

## EQUALITY IMPACT ASSESSMENT

**Partners:**

Kent County Council, Turner Contemporary Trustees

**Name of policy, procedure, project or service**

Turner Contemporary Phase II Refurbishment and Car Parking

**What is being assessed?**

Capital Project. The project will undertake a combination refurbishment and supply of additional facilities including car parking.

**Responsible Owner/ Senior Officer**

David Smith (Service Director) Barbara Cooper (Project Sponsor)

**Date of Initial Screening**

October 2017 – updated March\April 2019

*Update each revised version below and in the saved document name.*

Version	Author	Date	Comment
0.1	Theresa Warford		Initial draft
0.2	Theresa Warford	22.12.17	Update for comments from KCC Corporate Lead for Equalities and Diversity
0.3	Liz Beadle/Lucy Keeley	25.9.18	Review of EqIA to reflect development since Dec 2017 to date (RIBA 1 & 2)
0.4	Tony Witton	18.12.18	Review to reflect updated project proposals
0.5	Matt Hayden	20.3.19	Review to reflect updated project proposals

**Approvals**

Name	Title	Date of Issue	Version
Matt Hayden	Project Manager	20.3.19	5
Tony Witton	Corporate Lead		
Barbara Cooper	Project Sponsor		

## Screening Grid

Characteristic	Could this policy, procedure, project or service affect this group less favourably than others in Kent? YES/NO If yes how?	Assessment of potential impact HIGH/MEDIUM LOW/NONE UNKNOWN		Provide details: a) Is internal action required? If yes what? b) Is further assessment required? If yes, why?	Could this policy, procedure, project or service promote equal opportunities for this group? YES/NO - Explain how good practice can promote equal opportunities
		Positive	Negative	Internal action must be included in Action Plan	If yes you must provide detail
Age	YES	High	Low	<p>Issues to be covered during design and layout work:</p> <ul style="list-style-type: none"> <li>• Café and toilet facilities will need to cater for all ages, for example, suitable seating and changing facilities for young children/older people;</li> <li>• Parking requirements to be added for increased numbers and accessibility for older and younger persons;</li> <li>• Ensure guiding meets needs;</li> <li>• Clore Learning room – location has been considered to ensure safeguarding needs of cyp have been addressed and that security measures are in place;</li> <li>• External access to be considered in terms of ensuring that older people can physically access the building effectively</li> <li>• Internal access to be considered in terms of ensuring that younger people can physically access the building effectively</li> <li>• Provision of suitable seating/space in café and gallery areas</li> </ul>	<p>The design specification will take into account the need to plan for older and younger age groups;</p> <p>The digital strategy review will be able to consider the needs of specific users.</p>

				<ul style="list-style-type: none"> <li>• Consideration of access movement within building;</li> <li>• New and Compliant signage strategy to be provided;</li> </ul> <p>Other actions:</p> <ul style="list-style-type: none"> <li>• Review and implementation of new digital strategy to ensure accessibility for all customers;</li> <li>• Continue to monitor and research demographic profile of users and adjust marketing/offer to address any identified gaps.</li> </ul>	
<b>Disability</b>	YES	High		<p>Ensure layout meets all needs and that all building changes meet equalities legislation.</p> <p>Issues to be covered in building design and layout work:</p> <ul style="list-style-type: none"> <li>• Need to consider access and space within building, in particular the café and shop</li> <li>• Provision of suitable toilet and changing facilities with appropriate access. Provision of accessible WC facilities will be reviewed.</li> <li>• Parking requirements to be reviewed.</li> <li>• Provision of signage and induction loops.</li> <li>• External access to be considered in terms of ensuring that disabled people can physically access the building effectively</li> <li>• Internal access to be considered in terms of ensuring that disabled people</li> </ul>	<p>The design specification will take into account the need to plan for people of all ages with disabilities.</p> <p>The digital strategy review will be able to consider the needs of specific users.</p>

## Appendix B

				<p>can physically access the building effectively</p> <ul style="list-style-type: none"> <li>• Provision of suitable seating/space in café and gallery areas</li> <li>• Consideration of access movement within building</li> </ul> <p>Other actions:</p> <ul style="list-style-type: none"> <li>• Review of digital strategy to ensure accessibility for all customers</li> <li>• Continue to monitor and research demographic profile of users and adjust marketing/offer to address any identified gaps</li> </ul>	
<b>Gender</b>	NO	Low		<ul style="list-style-type: none"> <li>• Provision of gender-neutral toilets for parents with young children</li> </ul>	
<b>Gender identity</b>	NO	Low		<ul style="list-style-type: none"> <li>• Provision of transgender toilet facilities</li> </ul>	
<b>Race</b>	YES	Medium		<ul style="list-style-type: none"> <li>• Continue to monitor and research demographic profile of users and adjust marketing/offer to address any identified gaps</li> </ul>	<ul style="list-style-type: none"> <li>• Delivery of diverse events and exhibition programme</li> </ul>
<b>Religion or belief</b>	NO	Low			
<b>Sexual orientation</b>	NO	Low			
<b>Pregnancy and maternity</b>	NO	Low		<ul style="list-style-type: none"> <li>• Provision of feeding facilities / area for feeding young babies</li> <li>•</li> </ul>	
<b>Marriage and Civil Partnerships</b>	NA	NA	NA	NA	NA
<b>Carer's responsibilities</b>	YES	Medium	Low	<p>Issues to be covered in building design and layout work</p> <ul style="list-style-type: none"> <li>• Parking requirements to be reviewed</li> <li>• Provision of suitable toilet and changing facilities</li> </ul>	The design specification will take into account the need to plan for specific users

**Appendix B**

				<ul style="list-style-type: none"><li>• Provision of suitable seating/space in café and gallery areas</li><li>• Consideration of access movement within building</li></ul>	
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**Part 1: INITIAL SCREENING**

**Proportionality** - Based on the answers in the above screening grid what weighting would you ascribe to this function

<b>Low</b>	<b>Medium</b>	<b>High</b>
Low relevance or Insufficient information/evidence to make a judgement.	Medium relevance or Insufficient information/evidence to make a Judgement.	High relevance to equality, /likely to have adverse impact on protected groups

**LOW** – This project is likely to have a positive impact on protected characteristic groups for age, disability, race and carers as the build design will ensure that internal areas will take into account their specific needs, Additionally, the review of the gallery’s ICT digital strategy and CRM system will enable increased understanding of current and potential users, to develop appropriate marketing strategies and events to increase the galleries appeal.

**Context**

The project will deliver a combination of new build and refurbishment of the current Turner Contemporary (TC) in Margate. The aim of the project is to make the TC more financially sustainable by increasing revenue income and making the TC building function more efficiently to service the high levels of visitors it currently attracts.

As well as high visitor numbers, the Gallery has reached over 150,000 people through its education and learning programme and had a tangible effect on regeneration with its visibility and presence as a landmark visitor attraction creating an environment which has encouraged people to relocate to Margate and enabled new businesses to become established in the surrounding areas. Rail usage has increased significantly and property prices have improved.

The scope of the project will be to consider how best to maximise car parking income, retail and catering offer, while preserving the current standards of the facility and seeking to rationalise storage and staff accommodation in order to maximise income generation throughout the whole site.

The Project is consistent with KCC’s Strategic Outcome that Kent Communities feel the benefits of economic growth by being in-work, healthy and enjoying a good quality of life.

The project specifically helps meet supporting outcomes:

- Kent residents enjoy a good quality of life, and more people benefit from greater social, cultural and supporting opportunities. The TC is an important visitor attraction, attracting high numbers of visitors from Thanet and further afield.

- All Kent's communities benefit from economic growth and lower levels of deprivation. Footfall to the TC has enabled a number of local businesses to become established and benefit. Since the Gallery opened 40 new businesses have opened in the Old town and Cliftonville.
- All children and young people are engaged, thrive and achieve their potential through academic and vocational education. TC has a programme of educational activities including the Young Navigators initiative which is nationally recognised by Ofsted as a model of good practice in gallery education.

### **Aims and Objectives**

- Increase income-generating capacity which will reduce the reliance on revenue support;
- Driver for economic development through cultural regeneration;
- Community development – for example, Young Navigators learning programme;
- Improve quality of the visitor experience; and
- Reduce future running costs through installation of solar panels and water saving mitigations.

### **Beneficiaries**

- Kent residents
- Visitors to Kent
- Local businesses
- Tourism and hospitality sector

### **Information and Data used to carry out your assessment**

The Gallery is a public space open to all residents and visitors. The current CRM system software does not deliver the range of functions to help develop and meet needs of diverse audiences. Going forward, the CRM system will be reviewed. This will complement the review of Gallery's Digital Strategy including customer engagement, marketing and social media

These reviews will enable the Gallery to ensure that the demographics of the local community are taken into account along with the individual facilities and resources that are available to all visitors.

### **Consultation and data**

Public consultation on the project is planned through the planning application process.

### **Potential Impact**

### **Adverse Impact:**

While no adverse impacts have been identified in the Equalities Impact Assessment this assumption still needs to be tested as part of the planning consultation and access audit.

No negative impacts have been identified at this stage however this will be revisited to ensure this remains the case or where it is found not to be, mitigation measures will be considered.

### **Positive Impact:**

The expansion of TC will have a positive impact on the local community, increasing access to creative and cultural opportunities to support the long-term delivery and sustainability of cultural infrastructure in Kent. By becoming more financially self-sufficient, there will be less reliance on public subsidy. The inclusion of environmental mitigations in the design will have long-term environmental benefits.

## **JUDGEMENT**

### **Option 3 – Full Impact Assessment**

An access consultant will be appointed to advise the architects and project team on all related matters. The access group will play a key role in determining what the access requirements of the design are. An access audit will be produced which will accompany the ACE Stage 2 application and RIBA Stage 3 report.

### **Monitoring and Review**

Equalities Impact Assessment will be reviewed post-consultation including a review post implementation if deemed necessary.

### **Sign Off**

I have noted the content of the equality impact assessment and agree the actions to mitigate the adverse impact(s) that have been identified.

### ***Senior Officer***

Signed:

Name:

Job Title:

Date:

### **DMT Member**

Signed: David Smith

Updated 20/11/2019

Name: David Smith

Job Title: Economic Development Director

Date:

## Equality Impact Assessment - Action Plan

Protected Characteristic	Issues identified	Action to be taken	Expected outcomes	Owner	Timescale	Cost implications
<b>Age</b>	Café and toilet facilities  Parking  Guiding and signage  Digital Strategy (marketing)	Include in design specification and layouts  Review of ICT strategy and CRM, including undertaking a digital accessibility audit  Undertake an access audit	Building layout and design accommodates needs of all users  Digital accessibility  Set of access requirements to be fed into the design	Project Board	TBA – as part of the business case	Will be incorporated in budget envelop for building works
<b>Disability</b>	Access within building  Toilet and changing facilities.  Parking  Signage and induction loops.  Digital strategy (marketing)	Include in design specification and layouts  Review of ICT strategy and CRM, including undertaking a digital accessibility audit  Undertake an access audit	Building layout and design accommodates needs of all users  Digital accessibility  Set of access requirements to be fed into the design	Project Board	TBA – as part of the business case	Will be incorporated in budget envelope for building works
<b>Race</b>	Marketing and Exhibited works	Programme development  Undertake an access audit	Diverse exhibition programme  Set of access requirements to be fed into the design	Project Board	On-going	N/A
<b>Carer's responsibilities</b>	Parking	Include in design specification and	Building layout and design accommodates	Project Board	TBA – as part of the business case	Will be incorporated in budget envelop for

## Appendix B

Protected Characteristic	Issues identified	Action to be taken	Expected outcomes	Owner	Timescale	Cost implications
	Changing facilities Seating in café and gallery areas  Access within building	layouts  Undertake an access audit	needs of all users Set of access requirements to be fed into the design			building works
<b>Maternity and pregnancy</b>	See comment above on screening	Undertake an access audit	Set of access requirements to be fed into the design			