

Equality Analysis Form

By completing this form you will provide evidence of how your service is helping to meet Stroud District Council's General Equality duty:

The Equality Act 2010 states that:

*A public authority must, in the exercise of its functions, have **due regard** to the need to –*

(a) eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by the Equality Act 2010;

(b) advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it;

(c) foster good relations between persons who share a relevant protected characteristic and persons who do not share it.

The protected characteristics are listed in Question 9

Stroud District Equality data can be found at: <https://inform.gloucestershire.gov.uk/equality-and-diversity/>

1. Persons responsible for this assessment:

Name(s): Hannah Emery	Telephone: 01453 754383
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Service: Corporate Policy & Governance	Date of Assessment: 1 April 2022

2. Name of the policy, service, strategy, procedure or function:

Report of the Review Panel: Review of street or building names and monuments in the Stroud District.

Is this new or an existing one? **New**

3. Briefly describe its aims and objectives

The purpose of the review was to ensure that the diversity of our communities is appropriately reflected in the public realm and to receive representations, assess evidence and ascertain causes for concern or links to the transatlantic slave trade and colonialism relating to statues, monuments street names and building names within the Stroud district. A specific part of the review was also to make recommendations regarding a specific statue which the council was asked to review by members of the community because it causes offence and is not appropriate for display in the public realm.

A public consultation informed the review and a Review Panel considered the responses,

undertook their own research and made recommendations to council.

The review reflects the Council's commitment to equality, diversity and inclusion and arised from an antiracist social movement.

The recommendations are set out in the report of the Review Panel.

4. Are there external considerations? (Legislation / government directive, etc)

No

5. Who is intended to benefit from it and in what way?

The outcome of the review and recommendations are to improve the representation of Black, Asian, and Ethnically diverse communities in the Stroud district.

If the recommendations are approved, Black, Asian and Ethnically diverse communities in the Stroud district will benefit from better representation and future representation in the public realm.

If the recommendations are approved, and the removal of Blackboy Clock and Statue secured, a statue that causes offence to many people will no longer be present in the public realm

All communities in the Stroud district should benefit from better representation in the public realm and improved processes that deliver better future representation.

6. What outcomes are expected?

- Eliminating unlawful discrimination
- Advancing equality of opportunity between people who share a relevant protected characteristic and people who do not share it
- Fostering good relations between people who share a relevant protected characteristic and those who do not.

7. What evidence has been used for this assessment?: (eg Research, previous consultations, Inform (MAIDEN); Google assessments carried out by other Authorities)

- Responses to the public consultation held between July and September 2021(See Appendix A of the Review Panel report)
- National and local research/statistics: <https://www.gloucestershire.gov.uk/inform/equality-and-diversity/>
- The Council's Equality, Diversity and Inclusion Working Group

8. Has any consultation been carried out?

Yes – the consultation was promoted through local and national press and radio. Details were also distributed to over 130 organisations representative of the various protected characteristics to ensure as many individuals or groups as possible had the opportunity to comment.

Details of consultation

A public consultation was held between Wednesday 7 July 2021 and 1 September 2021. The consultation asked for suggestions of streets, buildings or monuments that should be reviewed. The consultation was also an opportunity to uncover untold stories of people and communities that have contributed to shaping the Stroud district and to consider how these could be recognised and commemorated. The online survey also asked respondents to describe in three words how the Blackboy Clock and Statue makes them feel and what they think should happen to the statue.

Over 1,600 responses were received and a Survey Response Analysis report was prepared. The key findings from the survey were:

78.6% of respondents felt the Blackboy Statue should be removed

58.6% felt the Blackboy Statue should be relocated to a museum

22.4% felt the Blackboy Statue should remain where it is

A broad spread of individuals or groups to potentially commemorate were suggested

The consultation did not identify any individuals who were central to the Transatlantic slave trade as having been commemorated in the district.

Consultation was also held with the leaseholders and residents of Blackboy House.

If NO please outline any planned activities

9. Could a particular group be affected differently in either a **negative** or **positive** way?

(Negative – it could disadvantage and therefore potentially not meet the General Equality duty;

Positive – it could benefit and help meet the General Equality duty;

Neutral – neither positive nor negative impact / Not sure)

Protected Group	Type of impact, reason and any evidence (from Q7 & 8)
Age	<p>Recommendation to rename Blackboy House and undertake a consultation for ‘Blackboys’, Dursley. Older people may experience negative impacts associated with disruption and costs caused by changing the property name or street name, should this option be decided. Consideration will have to be given to older people who may need further assistance to deal with any name change and updating documentation.</p> <p>The recommendation describes steps to mitigate these negative impacts by making a voluntary payment of £150.00 to support with any costs of the name change which will mitigate financial implications and the council will also provide practical help and support to the owners.</p>
Disability	<p>Recommendation to rename Blackboy House and undertake a consultation for ‘Blackboys’, Dursley. People with disabilities may experience negative impacts associated with disruption and costs caused by changing the property name of street name, should this option be decided. Consideration will have to be given to people with disabilities who may need further assistance to deal with any name change and updating documentation.</p>

	<p>The recommendation describes steps to mitigate these negative impacts by making a voluntary payment of £150.00 to support with any costs of the name change which will mitigate financial implications and the council will also provide practical help and support to the owners.</p>
Gender Re-assignment	<p>The recommendations will not impact based on this characteristic</p>
Pregnancy & Maternity	<p>The recommendations will not impact based on this characteristic</p>
Race	<p>The recommendations cover sensitive and contentious areas of work and there are positive and potentially negative impacts.</p> <p>The recommendation for the Council to pursue for the removal of the Blackboy Statue is dependent on several factors which are outside of the Council's control such as the views and wishes of the legal owner of the clock and statue. The recommendation therefore risks raising the expectations of Black, Asian, and Ethnically diverse communities who have voiced concerns about the statue as well as those who responded to the survey stating that the statue should be removed. If the recommendation is approved, progress needs to be clear to all communities and if for any reason, the clock and statue are unable to be removed, this will need to be clearly explained to mitigate this risk.</p> <p>If removal of the statue and clock can be achieved, this will have a positive impact on Black, Asian and Ethnically diverse communities as a statue that is viewed by many as a racist statue because of the way it depicts a black person will be removed from the public realm and relocated to a place where contextualisation can be provided.</p> <p>There are strong views both for and against removing statues which commemorate empire, and the debate can lead to protests. As has occurred in other towns and cities, a small number of those who protest in favour of the statues remaining have extreme views and can quickly turn into demonstrations for white nationalism. This can incite intolerance and increase hate incidents towards Black, Asian, and Ethnically diverse communities.</p> <p>The recommendation to rename Blackboy House and undertake a consultation for 'Blackboys', Dursley will have a positive impact and potential negative impacts. The consultation must be inclusive of all residents. A renaming that results from the review may be considered a measure to foster a community that shares inclusive values, and reduce feelings of discrimination caused by the existing names. A renaming may be a step towards fostering good relations within the community between people who share a protected characteristic of race and ethnicity and white British residents. The potential negative impact relates to individuals who may be more likely to be of lower socioeconomic status and face financial costs from the name change (women who are single parents, people from Black, Asian and Ethnically diverse communities, older people or disabled people). The recommendation describes steps to mitigate these negative impacts by making a voluntary payment of £150.00 to support with any costs of the name change which will mitigate financial implications and the council will also provide practical help and support to the owners.</p>

	<p>The recommendation to establish a task force to oversee the implementation of an Information Plaque outside Blackboy House and develop a community project to commemorate an individual or group suggested in the survey should have a positive impact. The Information Plaque will contextualise the statue and provide information regarding the review and how the review came about, it should also mitigate the risk above in managing expectations. The community project seeks to celebrate diversity and tell unshared stories, although it will not be possible for the project to commemorate all the individuals suggested in the survey it will encourage inclusivity and encourage communities to find their own way of tell the stories of those suggested.</p> <p>The recommendation to review the Council’s street naming protocol to include that future street names should be derived from consultation processes involving our communities should have a positive impact by introducing new street names that reflect the district’s diversity and recognise those who have enriched and made a positive contribution to the district.</p>
Religion – Belief	The recommendations will not impact based on this characteristic
Sex	<p>The recommendations will affect men and women equally. However the Recommendation to rename Blackboy House and undertake a consultation for ‘Blackboys’, Dursley which could result in a name change may impact lone parents, the vast majority of whom are women who may experience negative impacts associated with disruption and costs caused by changing the property name of street name, should this option be decided.</p> <p>The recommendation describes steps to mitigate these negative impacts by making a voluntary payment of £150.00 to support with any costs of the name change which will mitigate financial implications and the council will also provide practical help and support to the owners.</p>
Sexual Orientation	The recommendations will not impact based on this characteristic
Marriage & Civil Partnerships (part (a) of duty only)	The recommendations will not impact based on this characteristic
Rural considerations: le Access to services; transport; education; employment; broadband;	The recommendations will not impact based on this characteristic

10. If you have identified a negative impact in question 9, what actions have you undertaken or do you plan to undertake to lessen or negate this impact?

Please transfer any actions to your Service Action plan on Excelsis.

Action(s):	Lead officer	Resource	Timescale
The recommendation describes steps to mitigate negative impacts a name change may cause by making a voluntary payment of £150.00 to support with any costs of the name change which will mitigate financial implications and the council will also provide practical help and support to the owners.	Corporate Policy & Governance Manager	Existing budget	Dependent on the when the consultation will be held and when residents of Blackboy House will submit a name change request
Monitoring of any protests or demonstrations as a result of the Review Panel's report being published or the recommendations being approved and the clock and statue removed.	Corporate Policy & Governance Manager and		Regular monitoring throughout the course of implementing any approved recommendations

Declaration

We are satisfied that an Impact Assessment has been carried out the Review Panel recommendations and where a negative impact has been identified, actions have been developed to lessen or negate this impact.

We understand that the Equality Impact Assessment is required by the District Council and that we take responsibility for the completion and quality of this assessment

Completed by: Hannah Emery	Date: 13/04/2022
Role: Corporate Policy & Governance Manager	
Countersigned by Head of Service/Director: Andrew Cummings, Strategic Director of Resources	Date: 14/04/2022
	

Date for Review: Please forward an electronic copy to eka.nowakowska@stroud.gov.uk