

Strong links with local universities and colleges will create a platform for professional development and research.

The Council will support independent retail and leisure businesses in the Arcade to enable them to benefit from the project's opportunities and resources fully.

Young artists and creatives will be enabled to flourish with funding, advice, and opportunity.

Local opportunities for people of working age will be widened to gain active employment. This will benefit people of all ethnicities, gender, age, disability, and other protected characteristics.

Living standards

This EHRC domain is not directly relevant to the Royal Arcade as it will not provide living accommodation. However, indirectly the regenerative impact of the project, in terms of job creation and development of skills, will help those from deprived households to gain the necessary skills to participate in the labour market - an important precondition for enjoying an adequate standard of living to participate fully in society. In addition, the events space and food hall, in the arcade, will be designed to provide opportunities for social interaction. This will positively benefit all those groups with protected characteristics and help reduce isolation associated with disability, age, gender, transgender and pregnancy and maternity.

Health

Following completion of the development, a Fulfilled Lives programme is planned in partnership with local gatekeeper organisations. For example, the Vita Nova Theatre group, working with young people recovering from drug and alcohol addiction, will offer creative activities designed to contribute to recovery.

Staff and volunteer training improved physical access and new resources and interpretation will enable the Royal Arcade and its activities to be inclusive, diverse and accessible to all.

Working in partnership with the local primary care network and other care providers, the project will support cultural and social prescribing activities through the Council's volunteer programmes, culture and art activities. This will enable the Council to help local people to live longer, healthier and more active lives.

The development will benefit the health of residents of all ages, disabilities, gender, ethnicity, and faith by creating quality public realm in which to shop, dwell or meet friends and allowing them to shop locally for everyday items.

The careful curation of the retail units and food hall will benefit the health of residents of all ages by enabling groups of all age, disability, race, gender, faith, ethnicity, transgender, sexual orientation and maternity/pregnancy to meet with others, engage in mindful, social, or learning activities which improve mental health, reduce isolation, and help to reduce discrimination against those with protected characteristics.

The sensitive restoration of the Royal Arcade will reflect and enhance local distinctiveness, which will benefit all group's enjoyment of the area they live in and contribute to good outcomes for health and wellbeing.

Justice and personal security

The proposed diversity in retail, F & B and business uses will enable women, those of different faiths and ethnicities, younger and older people who are not as socially mobile as other groups to gain access to local services in the area they live, reducing issues around security and safety. Similarly, the development will provide a safe place to enjoy leisure and educational facilities within the community in which they live.

A safe and accessible environment with seating will be provided where crime or fear of crime is reduced, particularly for women, people of faith and different ethnicities, transgender groups, carers, pregnancy/maternity groups and people of all sexual orientations.

Participation

The capital works scheme will be underpinned by an Action Plan that will support and enable local people and visitors to engage with the building's heritage stories through in-house activities and events, outreach programmes, volunteering, and interpretation. The rationale for activities is underpinned by local and national strategies that aim to create a town that will enable its local people to grow and thrive.

This will help improve participation in social, leisure, and cultural activities by supporting a valued and accessible place for people to get together. This can improve community cohesion amongst all age groups, reduce social inequality and any barriers to discrimination against disability, gender, and ethnicity.

A targeted activity programme, delivered in partnership with grassroots organisations, will help to deliver a united ambition to bring the best out of Boscombe and its community.

A Dynamic Places programme of festivals delivered in partnership with Black Cherry Events will provide seasonal events and engagement work to help revitalise the Royal Arcade and grow a sense of community and pride in the local area.

The Royal Arcade will be seen as a welcoming place where people come together through arts and culture, supported by a trained project volunteers.

On-the-ground activities and targeted outreach will enable more people to participate at a neighbourhood level, improving everyday access to a more creative and culturally rich life.

Local people will be supported to take on key volunteering roles to support the project's successful delivery. Roles will include, for example, stewarding events, historical research, oral history, evaluation support and learning support.

The Young Arcade Ambassadors project will see young volunteers trained in the history of the Arcade, facilitating and customer care. This will provide a warm and inclusive welcome to visitors attending special events and activities.

Repairing and restoring The Royal Arcade's Grade II listed building will enable a wider range of people to engage.

Successful delivery of the five activity programmes will enable the Council to reveal and share the heritage stories of Boscombe and The Royal Arcade.

A planned oral history, archive research and community collecting project will enable the Council to reveal long-forgotten histories of the building and its people.

During the capital works phase, a digital playground concept is planned to engage the community and provide updates on the project's progress. Ideas include, for example:

- Creating a virtual behind-the-scenes tour of the Arcade before restoration begins, with the opportunity to meet the architect, design team and builders.
- Sharing updates on the restoration work, including photos and videos.
- Developing interactive digital exhibits, e.g., shop window/digital 'smart' glass, that start to tell the story of the Arcade's history and significance, using historical images, oral histories, and other archival materials from a community research project.
- Holding virtual events and workshops that explore different aspects of the Arcade's heritage and engage the community in the restoration process.

When the Royal Arcade reopens to the public, digital interpretation will continue to play a significant role in engaging visitors and enhancing their experience. Some potential uses include:

	<p>Interactive displays to provide engaging and informative exhibits that enhance the visitor experience. These displays can highlight the Arcade's history, showcase local artists or designers, or provide information on upcoming events.</p> <p>Augmented reality to bring the Arcade's history to life in an informative and engaging way. Visitors can use their smartphones or other devices to access information on the history of the Arcade, take VR tours (these can also be delivered off-site) or see historical images overlaid on the current environment.</p> <p>E-commerce opportunities to enable visitors to browse and purchase products even when the Arcade is closed, helping to support the growth of local businesses by increasing their visibility and accessibility.</p> <p>Inclusive interpretation, including for people with health conditions or impairments. For example, digital displays can include audio or visual elements that cater to those with visual or hearing impairments.</p> <p>Access and inclusion panel</p> <p>Access and inclusion for people with health conditions or impairments will be prioritised in all aspects of the Digital Playground. The panel will bring together individuals with expertise and lived experience. It will play an essential role in ensuring that outputs are accessible and inclusive for all. The panel will work with the project team to ensure that content and resources are designed to be accessible to people with disabilities or health impairments, considering the diverse needs and experiences of the local community. The panel will provide feedback and guidance throughout the development phase. It will also be involved in testing and evaluating the digital playground in the delivery phase to ensure that it meets the needs of all users.</p>
<p>10.What are the negative impacts of the change on current or potential users?</p>	<p>There are currently no known negative impacts on the protected characteristics groups.</p> <p>Existing landowners, leaseholders and occupiers will be displaced, with mitigations as outlined in section 7.</p>
<p>11.Will the change affect Council employees?</p>	<p>This is not a corporate/internal plan and would not have any impact on employees specifically. However, it is recognised that there may be BCP Council employees with protected characteristics that are local residents who may visit the Royal Arcade and the High Street. Therefore, the change may affect them. However, this EIA has demonstrated that the change would be beneficial in many ways for these protected characteristic groups.</p>
<p>12.Will the change affect the wider community?</p>	<p>The making of the CPO and the development that it will facilitate will allow this landmark grade II listed building to be restored to its former glory for the use of future generations and will bring positive change for all protected groups through the regenerative impact of</p>

	<p>the project and all the benefits listed in section 9 where not identified as being exclusive to local residents.</p>
<p>13. What mitigating actions are planned or already in place for those negatively affected by this change?</p>	<p>No negative impacts have been identified to date for persons with protected characteristics in connection with the change and no mitigation actions are therefore planned.</p> <p>The CPO process includes a statutory framework for dealing with those impacted by the order with a compensation scheme in place to ensure that no person subject to CPO is left in a worse financial position than they would have been, had their land/property not been subject to a CPO.</p> <p>Efforts will be made to identify opportunities well in advance for those businesses displaced by the CPO and where possible, existing occupiers may be able to relocate within the restored Royal Arcade. As outlined in section 7, a Business Charter is being developed to identify the needs of current occupiers.</p> <p>Continued discussions will be had with the relevant groups as the CPO progresses.</p> <p>In terms of the development, consideration will be given to a phased approach to ensure accessibility and minimise noise whilst construction works are taking place, with work sites being well screened and construction vehicles managed. Hours (time) of construction work will be controlled.</p>
<p>14. Summary of Equality Implications:</p>	<p>The CPO process addresses the acquisition of the landowners' and occupiers' interests and includes a statutory framework for dealing with compensation on the basis that no person subject to CPO should be in a worse financial position than they would have been in had their land/property not been subject to a CPO. Officers consider that the wider public interest justifies interfering with the rights of the existing landowners and occupiers. Existing businesses will receive help in relocating and where possible, existing occupiers may be able to relocate within the restored Royal Arcade.</p> <p>The scheme which the CPO will facilitate will benefit all groups defined within the protected characteristic criteria with improved outcomes focussed on; 1. Poor health and wellbeing 2. Social and economic deprivation 3. Disability and access 4. Existing and new businesses 5. Lower income households, particularly young and older people, families with young children, students, and recent graduates.</p> <p>Equality implications include:</p> <ul style="list-style-type: none"> • Improved and inclusive signage and access to carefully curated shops, services, and public facilities, particularly addressing the needs of those with the protected characteristics of age, disability, gender reassignment, pregnancy and maternity, sexual orientation and faith.

- Provision of a more welcoming, accessible, interactive, safe local environment, with natural surveillance, ambient lighting and provision of public toilets and lifts allowing people to dwell and meet others and engage in mindful, social, or learning activities that will help contribute to mental and physical health and wellbeing. This particularly addresses the needs of woman, including those with pregnancy or in maternity, older people, disabled and transgender.
- Supporting small businesses and creation of job opportunities through the proposed flexible office provision and opportunities for education and training through the co- location of a Council run digital skills, innovation and learning hub. This particularly addresses the needs of low-income households, young unemployed 18 – 24-year-olds and the educationally disenfranchised. It will help to reduce social inequality and address poverty in the local area.
- An improved, quality offer in the beautifully restored Arcade will help promote tourism and attract more visitors, increasing footfall and spending in the local shops and businesses, supporting jobs and the local economy. This will help to improve job prospects for low-income households and help to address local poverty.
- The delivery of an action plan for activities and events, supporting cultural and social prescribing activities through the Council's volunteer programmes, culture and art activities, enabling local people to participate and live longer, healthier and more active lives. This will improve community cohesion amongst all age groups, reduce social inequality and particularly barriers to discrimination against age, sex, disability, gender, and ethnicity.
- Local voluntary and community groups will benefit from increased footfall and attendance at meetings and events as the scheme kickstarts regeneration and safety on the High Street is improved. This will promote community cohesion and particularly address the needs of those who may be socially disenfranchised amongst groups including the disabled, ethnic minorities, people on low incomes, people with learning difficulties and the homeless.

The EqIA will be reviewed and updated as the scheme proposals progress and further discussions are carried out with current landowners/occupiers of the scheme and other relevant stakeholders.